

Onalaska Elementary



Campus Improvement Plan 2016-2017

Board of Trustee Adoption Date: September 19, 2016

Members	Title
David Murphy	Principal
Larissa Grubbs	Assistant Principal
Amanda Stayton	Assistant Principal
Jodi Adkins	Counselor/Parent
Lisa Smith	Math Coach
Jean Carrasco	4 th Grade Math
Suzanne Rogers	Paraprofessional
Ginger Farrar	2 nd Grade ELAR/SS
Elizabeth Cain	1 st Grade ELAR/SS Teacher
Britney Norris	5 th Grade ELAR/SS Teacher
Billie Fredricks	3 rd Grade ELAR Teacher
Becky Mason	6 th Grade ELAR/SS Teacher
Kimber Stolley	Parent

Ernie Hutchins	Business Owner
----------------	----------------

Comprehensive Needs Assessment

Data Sources Reviewed:

- **PEIMS**
- **Ethnic Distribution**
- **At-Risk by Category**
- **Attendance Rate**
- **Enrollment Data by Grade level – Student Teacher Ratio**
- **Mobility Rate**
- **Universal Reading/Literacy Screening for Grades K - 2**
- **STAAR Assessment Results by Subject**
- **Campus Retention Rates**
- **Parent Survey Data**
- **Staff Survey Data**
- **Student Survey Data**
- **Teacher Certification/Qualification Data**
- **Paraprofessional and other Staff Qualifications**
- **Staff Mobility/Stability**
- **Recruitment and Retention Strategies**
- **TEKS Resource System**
- **Read Well K – 2**
- **State Adopted Text**
- **Supplemental Materials that support increased student performance**

- **Eduphoria/Aware- System for building assessments and analysis of student data**
- **Support structures: Mentor Teachers**
- **Duty Rosters**
- **Master Schedule**
- **Google Calendar**
- **Classroom technology Needs**
- **STaR Chart**
- **Technology policies and procedures**
- **Technology Plan**
- **Lending Grant Procedures**
-

	Areas Reviewed	Summary of Strengths (What are the identified strengths?)	Summary of Needs (What are the identified needs?)	Priorities (What are the priorities for the campus, including how federal and state program funds will be used?)
1.	Demographics	<ul style="list-style-type: none"> a) Enrollment has increased b) No change in Student subgroups c) Ratio of students to teachers d) Slight increase in student attendance e) Slight decrease in the number of students retained 	<ul style="list-style-type: none"> a) Increased number of teachers and instructional support paraprofessionals b) High mobility rate c) English Language Learner rate consistent d) High at-risk group 	<ul style="list-style-type: none"> ● Increase student attendance rates ● Provide ESL support to ELL's ● Provide interventions for at-risk students ● Additional Grade level Paraprofessionals in Kinder, 1st and 2nd grade

2.	Student Achievement	<p>a) By the end of 1st Grade we had a 90.6% of students as Transitional to probable Readers.</p> <p>b) Math, Science Scores increased</p> <p>c) Reading, Writing, Math, and Science scores on STAAR are much higher than the state average.</p> <p>d) Special Education Student Growth measure did better than any other group measured.</p> <p>e) Slight decrease in the number of students needing retention.</p>	<p>a) Kinder and 2ndnd grade screening showed areas of need</p> <p>b) Continued need for Improvement in Science</p> <p>c) Continued high retention rates</p> <p>d) Student growth measure – lack of student growth</p> <p>e) Writing performance</p> <p>f) No distinctions earned in academic achievement in Reading/ELA, top 25th Percent in closing performance gaps, and in postsecondary Readiness</p> <p>g) Overall student passing on the STAAR A assessment was low</p>	<ul style="list-style-type: none"> ● Increase the number of students meeting the growth measures on STAAR ● Staff development for science teachers k-6 ● Continue to reduce the number of students retained by providing appropriate interventions ● Improvement in writing through consistent collection of data ● Review and target supports for students to select the most appropriate state assessment ● Changing our universal screening tool to Texas Primary Reading Inventory
3.	School Culture and Climate	<p>a) High expectations for students</p> <p>b) Safe environment</p>	<p>a) Parent want more communication</p> <p>b) Support from parents is low</p>	<ul style="list-style-type: none"> ● Need for teachers to increase communication with parents

