

A.C. Williams Elementary School Campus Improvement Committee Members 2015-2016

Deanna Hays, Principal

Trish King, Assistant Principal

Business Representative

Bonnie Hunter

Community Representatives

Maria Garza

Marty Keene

Faculty Representatives

Carol Adams (15-16, 16-17)

Tina Bronson (14-15, 15-16)

Sondra Feduccia (14-15, 15-16)

Linda Grubert (14-15, 15-16)

Trish King (14-15, 15-16)

Terrie Thompson (15-16, 16-17)

Parent Representatives

Racheal Bailey

KrisAnn Clark

Goal 1--CISD will provide exemplary programs to ensure that all students are successful learners.

Objective 1 - ACW will increase scores on state tests that will meet or exceed the state standard for all sub-populations including increasing Level III performance percentages.

Strategy/Activity	Title 1 Schoolwide Component (#1-10)	Resources	Personnel Responsible	Timeline	Formative Evaluation	Summative Evaluation
Strategy 1-- Curriculum/Instruction		Title I A; Title II A; Title III; IDEA B; Grant; State Comp. Ed.; General Operating Funds				
Activities						
Utilize Eduphoria Aware to analyze student performance and develop intervention groups.	TAA		Teachers; Principal	August 2015- June 2016	Aware Data	STAAR results; Unit test results, BOY, MOY, EOY diagnostic test results
Utilize data from Lead4ward to arrange Math & Reading intervention groups.			Teachers; Principal	September 2015- May 2016	Lead4ward data; STAAR results; Progress monitoring data	STAAR Results
Coordinator of Elementary Instruction will help facilitate curriculum and student success through PLC meetings.			Principal; Assistant Principal; Curriculum Director	August 2015- June 2016	Lead4ward data; STAAR results; Progress monitoring data	Improved Student Performance
Conduct weekly "Fundamental Five" walk-throughs to collect classroom instruction data.			Principal; Assistant Principal	August 2015- June 2016	Walkthrough Data	Improved Student Performance

Continue to target ELL/ESL/Economically Disadvantaged students in writing by continuing implementation of Gretchen Bernabei writing practices.	SD		Principal; Curriculum Director	August 2015- June 2016	Lead4ward data; STAAR results; Progress monitoring data	Improved Student Performance in Writing
Utilize department heads to conduct monthly content vertical team meetings, ensuring curriculum alignment and student achievement	RS		Department Heads; Administration	August 2015- June 2016	Agendas, Meeting Notes	Improved Student Performance
Implement weekly grade level Professional Learning Community meetings to review data, improve instruction and facilitate the RTI process.	CIS		Principal; Elementary Curriculum Specialist	August 2015- June 2016	Documentation of scores; Participation; Testing Data	STAAR Results
ACW faculty will continue to incorporate Gretchen Bernabei practices into lessons to improve writing skills at all grade levels.	CIS		Principal; Elementary Curriculum Specialist	August 2015- June 2016	Documentation of scores; Participation; Testing Data	STAAR Results
Use supplemental intervention materials (Mentoring Minds; IXL) to help aid students in academics, thus positively influencing student behavior.	RS		Principal; RTI Committee	August 2015- June 2016	RTI Documentation; Progress Monitoring	Grade Reports; STAAR Results; Decrease in office referrals
Implement Accelerated Reading (AR) (4th Grade will use "40 Book Challenge") initiative at ACW to encourage student literacy.	PI; RS		Principal; Staff	August 2015- June 2016	Student Reading Logs; AR Reports	STAAR Results
Utilize learner support, dyslexia instruction (MTA), and ESL programs to provide small group instruction for at-risk students.	I; SA		Principal; Intervention Teachers	August 2015- June 2016	Student Achievement Data; Progress Monitoring	STAAR Results; Report Cards
Utilize work study students from Texas A&M Commerce to provide additional instructional support for at risk students.			Principal; Teachers; Counselor	August 2015- June 2016	Student Achievement Data; Progress Monitoring	STAAR Results/Grade Reports
Provide tutorials after the instructional day to reach at-risk students with transportation provided.	I		Principal; Teachers	January 2016- May 2016	Tutoring Attendance Sheets	STAAR Results

