

Galena Park Independent School District

James B. Havard Elementary

Campus Improvement Plan

2013-2014

Section 1- Introduction

1. **School:** James B, Havard Elementary
2. **Location:** 15150 Wallisville Rd.
Houston, TX 77049
3. **Budget Manager:** Toshia Gouard
4. **Current School Advisory Team Members & Position:**

Toshia Gouard	Principal
Brian Keil	Assistant Principal
	Chair
Elizabeth Lalor	Admin. Rep.
Jim Black	Business Rep.
Brent Hughes	Business Rep.
Frances Ramsey	Community Rep.
Patty Trevino	Parent Rep.
Shaketha Flagg	Parent Rep.

	Kinder Rep.
Tammy Galilee	1st Grade Rep.
Kara Ashworth	2nd Grade Rep.
	3rd Grade Rep.
Toiya Gulley	4th Grade Rep.
Shermanda Burton	5th Grade Rep.
	SPED. Rep.
	Activities Rep.
	Office Rep.
	Prof. Staff Rep.

5. Campus Mission/Vision Statement:

Motto: Creating Stars One Child At A Time

Mission: Havard Elementary believes that every student can and will learn. All students will obtain the necessary skills so they can become productive citizens and life-long learners.

Section 2 - Comprehensive Needs Assessment

1. Where We Have Been:

A. History of Campus and Important Changes

James B. Havard Elementary opened in 1998 and is named after James B. Havard, who served 29 years on the GPISD Board of Education. James B. Havard Elementary received Gold Performance Acknowledgments in the following areas: Commended on Reading, Mathematics, and Science and comparable improvement in Reading. The many accomplishments that Havard Elementary has achieved are due to the dedicated and hard working students, staff, and families.

B. Attendance Data

2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
97.1%	97.5%	97.5%	97.4%	97.7

C. AYP for 2011-12

Havard Elementary has consistently met AYP.

D. TAKS/STAAR Demographic Data for Campus and Feeder Grade

TAKS	Reading	Math	Writing	Science
Student Group	2011	2011	2011	2011
All Students	95%	95%	99%	96%
African Am.	94%	93%	95%	91%
Hispanic	95%	96%	100%	99%
White	100%	95%	100%	86%
Econ. Disadv.	94%	94%	98%	96%

STAAR	Reading	Math	Writing	Science
Student Group	2012	2012	2012	2012
All Students	81%	79%	84%	82%
African Am.	77%	65%	84%	79%
Hispanic	80%	82%	82%	78%
White	93%	89%	100%	100%
Econ. Disadv.	76%	75%	78%	78%

2. Where We Are Now:

James B. Havard Elementary Comprehensive Needs Assessment

School Profile

James B Havard Elementary is one of fifteen elementary campuses in Galena Park Independent School District. James B. Havard Elementary opened its doors in 1998 and serves predominantly economically disadvantaged families. James B. Havard Elementary serves 698 students in grades pre-kindergarten to fifth grade as of May 7, 2013. Five years ago, 694 students were served by the campus, which is a increase of 0.6%. Pre-Kindergarten through second grade classes are self self-contained, while third grade through fifth grade team teach.

The student population is 24.0% African-American, 11.0% Anglo, 1.7% Asian, 61.3% Hispanic, 0.3% Pacific Islander and 1.1% Multi-Race, 54.4% male and 45.6% female with a low socioeconomic status of 64.3%. The staff population is 34.1% African-American, 34.1% Anglo, 4.5% Asian, 27.3% Hispanic, 4.5% male and 95.5% female with an average of 9.2 years of experience. 100% of the teachers are Highly Qualified and 100% of the paraprofessionals are Highly Qualified.

The overall mobility rate for the campus is approximately 13.1%, with a drop-out rate of 0%. The average daily attendance rate for students is 97.7%. The average daily attendance rate for staff is 96.7%. There have been a total of 51 discipline referrals this year, which is a decrease of 41.4% from last year.

James B. Havard Elementary serves 181 English Language Learner students, 45 students in the Gifted and Talented program, 40 students identified for 504 services, 607/87.0% of Rtl Tier I students, 33/4.7% of Tier II students, 58/8.3% of Tier III students, 58 students served though special education services (8.3%) and 1 student tested, but not qualified for special education services.

Survey Data

Based on our Needs Assessment survey, district focus, and District assessment data, we will conduct staff development during the 2013-2014 school year to address the following areas:

- Understanding STAAR/EOC and Student Outcomes - 8.47%
- Brain Based Strategies - 8.47%
- Vocabulary/Instructional Intervention Strategies - 8.47%
- Differentiated Instruction Strategies - 9.32%
- Increasing Literacy - 10.17%

Special Programs

Our school-wide Title I program consists of parent involvement activities, extended day for math and reading, professional development, and one instructional coach for science. Our State Compensatory Program consists of an early intervention teacher and an academic coach training teachers in best practices for assisting at-risk students, a DAEP center, and tutorials for math and reading,.