		<ul style="list-style-type: none"> c) Conducive for Learning d) Teachers feel supported e) Teachers feel like communication strong f) Students believe what they are learning is useful 	<ul style="list-style-type: none"> c) Students feel comfortable asking questions d) Teacher making school work interesting e) Amount of homework is either too high or too low 	<ul style="list-style-type: none"> ● Determine strategies to increase parent involvement ● Need to have increased communication between students and teachers ● Increase the use of interactive activities in the classroom
4.	Staff Quality/Professional Development	<ul style="list-style-type: none"> a) Teacher feel supported to meet the needs of students b) Added 7 new teaching positions c) 10 days of professional development and planning built into beginning of the year PD 	<ul style="list-style-type: none"> a) Getting 100% of teachers highly qualified b) Increasing our teacher retention rate c) Improve and increase connection teachers are making with parents d) Teachers making school work interesting 	<ul style="list-style-type: none"> ● Need for Mentor teachers for new teachers ● Provide professional development activities that build campus leaders ● Build strong relationships with parents
5.	Curriculum, Instruction, and Assessment	<ul style="list-style-type: none"> a) Adopted curriculum is aligned and structured in a way that provides the necessary supports to provide teachers 	<ul style="list-style-type: none"> a) Guidance on utilizing the tools in TEKS Resource System to the highest level to ensure student success 	<ul style="list-style-type: none"> ● Provide teachers time each nine weeks to plan instruction and curriculum based assessments ● Provide supplemental materials to use with

		<p>the tools they need to ensure student success.</p> <p>b) Teachers are provided the necessary instructional supplies</p> <p>c) Guidance on Read Well Implementation to adjust areas that need change is given consistently</p> <p>d) Develop a consistently utilized system for how we monitor/asses writing</p>	<p>b) Guidance for teachers on how/when to utilize certain resources to ensure student success</p> <p>c) Updating the campus assessment norms to address changing to a nine week reporting period</p> <p>d) Writing across the curriculum</p> <p>e) Additional Science supplies for the Science lab for all grade level activities</p> <p>f) Additional Pre-K - 6th grade instructional materials for additional teachers in each grade.</p>	<p>the TEKS Resources system instructions</p> <ul style="list-style-type: none"> ● Disaggregate CBA and Mock results to identify interventions strategies and monitor success using Eduphoria/Aware ● Meet in SST meetings by grade level to set individualized tiered tutorial groups ● Make sure Science lab consistently has all supplies needed for teachers. ● Purchase instructional supplies need for additional teachers in each grade level
6.	Family and Community Involvement	<p>a) School climate is inviting/welcoming</p> <p>b) Parent Volunteer program has been started.</p> <p>c) Parent Conference days built into to</p>	<p>a) Improve and increase the connections teachers are making with parents</p> <p>b) Parent concerns over the amount of homework</p>	<ul style="list-style-type: none"> ● Increase opportunities for parents to be an active part of the school setting during and after school

		the district calendar.		<ul style="list-style-type: none"> ● Increase communication with parents through webpages, remind program ● Address concerns parents have about the amount of homework
7.	School Context and Organization	<p>a) Master Schedule is designed to have a few breaks as possible in classroom instruction time</p> <p>b) Teachers only have duty every 6 weeks before/after school</p> <p>c) Additional Planning time for Teachers in Math, ELAR, Social Studies, and Science has been added with support of the district Instructional Coaches and</p>	<p>a) Need for ELAR coach</p> <p>b) Number of students in classes in increasing</p>	<ul style="list-style-type: none"> ● Identify strategies to monitor campus morale ● Targeting ways we can adjust the schedule/staff to ensure every subject is getting taught at the level necessary to improve student performance ● Support for ELAR, Science, and Social Studies equal to what we provide for Math

		campus administrators		
8.	Technology	<ul style="list-style-type: none"> a) Opportunities for students to use technology is increasing b) We have three chrome carts on our campus and a fourth is being added c) We have one lap-top cart on our campus d) We have a technology lending program with chrome books e) Provided E-Beam training for 100% of staff f) Providing E-Beams, document, cameras and projectors in every classroom 	<ul style="list-style-type: none"> a) Support for utilizing technology in the classroom to improve instruction b) Need to have increased opportunities of students having technology in their hands c) Need additional chrome cart at the Elementary campus d) Need additional student computers in new classrooms e) Need for Wireless E-Beams in some classrooms 	<ul style="list-style-type: none"> ● Support for teachers to integrate technology throughout the curriculum

Goal 1: To offer challenging research-based curriculum and instruction

Performance Objective: Increase the number of students meeting growth measures and/or achieving commended performance on all state assessments.

Summative Evaluation: TTESS Walk Through and Observation Data, Percentage of students meeting growth measures and advanced performance will increase by 5%

Action Steps/Strategies	Funding/Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Professional development in vertical team meetings each 9 weeks to enhance instruction and plan instruction	Title I Campus Funds	Principal Math Coach	Each Nine Weeks	Sign in Sheets and Outlines Lesson Plan Review Student performance on Curriculum based assessments	
2) Utilization of the following programs for enhancing student performance <ul style="list-style-type: none"> • Education City (Edmentum) • I-Station • Think Through Math • Renaissance Place • Read Well 	Title I Campus Funds	Principal Ass. Principal Teachers Counselor Math Intervention teacher Reading Intervention teacher	Each Nine Weeks	Review of Student Progress Reports every 4 weeks Review of Students Nine weeks grades Program Reports	
3) Utilization of the TEKS Resource System Tools to enhance instruction	Campus Funds ESC VI Support	Principal Ass. Principal Math Coach Team Leaders Teachers	Daily	Lesson Plan Review Formative assessments in the classroom Curriculum Based Assessments every nine weeks Vertical Team Planning and Grade Level Meetings Minutes and Agendas	2
4) Continue to evaluate and upgrade technology.	Title I Title VI IMA Funds Local Funds	Principal Ass. Principal Counselor Technology Director	Each Nine Weeks	Technology Purchases Technology Plan Evaluation T-TESS Walkthrough Data	