Teachers will continue to implement C-Scope Curriculum using the 5E Instructional Model and administer unit assessments.			Teachers; Principal	August 2015-June 2016	Lesson Plans	STAAR Results; Performance Indicators
Improve core curriculum adherence and effectiveness of implementation through lesson plans, instructional rounds and current teacher appraisal system.			Principal; Assistant Principal; Director of Curriculum	August 2015-June 2016	Lesson Plans; Eduphoria Data Reports; STAAR Results	STAAR Results; Performance Indicators
Provide extended learning opportunities to ensure that all students develop an awareness of careers, technology, and real world connections to learning (i.e. field trips, museum, etc).			Teachers; Principal	August 2015-June 2016	Attendance Sheets	Documentation of Opportunities
Implement strategies from First Steps in Mathematics (FSIM) to provide developmentally appropriate instruction to students.			Math teachers; Principal	August 2015-June 2016	Lesson Plans; FSIM tasks	STAAR results
GT program will be evaluated and upgraded to meet student needs.			Principal, Counselor; Teachers; District GT Coordinator	August 2015-June 2016	Lesson Plans; District GT Plan; Identification Procedures	Updated GT handbook
To create a least restrictive environment, ARD committee will participate in planning and placement of students with disabilities.			Teachers (Gen Ed & Spec. Ed); Principal; Diagnostician, Speech Therapist	August 2015-June 2016	PEIMS Reports; ARD Decisions	ARD Minutes
5th grade science vocabulary will be integrated across the curriculum to enhance understanding and improve scores.			Director of Technology; Principal; Curriculum Director; Teachers	August 2015-June 2016	Science Vocabulary List; Lesson Plans	STAAR Results; Grade Reports
Increase overall performance on STAAR by providing accelerated instruction activities (i.e., Mentoring Minds, IXL; My Sidewalks).			Teachers; Principal	August 2015-June 2016	Attendance Sheets	STAAR results; IXL reports; BOY, MOY, & EOY diagnostic data

Strategy 2--Resources for success (accelerated instruction) Title I, Part A; Title II, Part A; and State Compensatory Education funds will be used to implement school-wide program.		Title I A; Title II A; Title III; IDEA B; State Comp. Ed.; General Operating Funds				
Activities						
Utilize additional math and science web-based programs to supplement curriculum (i.e., IXL; Google Classroom).	I		Principal	August 2015-May 2016	Log-in reports; Student Achievement Reports	STAAR Results
Utilize progress monitoring systems to determine effectiveness of small group instruction and additional needs.	I		Principal; Teachers	August 2015-June 2016	BOY, MOY, & EOY Progress Monitoring Reports	STAAR Results; Improvements in student data
Partner with Communities in Schools (CIS) to utilize volunteers to provide individual and small group tutorials and mentors for at-risk students. CIS will also conduct a student incentive program for reading & for mastering math facts.	CI		Principal; Counselor; CIS Campus Manager	August 2015-June 2016	CIS daily logs	STAAR Results
Meet regularly with curriculum director to maximize effectiveness of instruction to all students.	I		Principal; Curriculum Director	August 2015-June 2016	Meeting Sign-in Sheets	STAAR Results; Grade Reports
Move students from STAAR to STAAR A as appropriate.	RS; CNA		Principal, Curriculum Director	August 2015-June 2016	ARD/504 Decisions; ARD Assessment Notebook; 504 Handbook	ARD/504 Decisions paperwork
Employ a reading intervention specialist to provide accelerated instruction for students at-risk of failing the state reading test.	I; SA	1.0 FTE from Title I, Part A	Principal; Curriculum Director; Teachers	August 2015-June 2016	Progress Monitoring Reports; Student Data	STAAR Results; Report cards; Improvements in student data

Provide additional intervention for students in specified classrooms through the assistance of an instructional aide.		1.00 FTE from State Compensatory Education	Principal; Curriculum Director; Teachers	August 2015-June 2016	Progress Monitoring Reports; Student Data	STAAR Results; Report cards; Improvements in student data
Increase the availability of library materials and assist students in selecting appropriate books to support the curriculum and increase the reading skills of students through the involvement of a library aide.		1.00 FTE Title I, Part A	Principal, CMS Librarian	August 2015-June 2016	AR Records	State Reading test results
A campus Instructional Technologist will provide students a curriculum that includes state of the art technology and programs so that classes simulate real world learning for students.	I	1.00 FTE from Title I, Part A	Principal, Curriculum Director; Director of Technology	August 2015-June 2016	Lesson Plans	Student Products
Provide instructional intervention materials to accelerate learning for at-risk students.		\$1,800 from State Compensatory Ed	Principal	August 2015-June 2016	Purchase Orders	State Testing Results (Mentoring Minds, IXL)
Provide supplementary supplies in core courses to enhance classroom instruction.		\$3,337 in Title I	Principal, Curriculum Director	August 2015-June 2016	Purchase Orders	State Testing Results
Summer school will be offered to students who do not meet standard on state assessments.			Teachers; Principal	Jun-15	STAAR results for students who did not meet standards	Summer School Attendance Sheets; STAAR Results
Provide accelerated instruction during the school day for at-risk students in order to prepare them for all state mandated tests. Progress will be monitored by six-weeks.	I	2.1 FTE State Comp Ed	Principal, Teachers	August 2015-June 2016	Benchmark results	Attendance sheets; STAAR results
Encourage participation in UIL academic contests.	I	Local Funds	Principal; Teachers	September 2015-December 2015	UIL Team Rosters	UIL Results
Provide staff development and training to prepare teachers to utilize new technologies and increase student achievement.	CNA	Title I travel, \$2000.00	Curriculum Director; Principal	August 2015-June 2016	Professional Development Sign-In sheets	Current Teacher Appraisal System Observations