Student Enrollment and Teacher by Program:

Bilingual/ESL Education – 201/15

Gifted and Talented Education – 45/7

Special Education - 58/5

3. Where We Are Going:

A. Comprehensive Needs Assessment Process

The James B. Havard Elementary School needs assessment process is described below. The site-based decision-making team evaluated the previous years' data. The team evaluated program evaluations, survey results, and the following data: District Assessments, DRA, RTI, campus based assessments, and students/staff attendance. Documentation of the process includes meeting minutes, agendas, sign-in sheets, and copies of data reviewed.

Committee members reviewed the data listed above to identify areas of strengths and needs. The data showed:

Student Achievement:

Strengths:

- Reading
- AR Program
- 5th Grade Science

Needs:

- More meaningful writing opportunities
- More science lab experiences at all levels

Instruction, Curriculum and Assessment:

Strengths:

- RTI small group pull-outs
- Collaborating to meet the needs of the students
- After-School tutorials

Needs:

- More Assistance with RTI groups
- STAAR Staff Development
- Quality instructional materials

Family and Community Involvement:

Strengths:

- Programs highlighting students
- Math and Science Night
- Muffins for Mom, and Donuts for Dads

Needs:

- Parent Volunteers
- Not enough parking to accommodate visitors
- Limited space and letters on the school marquee

Staff Quality:

Strengths:

- 100% of teachers are highly qualified
- 100% of paraprofessionals are highly qualified
- Teachers are motivated and want to step into leadership roles

Needs:

- More teachers ESL certified
- Professional development on modifying work for SPED and 504 students
- Stress management

School Culture and Climate:

Strengths:

- Low teacher turnover rate
- Welcoming environment
- Good attendance rate

Needs:

- Customer service training (parent-teacher meeting)
- Staff development in working with a diverse student population

School Organization:

Strengths:

- Student Council, Safety Patrol, and Honor Choir

Needs

- Provide incentives to increase student and staff attendance
- Utilize the spirit committee to increase staff morale

Summary of Identified Needs and Related Strategies

B. Based on the Needs Assessment, the following goals and objectives have been approved for the 2013-2014 school year:

GOAL 1: Safe Learning Environment

Havard Elementary will provide a safe learning and working environment for students, employees, and parents.

- **OBJECTIVE 1.1:**
Students will be recognized for positive behavior.
- **OBJECTIVE 1.2:**
The Catch Program will be implemented.
- **OBJECTIVE 1.3:**
Havard will utilize a Campus Foundations Team to meet campus safety and discipline needs.
- **OBJECTIVE 1.4:**
Maintain a safe, healthy and orderly environment.

GOAL 2: College and Career Awareness

Havard Elementary will provide opportunities and information to assist students in preparing for college and careers.

- **OBJECTIVE 2.1:**
The counselor will provide opportunities for students and parents to learn about career choices and college opportunities.

GOAL 3: Instruction

Havard Elementary will define and implement measures by which student success for all subgroups can be determined, relative to the tested, foundation areas of curriculum in mathematics, social studies, science, English/ Language Arts and Instructional Technology.

- **OBJECTIVE 3.1:**
Students will meet or exceed the passing standard on STAAR.
- **OBJECTIVE 3.2:**
Students who are struggling will be provided timely assistance.
- **OBJECTIVE 3.3:**
Students will be provided opportunities to interact with current technology to enhance learning.
- **OBJECTIVE 3.4:**
The campus will provide services to homeless and migrant students to ensure they are academically successful.

GOAL 4: AYP

Havard Elementary will implement strategies to meet Adequate Yearly Progress.

- **OBJECTIVE 4.1:**
Provide opportunities for special populations to meet the standards for state assessments.

GOAL 5: Extracurricular and Enrichment

Havard Elementary will define and implement measures by which student success can be determined for enrichment and extracurricular areas not tested by STAAR/TAKS which include Art, music, theater, dance and physical education.

- **OBJECTIVE 5.1:**
All students will participate in PE, Art and Music.
- **OBJECTIVE 5.2:**
All students will have the opportunity to participate in cultural and enrichment activities.

GOAL 6: Counselor Services

Havard Elementary will improve counseling services.

- **OBJECTIVE 6.1:**
The counseling curriculum and counseling services will be provided to students and parents.
- **OBJECTIVE 6.2:**

The school will provide orientations for new students especially at transition grades.

GOAL 7: Attendance

Havard Elementary will aggressively seek to have a 96.5% or higher student attendance rate and 97% or higher teacher attendance rate.

- **OBJECTIVE 7.1:**
Incentives will be provided to students and teachers who have perfect attendance.
- **OBJECTIVE 7.2:**
Implement procedures & policies to promote good attendance for both students and teachers.

GOAL 8: Parent Involvement

Havard Elementary will increase parental involvement activities.

- **OBJECTIVE 8.1:**
Parents will be invited to attend meetings/activities to help their child at home.

GOAL 9: Staff Development

Havard Elementary will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions.

- **OBJECTIVE 9.1:**
Provide opportunities for training that meet the specific needs of the staff and campus.
- **OBJECTIVE 9.2:**
Provide training opportunities for all staff members to meet required technology proficiencies

GOAL 10: Staff Morale

Havard Elementary will implement measures to maintain high staff morale and low teacher turnover rate.

- **OBJECTIVE 10.1:**
Time and resources will be dedicated to team building activities and “morale” boosters throughout the year.