5)	Emphasize reading skills with kindergarten through second grade using all components of the Read Well Program	Title I Funds Campus Funds	Principal Ass. Principal Teachers Kinder – 2 nd grade	Daily	Fluency Test TPRI Assessments Results T-TESS Walkthrough Data	3
6)	Promote reading in first through sixth grade with the Accelerated Reader Program.	State Compensatory Funds	Principal Ass. Principal Librarian Teachers Accelerated Reader Committee	Daily	Accelerated Reader Reports Fluency Test TPRI Assessment Results Roster of Students Meeting AR Goal each period	9
7)	Inclusion of student of diverse populations (special education and ESL students) in regular classroom activities.	State Special Education Allotment 3.0 FTE	Teachers Resource Teachers Paraprofessionals ARD Committee ELPAC Meetings	Daily	Observations of students participation in the classrooms Nine Weeks Grades Formative Assessments in the Classroom Curriculum Based Assessments	2
8)	Administer End of Year Math and Reading Tests to kindergarten, first and second graders.	Campus Funds	Principal Ass. Principal Teachers Counselor	May	Measure of student performance at end of the year	8
9)	Train Students in STAAR Testing strategies.	Campus Funds	Third through sixth grade Teachers Resource Teachers	Weekly	Monitor Use of strategies and scores on formative assessments and Curriculum based Assessments	9
10)	Develop and administer Curriculum Based Assessments each Nine-weeks for all students in core subject areas of math and reading for second through sixth grade. Science and Social Studies for third through sixth grade.	Campus Funds Eduphoria/ Aware Curriculum Based Assessments	Principal Ass. Principal Math Coach Counselor Second – Third Grade Teachers Resource Teachers	Each Nine Weeks	Administrator Approves Curriculum Based Assessments Disaggregate Curriculum Based Assessment Data	8

11) Administer Mock STAAR Tests to all students in third through sixth grade to identify strengths and weakness seven weeks before the STAAR Test.	Campus Funds Eduphoria/ Aware Released STAAR Assessments	Principal Ass. Principal Counselor Third through Sixth Grade Teachers Resource Teachers	Seven Weeks Before STAAR Testing	Disaggregate Mock STAAR Test Data	8
12) Administer End of Year STAAR formatted practice tests to all students in third grade for writing, fourth grade for science, and sixth grade for writing.	Campus Funds Eduphoria/ Aware	Principal Ass. Principal Counselor Third through sixth grade teachers Resource Teachers	May	Disaggregate End of Year Data	8
13) Provide accommodations for 504 and dyslexia students.	Campus Funds Dyslexia Screening Scotopic Screening	Principal Ass. Principal Counselor Teachers Paraprofessional	Daily	CMC Service Tracking Logs Nine Weeks Grades Monitor student progress reports every three weeks	8
14) Provide Read Well Supplemental Tier support in kindergarten through second grade.	Title I Funds Campus Funds Read Well Reading Program	Principal Ass. Principal Teachers Paraprofessionals	Daily	TPRI Assessment Results Nine Weeks Grades SST Meeting Records Read Well Monitoring Assessments Curriculum based assessments in second grade	9

15) Provide tutorial program for V Math and Voyager Reading for third through sixth grade.	Campus Funds SCE V Math and Voyager Reading Program	Principal Ass. Principal Reading Lab Teachers Math Lab Teachers	Daily	Nine Weeks Grades SST Meeting Records Curriculum Based Assessments	9
16) Thirty Minute Tutorial block built into each day in third grade through sixth grade for Reading, Math, Writing, and Science.	Campus Funds Title I Supplemental Materials for Reading, Math, Writing, and Science	Principals Ass. Principal Teachers Paraprofessionals	Daily	Nine Weeks Grades Formative Assessments Curriculum Based Assessments Campus Walkthroughs	9
17) Utilizing Journals in Kindergarten through sixth grade	Campus Funds	Principals Ass. Principals Teachers Resource Teachers Paraprofessionals	Daily	Weekly Assessments Journal Reviews Campus Walkthroughs	2
18) Conduct Data Talks with teachers after each Curriculum Based Assessment and Mock STAAR Tests to review strengths and weakness by Student Expectations and individual student's results.	Campus funds Eduphoria/ Aware Reports	Principal Ass. Principal Counselor Teachers	Each Nine Weeks	Data Talk Forms and Meeting Minutes	8
19) Student Access to Education City Kinder - 6th grade, I-Station and Think Through Math 3rd - 6th grade for students to practices on in computer labs and at home.	Campus Funds Education City, I-Station, and Think Through Math	Director of Technology Principal Ass. Principal Counselor	Daily	Record of Student Logins	2
20) Conduct STAAR Motivation Rallies to encourage the students to work hard on the test.	Campus Funds	Principal Ass. Principal Counselor	March and April	Number of Participants	