RTI committee will continue to evaluate at-risk students to determine appropriate levels of intervention.			Teachers; Principals; Campus Intervention Team	August 2015- June 2016	PLC Recommendations; BOY, MOY, EOY Data Report	STAAR Results; Student progress on BOY, MOY, EOY Data Report
Strategy 3--Technology Students will be offered a curriculum that includes state of the art technology and programs so that classes simulate real world learning for ACW students.		Title III; State Comp. Ed.; General Operating Funds				
Activities						
Utilize technology (software/hardware) to increase student performance on state mandated tests (i.e., iStation).	I; RS		Principal; Technology Staff; Curriculum Director; Teachers	August 2015- June 2016	Operational	STAAR Results
Make all district resources for instruction accessible via the internet (i.e., C-Scope, Eduphoria, etc.).	I; RS		Curriculum Director	August 2015- June 2016	District Website	District Website
Utilize web-based math and reading intervention programs for designated at-risk students (i.e., iStation; IXL, Ed Galaxy).	I; RS		Principal; Intervention Teachers	August 2015- June 2016	Log-In Reports; Data Reports	STAAR Results; Grade Reports; Student progress on BOY, MOY, EOY Data Report
Utilize District Instructional Technologist to facilitate and train faculty in areas of technology.			Director of Technology; Principal; Curriculum Director	August 2015- June 2016	Staff Development Records; Faculty needs assessment	Staff Development Documentation
Provide new technology to increase Special Education students' access to the general curriculum.			Director of Technology; Principal; Curriculum Director	August 2015- June 2016	Purchase Orders	ARD Minutes; SPED STAAR Results
Provide staff development in differentiation of instruction.			Director of Curriculum; Principal	August 2015- June 2016	Attendance sheets	Staff Development Documentation

Goal 2--CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.

Objective 1--A. C. Williams Elementary will achieve an attendance rate of $\geq 95\%$ and decrease incidences of disruptive behavior.

Strategy/Activity	Title 1 Schoolwide Component (#1-10)	Resources	Personnel Responsible	Timeline	Formative Evaluation	Summative Evaluation
Strategy 1--Safe Environment: Schools will be safe, orderly and clean.		CISSS Consortium at Region 10; General Operating Funds				
Activities						
Reinforce objectives of character based education.	I		Principal; Counselor	August 2015-June 2016	Scheduling	Reduction in Discipline Referrals
Provide school-wide presentation on anti-bullying.		PTO Funds	Principal; Counselor	Fall 2015	Invoice	Discipline logs and referrals
Utilize "Whole Brain Teaching" strategies to improve student compliance and engagement.			Principal; Teachers; Curriculum Director	August 2015-June 2016	Principal Observation; Walk through data	Discipline Referrals
Monitor disciplinary referrals on a six-weeks basis to assure consistency.	RS		Principal; Assistant Principal	Each six-weeks	PEIMS 425 Report; Discipline Logs;	Discipline Referrals
Continue Implementing PBSI procedures and reinforce C.H.A.M.P.S.	RS; I		Principal; Assistant Principal; Teachers	August 2015-June 2016	Staff Meeting Agendas	Discipline Data
Provide incentives/rewards for students exhibiting positive behavior in school. DOJO will be utilized to motivate appropriate behavior.			Assistant Principal	August 2015-June 2016	PBSI Meeting Documentation	Event Documentation
Review and revise emergency procedures for fire, weather, evacuation, and lock-down.			Principal; School Resource Officer	August 2015-June 2016	Audit documentation	Emergency Plans