21)	Recognize students for Principal's Honor Roll (all A's) each nine weeks.	Certificates	Principal Teachers	Each Nine Weeks	List of Students Receiving Principal's Honor Role	
22)	Recognize students for Teacher's Honor Roll (A's and B's) each Nine-weeks.	Certificates	Principal Teachers	Each Nine Weeks	List of students Receiving Teacher's Honor Role	
23)	Elect fourth, fifth and sixth grade Student Council Members to serve as campus leaders and role models.	Certificates	Principal Student Council Advisors	October	List of Members	
24)	Provide School supplies for students in Pre-K – Sixth grade.	Rural and Low Income Grants	Principal Ass. Principal Counselor Secretary Teachers	August	Observation of students utilizing supplies	2
25)	Conduct Student Surveys to determine their outlook on the education they are receiving.	Survey Monkey	Principal Ass. Principal Counselor Curriculum Director	April	Survey Results	
26)	Offer "Study Buddies" before school in Content Mastery for first through third graders and in the Science Lab for fourth through sixth graders to assist students with homework, re-teaching, or making up assignments.	CMC Tracking System	Principal Teachers Paraprofessionals	Daily	Student Sign in logs	
27)	Set individual Performance Goals for kindergarten and first graders in Read Well	Fundraiser Funds	Principal Ass. Principal Counselor Teachers	Each Nine Weeks	Goal Setting Charts Student Certificates iAchieve Reward Party attendance	
28)	Set individual Performance Goals for second through sixth graders on Curriculum Based Assessments, Mock STAAR Tests, and End of Year Tests	Fundraiser Funds	Principal Ass. Principal Counselor Teachers	Each Nine Weeks	Goal Setting Charts Student Certificates iAchieve Reward Party attendance	

29) Provide materials and supplies in the science lab for instruction in all grade levels.	Title 1 Funds	Principal Ass. Principal Teachers	Monthly	Google doc with available supplies/ what teachers are using for instruction	3
30) Provide additional instructional supplies in classrooms for instructional support	Title 1 Funds	Principal Ass. Principal Teachers	September	Google doc created for each grade levels instructional needs/PO showing items have been purchased	3
31) Provide Pre-K Instructional curriculum program in additional Pre-K classrooms	Pre-K Grant Funds	Principal Ass. Principal Teachers	September	PO for ordering has been purchased T-TESS Walk Through and observations	
32) Provide supplemental Read Well Kits and Manipulative Sets for student Interventions	Title I Funds	Principal Ass. Principal Teachers	September	PO for ordering has been purchased T-TESS Walk Through and observations	

Goal 1: To offer challenging research-based curriculum and instruction.

Performance Objective: Actively recruit, hire, train, and retain highly qualified personnel.

Summative Evaluation: TTESS Walk through and Observation Data, the campus will meet the goal of having 100% of teachers and paraprofessionals meeting highly qualified standards of NCLB.

Action Steps/Strategies	Funding/ Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Recruit highly qualified personnel with the use of: <ul style="list-style-type: none"> ● District Web Page ● Region VI Webpage ● TASA Net 	Campus Funds	Principals	Daily when we have openings or anticipated openings	Number of Job postings	

2)	Establish a mentor program for new teachers	Title I funds Campus Funds	Curriculum Director Principal Ass. Principal Teachers	Monthly	Mentor Logs New Teacher Jam Session Sign-in and agendas Mentor/Mentee meeting sign-in and agendas	
3)	Participate in Job Fairs at Universities	Campus Funds	Principal Curriculum Director	October April May	Resumes on possible candidates	
4)	Utilize Interview Committees to help select the new staff	Interview Questions guide	Principal Ass. Principal Counselor Interview Teams	During Interviews	Interview Notes	
5)	Hold Teachers accountable for implementing district initiatives and for student performance results.	Campus Funds Eduphoria	Principal Ass. Principal Counselor Teachers	Weekly Every Nine weeks	Lesson Plans Classroom walkthroughs/observations Data from Curriculum Based Assessments	
6)	Provide opportunities for quality staff development. (9 Weeks Planning Sessions)	Title I Funds Campus Funds Region VI Services/Contracts	Principal Ass. Principal Curriculum Director Teachers	August - July	Certificate from Workshop Evidence of Implementation in Walk-throughs and observations	
7)	Encourage staff members to provide ideas for future staff development.	Surveys	Principals Ass. Principals Counselor Curriculum Director	August – July	Registration for Staff Development	
8)	Coordinate staff development days that will be beneficial for instructional growth.	Local Funds	Principals Ass. Principals Counselor Curriculum Director Math Coach	August Staff Development days	Professional Development Surveys Increased Students Performance on Curriculum Based Assessments and STAAR Test	
9)	Provide quality staff development during vertical team meetings.	Campus Funds	Principals Ass. Principals Counselor Curriculum Director Math Coach	Monthly	Sign-in sheets and Agendas Evidence of implementation in classroom Walkthroughs and Observations	
10)	Team leaders meet regularly with their principal to share ideas and	Campus Funds	Principal Ass. Principal Counselor	Monthly	Sign-in sheets and Agendas	

monitor efforts of campus improvement.		Teachers Paraprofessional			
11) Work with a Instructional coaches to assist teachers with planning lessons.	Campus Funds	Principal Ass. Principal Teachers Curriculum Director	Weekly Every Nine Weeks	Sign-in sheets and Agendas Evidence of implementation in classroom Walkthroughs and Observations	1
12) Encourage staff members to attend professional development.	Campus Funds	Principal Ass. Principal Teachers Curriculum Director	August - June	Certificates From Workshops	4
13) Provide technology training to staff members on how to use programs and equipment	Instructional Technology Specialist/contracted Title I Funds Title VI Campus Funds	Principal Ass. Principal Counselor Curriculum Director	August - June	Certificates form Workshops	4
14) Conduct a staff survey to determine ways to improve campus climate	Campus Funds Survey Monkey	Principal Ass. Principal Counselor	May	Survey Results Discussions with staff members about survey results.	
15) Provide staff with options for joining the Wildcat Beverage club	Fundraiser funds	Principal Food Service Manager	August - June	List of participants	

Goal 1: To offer challenging research-based curriculum and instruction

Performance Objective: Improve performance of students in special programs on all state administered assessments.

Summative Evaluation: TTESS Walk Through and Observation Data, Percentage of students meeting advanced performance will increase by 5%

Action Steps/Strategies	Funding/ Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Evaluate program effectiveness in the following program areas: <ul style="list-style-type: none"> • Title 1 • Bilingual/ESL • Special Education • Gifted and Talented • Students identified as At-Risk • Math Lab • Reading Lab • Education City, I-Station, and Think Through Math • Tiered Tutoring • Subgroups (White, Special Education, Economically Disadvantaged) 	Campus Funds	Principals Ass. Principal Counselor Teachers Paraprofessionals	Monthly	Program Evaluations	4
2) Provide support staff for Special Education Department	Special Education Allotment	Polk County Special Education Services Coop	Daily	Individual Education Plans Visitation Logs	4

3)	Require new teachers to obtain Gifted and Talented certification or endorsement by August 2017.	Campus Funds	Principal Ass. Principal Curriculum Director Teachers	August	Certificates on File 100% Teachers Trained	
4)	Require at least 1 teacher in each grade to be ESL Certified.	Campus Funds	Principal Ass. Principal Teachers	All year	Number of Teachers Pass the ESL Exam and Receive the Certification	9
5)	Continue the National Elementary Honor Society to recognize exemplary students.	Campus Funds	National Elementary Honor Society Committee Teachers	October	List of Members	9
6)	Utilize tutorials to support struggling students.	Campus Funds	Principal Ass. Principal Counselor Teachers Reading Lab Teacher Math Lab Teacher	daily	List of Students Serviced and Their Progress SST Meeting Notes	4
7)	Expose students to a variety of real world activities and job opportunities through classroom instruction.	Campus Funds Streaming Video Library Research Projects Community Members	Teachers Paraprofessionals	daily	Lesson Plan Reviews Administrator Walk-Throughs	
8)	Host a Career Day for all students.	Parents of Students Community Members	Principal Community Members Special Events/Publicity Committee	May	Visitor Sign-In	
9)	Implement three tiered intervention	State Special Education Allotment Funds Campus Funds	Principal Ass. Principal Counselor Teachers	Daily	SST Meeting Records Program Progress Monitoring Reports	9

strategies (Rtl) for students.					
10) Conduct Student Success Team (SST) meetings to monitor student progress through the tiers.	Intervention Tracking Charts	Principal Ass. Principal Counselor Teachers	Monthly	Program Progress Monitoring Reports SST Meeting Records	9
11) Offer summer school to kindergarten through second graders that have low Read Well Levels.	Campus Funds	Principal Ass. Principal Counselor Teachers	June	End of Summer School Average Read Well Level	9
12) Provide summer school for student that are failing math or reading for the school year in kindergarten through sixth grade.	Campus Funds	Principal Ass. Principal Counselor Teachers	June	End of Summer School STAAR Formatted Tests Results End of Summer School Average	9
13) Gifted and Talented classes will meet all day monthly.		Principal Ass. Principal Counselor Teachers	Every 3 weeks	Attendance Sheets Completed Projects	

Goal 1: To offer challenging research-based curriculum and instruction.