Conduct safety drills (fire, tornado, shelter in place).	CNA		Principal; Teachers; School Resource Officer	3 times per school year	Documentation Log	Drill logs
Include School Resource Officer in providing instruction and programs to students concerning behavior and safety.			Principal; School Resource Officer	August 2015 June 2016	Lesson Plans	Program Offerings
ACW will strive to be a safe and drug free school. Students will participate in Red Ribbon Week activities to promote positive choices.	CNA		Principal; Counselor	August 2015- June 2016	PEIMS 425 Report; Discipline Logs	PEIMS 425
Visitors will sign-in and wear a visitors badges to visit classrooms.			Principal; Office Staff	August 2015- June 2016	Visitor Sign-in sheets; Visitor Badges	Sign-in sheets
Strategy 2--Attendance: Improve attendance through motivational activities and parent notification		CISSS Consortium at Region 10; General Operating Funds				
Activities						
ACW will motivate students by providing rewards to students with perfect attendance.			Principal; Assistant Principal	August 2015- June 2016	Attendance Reports	Attendance rate
ACW will motivate students achievement and attendance by recognizing at the end of each six-weeks.			Principal; Assistant Principal	August 2015- June 2016	Grade Reports; Attendance Reports	Student grades; A and A/B Honor Roll
Partner with TAMU-C Student Athletic Advisory Committee (SAAC) to encourage attendance and good grades: "Lunch with Lions" and "Free TAMU-C Game Tickets for A/B Honor Roll Award."			Principal; Counselor	September 2015- May 2016	Grade Reports; Attendance Reports	Student grades; A and A/B Honor Roll
Conduct awards ceremonies to recognize student achievement in the areas of A Honor Roll, A-B Honor Roll, Perfect Attendance, Accelerated Reader, Math, Science, Reading, and Social Studies.			Principal; Teachers	January 20; June 1	Grade Reports; Attendance Reports; Teacher Records	Reward list

Strategy 3--Facilities: Maintain facilities that are comfortable and conducive to the teaching/learning process		CISSS Consortium at Region 10; General Operating Funds; Maintenance Department				
Activities						
Monitor building daily and report necessary maintenance and repairs.			Principal; School Secretary; Custodians,	August 2014- June 2015	Maintenance Reports	Maintenance Logs
Routinely inspect and audit inventory of all ACW assets.			Principal; Assistant Principal; Teachers	November 11; February 24; June 1	Inventory Reports	Inventory Reports
Utilize results from safety audit to create a campus action plan.			Principal; School Resource Officer	August 2014- June 2015	Safety Audit	Campus Action Plan

Goal 3--CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Objective 1--Parent and community involvement will increase (i.e. PTO membership, attendance at meetings, events)

Strategy/Activity	Title 1 Schoolwide Component (#1-10)	Resources	Personnel Responsible	Timeline	Formative Evaluation	Summative Evaluation
Strategy 1--Parent and Community Involvement Parents and community will participate in the educational process.		Title I A; Title III; IDEA B; General Operating Funds				
Activities						
Provide parents with multiple sources of information that increases awareness of academic standards (newsletters, Family Access, communication folders, letters, Student Success Conferences).	PI		Principal; Teachers	August 2015- June 2016	School documents	Parent survey
Utilize translator as available to aid in providing verbal & written information to parents in their native language(s).	PI		Principal; Teachers	August 2015- June 2016	School documents	Translated documents
Coordinate with PTO/Community to provide activities that benefit students and parents (Community partners include Northeast Texas Children's Museum, TAMU-C, Communities in Schools, Boys & Girls Club of Northeast Texas, etc.).	PI		Principal; PTO President	August 2015- June 2016	PTO Minutes, Agendas, and Sign in Sheets	Parent Survey
Implementation of Accelerated Reader (4th Grade will utilize the "40 Book Challenge" strategy) to promote reading.	PI	PTO Local Funds	Principal; Assistant Principal; PTO	August 2015- June 2016	AR Report	AR Report

Update school/parent compact and parent involvement policies jointly with parents.			Principal; Federal Programs Coordinators; Teachers	August 2015-June 2016	Parent compact (in Student Handbook) and involvement policies	Student Handbook; District Policy
Parent involvement survey will be conducted, needs assessed and training offered by Region 10 will be utilized.			Principal	August 2015-June 2016	Meeting Minutes	Record of trainings; Parent Survey
Strategy 2--Communication Improve communication among school, parents, students and community.		Title IA; Title III; General Operating Funds				
Activities						
Utilize School Messenger service to communicate with parents via email, text messaging, and automated phone services.	PI		Principal	August 2015-June 2016	Phone Logs; School Messenger Reports	Parent Survey; Emails; School Messenger Report
Communicate parent involvement policy to parents through PTO, emails, newsletters, and website.	PI		Principal; Teachers	August 2015-June 2016	Newsletters, emails, agendas, website	Parent Survey; Emails; School Messenger Report
Develop principal's email bulletin/Facebook postings for parents and community.	PI		Principal	August 2015-June 2016	Emails; News bulletins	Parent Survey
Teachers will update webpages regularly.			Teachers	August 2015-June 2016	Webpages	Updated Webpages
Transition meeting will be held for 5th graders transitioning to Middle School.	T		Principal and Counselor	By May 30, 2016	Meeting Agenda	Sign-In Sheets
Weekly folders will be sent home to keep parents informed of school activities and assignments.			Teachers	August 2015-June 2016	Weekly Communication	Weekly Communication
Transition meeting will be held for incoming third grade students.	T		Principal and Counselor	By May 30, 2016	Meeting Agenda	Sign-In Sheets