Performance Objective: Develop rigorous standards of achievement to prepare students for graduation and post-secondary success

Summative Evaluation: T-TESS walk through and observation Data, Increased student performance on Curriculum Based Assessments and on STAAR Test

Action Steps/Strategies	Funding/ Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Provide content training and follow-up support to all teachers.	Title I Funds Campus Funds Region VI Trainings	Principal Ass. Principal Curriculum Director Math Coach	Weekly	Administrative Walk Throughs Lesson Plan Review	
2) Communicate curriculum expectations to teachers, monitor implementation, and hold teachers accountable for appropriate use of TEKS Resource System.	Campus Funds Region VI Trainings	Principal Ass. Principal Curriculum Director Math Coach	Weekly	Administrative Walk Throughs Lesson Plan Review	
3) Provide time each Nine weeks for core content and special education teachers to plan, which includes understanding and using the instructional focus documents, identifying academic vocabulary, analyzing concepts in units, developing Curriculum Based Assessment, and planning lessons.	Title I Funds Campus Funds	Principal Ass. Principal Curriculum Director Math Coach	Every Nine Weeks	Administrative Walk Throughs Lesson Plan Review Curriculum Based Assessment	
4) Place special education students in inclusive settings whenever possible, and use accommodations with the TEKS Resource System curriculum to meet their needs.	Campus Funds Eduphoria	Principal Ass. Principal Counselor Teachers Special Education Teachers	Daily	Curriculum Based Assessment Results ARD Meetings STAAR Tests Results	
5) Include Spanish classes during Art	Campus Funds Muzzy Spanish Curriculum	Principal Ass. Principal Paraprofessional Teacher	Every other Week	TTESS Walkthroughs	

6)	Determine grade level technology TEKS and incorporate technology instruction for students in kindergarten through sixth grade.	Campus Funds Learning. com	Principal Ass. Principal Technology Director	Daily	Campus Walkthroughs	
7)	Purchase STAAR formatted supplemental materials to use with TEKS Resource System instruction.	Campus Funds Title I Funds	Principal Ass. Principal Teachers Curriculum Director	Daily	TTESS Walkthroughs Curriculum Based Assessments	
8)	Monitor the use of instructional strategies and provide feedback to teachers.	Campus Funds	Principal Ass. Principal Curriculum Director Math Coach	Daily	TTESS Walkthroughs Curriculum Based Assessments	
9)	Clearly define expectations to teachers regarding bell-to-bell instruction and student engagement. Monitor the effective use of instructional time.	Campus Funds	Principal Ass. Principal Curriculum Director Math Coach	Daily	TTESS Walk Through Teacher Conferences Lesson Plan Review	
10)	Develop individual teacher professional enhancement activity plans, which meet their content and instructional needs.	Campus Funds	Principal Ass. Principal Curriculum Director Math Coach	Daily	TTESS Walk Through Teacher Conferences	
11)	Identify and integrate technology activities in the classroom to enhance the TEKS Resource System curriculum.	Campus Funds	Principal Ass. Principal Curriculum Director Math Coach Teachers Special Education Teachers	Daily	TTESS Walk Through Lesson Plan Review	2
12)	Determine accommodations and supplemental aides to be used for instruction, Unit Tests, and Curriculum Based Assessments	Campus Funds	Principal Ass. Principal Counselor Teachers Special Education Teachers	Daily	Individual Education Plans Content Mastery Tracking Data TTESS Walk Through	

13) Additional staff support of students in inclusion classes	Campus Funds	Principal Assistant Principal Teachers Paraprofessionals	Daily	TTESS Walk Through Individual IEP plans	
14) Provide additional instructional supplies	Campus Funds	Principal Assistant Principal Teachers	Daily	TTESS Walk Through Individual IEP plans	

Goal 2: Provide and Maintain Current Technology that meets the needs of 21st century Learners.

Performance Objective: Increase support for using technology in the classroom to improve student instruction

Summative Evaluation: T-TESS walk through and observation Data, Increased student interest on Student Surveys by 10%

Action Steps/Strategies	Funding/ Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Continue to evaluate and upgrade technology.	Local Funds	Principal Ass. Principal Counselor Technology Director	Each Nine Weeks	Technology Purchases Technology Plan Evaluation T-TESS Walkthrough Data	
2) Use of interactive blended learning platform and Teacher webpages for communication	Campus Funds	Principal Ass. Principal Counselor Teachers	Weekly	Posted or shared items	
3) Effective Integration of technology throughout the curriculum.	Campus Funds Instructional Technology Specialist/contract	Principal Ass. Principal Counselor Teachers Curriculum Director	Monthly	T-Tess Walk-through data Professional Development certificates	
4) Conduct Technology	Campus Funds	Principal Ass. Principal	Monthly	T-Tess Walk-through Data	

	Training to enhance the curriculum	Instructional Technology Specialist/contract	Counselor Teachers Curriculum Director		Professional Development Certificates	
5)	Purchase additional technology devices for use in the classroom and or accessories available to students	Campus Funds IMA Funds Title I Title VI	Principal Ass. Principal Counselor Teachers Curriculum Director Technology Director	October	Technology Purchases	

Goal 3: Provide opportunities that encourage community involvement.

Performance Objective: Onalaska Elementary will encourage parents, businesses, and community members to become partners in the education of our students.

Summative Evaluation: Increase in the number and documentation of parents and community members actively engaged in each activity.