Goal 4--CISD will attract and retain qualified employees by providing competitive benefits, compensation and the training and tools necessary for success.

Objective 1--A.C. Williams Elementary will achieve 100% HQ staff with a turnover rate of ≤10%.

Strategy/Activity	Title 1 Schoolwide Component (#1-10)	Resources	Personnel Responsible	Timeline	Formative Evaluation	Summative Evaluation
Strategy 1--Highly Qualified Staff School will maintain 100% highly qualified teachers and paraprofessionals		Title IA; Title II A; Title III; General Operating Funds				
Activities						
Provide new teachers with an effective mentor program to support continued learning and professional development.			Principal	August 2015-June 2016	Teacher Retention	Teacher Retention rate
Provide competitive compensation and benefits in relation to area districts.				August 2015-June 2016	Benefits offered and promoted	Salary Schedule
Continue to recruit and hire minority teachers to bring the ratio of minority personnel equal to the ratio of minority students.			Principal; Director of Personnel and Communication	August 2015-June 2016	Teacher position/openings posted	Recruitment records/hiring records
Strategy 2--Professional development All staff will be provided high quality, sustained professional development		Title I A; Title II A; Title III; State Comp. Ed.; General Operating Funds				
Activities						
Provide staff development to paraprofessionals to meet standards set in NCLB (No Child Left Behind) and state accountability system.	PD		Principal; Curriculum Director	August 2015-June 2016	Documentation of Attendance	Professional development offered; Eduphoria Records

Provide resources for teachers to implement CISD Curriculum.	PD		Principal; Curriculum Director	August 2015- June 2016	Documentation of Attendance for PD	Lesson Plans
Provide training in Gretchen Bernabei Writing strategies to target documented areas of concern.	PD		Principal; Curriculum Director	August 2015- June 2016	Documentation of Attendance for PD	Student Data in Writing
As of March 2015, all teachers will be ESL certified.	HQ		Principal; Curriculum Director	August 2015- June 2016	ESL Certifications	ESL Certifications
Provide staff development in identified areas of need.	PD; HQ		Principal; Curriculum Director	August 2015- June 2016	Documentation of Attendance	Professional development offered
Provide staff development for all teachers to implement the ELPs and support second language acquisition for ELL students. Increase targeted instruction for ELL/SPED students via STAAR data.	PD		Curriculum Director	August 2015- June 2016	Documentation of Attendance	Improved student performance
Teachers will be trained in discipline management, conflict resolution, and violence prevention.			Principal; Curriculum Director	August 2015- June 2016	Documentation of Attendance	Reduced discipline referrals
Strategy 3--Technology All staff will meet required technology proficiency levels		Title I, Part A;; Title II A; Title III; State Comp. Ed.; General Operating Funds				
Activities						
Provide staff development opportunities in technology.	PD; HQ		Principal; Campus Tech Coordinator; Curriculum Director	August 2015- June 2016	Documentation of Attendance	Eduphoria Records
Provide training in data management program to disaggregate STAAR and local assessment data.	PD		Principal; Curriculum Director	August 2015- June 2016	Documentation of Attendance	Log-in reports

Provide high quality instruction for all teachers to implement and use new technologies in the classroom to differentiate instruction and allow for additional accommodations of special education students. New technologies include interactive whiteboards, document cameras, and data projectors.	PD		Principal; Curriculum Director; District 504 Coordinator	August 2015- June 2016	Documentation of Attendance	Professional Development records
Teachers will update webpages regularly.			Teachers; Principal	August 2015- June 2016	Webpages	Updated Webpages
All teachers will demonstrate their technology skills by integrating technology information into their classroom instruction that will produce authentic student products.			Teachers; Principal	August 2015- June 2016	Lesson Plans	Student Projects
Utilize campus instructional technologists to provide staff development to address indentified campus needs.			Director of Curriculum; Director of Technology; Principals; Campus Instructional Technologists	August 2015- June 2016	Documentation of Attendance	Professional Development records