Action Steps/Strategies	Funding/Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Conduct parent surveys online to determine the strengths/weaknesses of the campus and parents' needs from the school.	Campus Funds Survey Monkey	Principal Ass. Principal Counselor Teachers Curriculum Director	May	Survey Submission Response	
2) Provide parents and guardians with access codes and directions to Parent Portal so that they may check their child's grades,	TxEIS	Principal Ass. Principal Counselor Teachers PEIMS Secretary	September	Parent and Guardian Login Reports	

disciplinary actions and attendance from home.					
3) Implement multiple communication measures including: <ul style="list-style-type: none"> Facebook Polk County Newspaper Campus Website School Messenger Phone Call Outs and Text Campus Marquee 	Campus Funds Campus Website District Marque	Principal Ass. Principal Counselor Teachers Secretary	Daily	Parents' and Guardians' feedback Parent and Community participation Sign in sheets	
4) Send Progress Reports home once each Nine-week grading period.	Campus Funds Online Gradebook	Teachers PEIMS Secretary	After each three weeks of instruction	Progress Reports Signed by and Returned by Parents and Guardians	
5) Send home Report Cards at the beginning of each new Nine-weeks.	Campus Funds Online Gradebook	Teachers PEIMS Secretary	Beginning of each New Nine week period	Report Cards Signed and Returned by Parents and Guardians	
6) Designate parent conferences to discuss student successes and needs.		Principal Ass. Principal Counselor Teachers	October and March	Parents and Guardians Sign in Records	5
7) Send Behavior Logs home daily.	Campus Funds Behavioral Folders	Teachers	Daily	Folders Signed and Returned By the Parents or Guardians	5
8) Send Wednesday Folders home with student that includes graded papers and notes.	Campus Funds Wednesday Folders	Teachers	Weekly	Folders Signed and Returned by the Parents or Guardians	5
9) Continue to provide the following opportunities for parents/community members to be involved	Campus Funds	Principal Ass. Principal Counselor	August – June	Sign-in sheets and agendas and notes from meetings	5

in planning for overall improvement: • CIP					
10) Host Meet the Teacher Night, Kindergarten Orientation, 50's Day Dances, Holiday Performances, Thanksgiving Feast, Grandparents Day Lunch, Parent/Teacher Conferences, Math Parent Night, Field Day Activities, Mother's Day Tea, Everyone Reads Day, ENHS Induction Banquet, Read Well Parent Night, Mom's Muffins, Dad's Donuts, Grandparent's Goodies, and STAAR Parent Nights to encourage involvement from parents and the community.	Title I Funds Campus Funds	Principal Ass. Principal Counselor Secretaries Paraprofessionals Teachers	August – May	Sing-in Sheets	5
11) Send home Home and School Connection Newsletters to provide learning strategies and discipline advice	Campus Funds Send Notes Home Website	Principal Ass. Principal Counselor Teachers	Monthly	Parent Survey Feedback	5
12) Distribute "Refrigerator Reminders" to outline special events for the month.	Campus Funds Send Notes Home	Principal Ass. Principal Counselor Teachers Paraprofessionals	Monthly	Student, Parent, and Community Participation	5

13) Provide Semester Award Ceremonies for Pre-K through sixth graders.	Campus Funds Certificates	Principal Ass. Principal Counselor Teachers Paraprofessionals	Semester	Sign in Sheets	
14) Use of Google classroom, remind, and Teacher webpages for communication	Campus Funds	Principal Ass. Principal Counselor Teachers	Weekly	Posted or shared items	
15) Implementation and utilization of a formal Parent volunteer program	Title I Funds-Parent Involvement Funds	Principal Assistant Principal Counselor Teachers Parent Liaison	Monly use of parent volunteers	Sign in documentation Task completion data	

Goal 4: To provide and maintain a safe and secure environment.

Performance Objective: Utilize a process for students and faculty to ensure the safety of all involved on a daily basis

Summative Evaluation: Increase percentages of students/parents responding positively on campus surveys

Action Steps/Strategies	Funding/Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Use of a driver's license screening machine/Visitor ID checks.	Campus Funds	Principal Assistant Principal Secretaries Counselor	Daily	Visitor Logs	
2) Provide training and information to faculty and students on	Campus funds	Principal Assistant Principal Counselor	By September 15 th	Documentation of completion of Training Modules in Eduphoria	

bullying, other social issues, and signs of mental health.					
3) Review the Campus Crisis Management Plans annually.	Campus Meetings	Principal Assistant Principal Counselor	August	Sign in sheet and agenda from meeting Guidelines Implemented and followed	
4) Redesign discipline plan for the campus with the staff.	Color Change Behavior Chain Office Referral CHAMPS procedures and expectations	Principal Assistant Principal Counselor Teachers Paraprofessionals	August	Number of Student Referrals Submitted Correctly Sign in Sheet from Meeting	
5) Conduct fire, lockdown, and bad weather drills.	Scheduled Drills	Principal Assistant Principal Counselor Teachers Paraprofessionals	Monthly	Drill Reports	
6) Require staff members to immediately report suspected cases of child abuse to the state agency.	Call CPS Online CPS Reports	Principal Assistant Principal Counselor Teachers Paraprofessionals	Daily as needed	Communication with staff, nurse, and counselor/administrator	
7) Display Onalaska Elementary CHAMPS expectations in all classrooms.	Poster of Classroom Expectations	Principal Assistant Principal Counselor Teachers	Daily	Safety Walk throughs	
8) Provide group and individual	Campus Funds	Principal Assistant Principal Counselor Teachers	Daily	Counselor Referrals Scheduled Group Sessions	

	counseling for students.					
9)	Maintain CPR/First Aide and Crisis Prevention Intervention Training Certification.	Campus Funds	Counselor CIP Team Members CPR/First Aide Members	Daily	Certificate from Training Sign in sheets	
10)	Crisis Prevention Intervention Training	Campus Funds	Counselor	August	Certificates Proficiency Test Sign in Sheets	
11)	Recognize students for Exemplary Behavior each Nine-weeks.	Certificates	Teachers	Each Nine Weeks	List of students receiving Award	9
12)	Recognize Star Students each Nine-weeks.	Certificates	Teachers	Each Nine Weeks	List of Students receiving Award	9
13)	Host a Star Student lunch each Nine-weeks with campus administrators.	Certificates	Principal Assistant Principal Counselor	Each Nine Weeks	List of students receiving Award	9
14)	Encourage all students to participate in "Red Ribbon Week" Activities.	Campus Funds	Principal Assistant Principal Counselor Teachers Paraprofessionals	Last week of October	Number of students Participating	
15)	Expose all students to the	Campus Funds Character Counts Curriculum	Counselor	Monthly	Number of Participants	

Character Education Program in "Counselor Corner Session" each month in the library					
16) Educate all students about bullying, gangs, and dating violence prevention with strategies.	Campus Funds	Principal Assistant Principal Counselor Teachers Paraprofessionals	Daily	Number of office Referrals Number of Bullying Reports	
17) Implement Training and use of Campus wide CHAMPS System and Wildcat Way focusing on Respect	Campus Funds	Principal Assistant Principal Counselor CHAMPS Team Leaders Teachers Paraprofessionals	Daily	Number of Office Referrals	

Goal 4: To provide and maintain a safe and secure environment.

Performance Objective: Monitor and promote student attendance

Summative Evaluation: Increase attendance rate to 97% or higher.

Action Steps/Strategies	Funding/	Person Responsible	Timeline	Formative Evaluation	Title I Component
-------------------------	----------	--------------------	----------	----------------------	-------------------

	Resources				
1) Encourage daily attendance. Send home parent notification day letters when necessary.	Campus Funds	Principal Ass. Principal Secretaries	September - June	Attendance Letters	
2) Report attendance percentages to the Board of Trustees	PEIMS Report	Superintendent	Monthly	Report from Superintendent at scheduled board meeting	
3) Review list of students with excessive absences last year and plan interventions for this school year.	PEIMS Report	Principal Ass. Principal Counselor Secretaries	September – October	Student Intervention Plans	
4) Students that are absent for more than the state required attendance will complete Attendance Committee requirements.	State Compensatory Funds	Principal Asst. Principal Counselor	June	Attendance Records Summer School Enrollment	
5) Recognize students for perfect attendance each Nine-weeks and semester.	PEIMS Report	Principal Asst. Principal Counselor Teacher	Each Nine Weeks	Attendance Records	

6)	Conduct call outs and/or send letters to parents of students not in regular attendance.	Campus funds Phone Call-Out System	Principal Asst. Principal Counselor Attendance Clerk/Secretary	Each Nine Weeks	Contact Log	
7)	Provide a treat each Nine-weeks to students that have perfect attendance.	Fundraiser Funds	Principal Asst. Principal Counselor Attendance Clerk/Secretary	Each Nine Weeks	Perfect Attendance Log	
8)	Require all students who miss more than 18 days to attend summer school.	Campus Funds	Principal Asst. Principal Counselor Teachers	June	Attendance Records Summer School Enrollment	
9)	Notify parents that three tardies and/or early outs are equal to one absence towards summer school.	Campus Funds	Principal Asst. Principal Counselor Attendance Clerk/Secretary	Weekly	Attendance Records	
10)	Perfect Attendance Drawing each Nine Weeks	Campus Funds	Principal Asst. Principal Counselor Teacher	Weekly	Attendance Records	

Goal 5: To provide quality facilities that meet the needs of our district.

Performance Objective: Upgrade Facilities to ensure a safe, healthy, and orderly environment for all students, staff, and visitors.

Summative Evaluation: Summative Evaluation: Facility projects will be completed on time and within budget

Action Steps/Strategies	Funding/ Resources	Person Responsible	Timeline	Formative Evaluation	Title I Component
1) Create a Facility Advisory Committee to make decisions regarding facility's needs, improvements, and technology connectivity.	Campus Funds	Superintendent Maintenance Director	Monthly	Board Agenda Minutes	