

Galena Park Independent School District

Sam Houston Elementary School

2020-2021 Campus Improvement Plan



Board Approval Date: August 10, 2020

Mission Statement

We are committed to providing our students opportunities for academic excellence through a learner-centered environment. We enhance the critical thinking and problem-solving skills necessary to become lifelong learners and productive citizens.

Vision

Every Child Every Day with Excellence!

Campus Profile

Sam Houston Elementary is one of 15 campuses in Galena Park Independent School District. The doors open to Sam Houston in 2007 with Ofelia Garza serving as principal. In 2012, Michelle Cavazos was named principal and is currently serving. Sam Houston Elementary serves families in the Cloverleaf neighborhood.

Upon opening its doors twelve years ago, 790 students were served by the campus. Sam Houston Elementary currently serves 825 students in grades Pre-Kindergarten to Fifth Grade including a Structured Learning classroom.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

In the primary grades (PK-2nd), the campus is organized in self contained classrooms. In the upper grades (3rd-5th), the classes are organized as team teaching, with exceptions where we have two self-contained classes. The team teaching consists of one Language Arts and Social Studies teacher and one Mathematics and Science teacher. Our English Language Learner population is 66.4%, Gifted and Talented is 4.5%, and special education is 5.9%. Our ELL's are serviced through the One-Way Dual Language 50/50 model where instruction is delivered in English and Spanish in Math, Science and Social Studies alternating languages each week. Our Dual Language 50/50 model will be moving into 5th grade in 2019-2020. Our GT students are serviced through the Journeys and Encounters programs where GT instruction is integrated into the curriculum. Special Education students are serviced through Co-teach, In-class support, and Resource.

The current student population is 1.2 % African-American, 5.4% Anglo, 0.4% American Indian, 0.1 % Asian, 92.7% Hispanic. Our economically disadvantage is 92.5%.

The staff population is 6.1% African-American, 14.6% Anglo, 6.3% Asian, 70.7% Hispanic, 10.4% male and 89.6% female. We have 100% Highly Qualified teachers and paraprofessionals.

The latest TAPR report of 2018 indicated an overall mobility rate for the campus is 14.3%. The 2018-19 average daily attendance rate for students was 96.6%. This was an increase from the 2017-2018.

Demographics Strengths

- Student population is mostly stable with a 14.3% mobility rate
- 100% highly qualified teachers and paraprofessionals; Including a high percentage of bilingual staff
- Successful implementation of our One-Way Dual Language program model to serve our ELL's
- Several student clubs, organizations and after school program opportunities for students
- Technology is readily accessible at all grade levels
- Students have opportunity to attend PE, Music, Art and Computer lab weekly.
- Library is open for all students in the morning and during lunch.

Problem Statements Identifying Demographics Needs

Problem Statement 1: We have a high percentage of students coming in as English Language Learners and need the support and fidelity of our Dual Language program. **Root Cause:** Students have limited exposure to English language from their homes and therefore need language support through the school.

Problem Statement 2: Parents are in need of parent education in order to help sustain the learning from the school to home. **Root Cause:** Parents do not always feel confident in knowing how to help students at home and need the tools to build their home capacity for their children.

Student Learning

Student Learning Summary

Our campus made Met Standard according to the 2019 STAAR Test results. Sam Houston received a letter C.

Our teachers regularly design and administered district common assessments, analyzed resulting student performance data, and implemented specific intervention/remediation based on this data.

Teachers differentiated instruction through guided reading, writing, math and science.

Teachers provided interventions during the school day as well as through after school tutorials.

Our 2019 STAAR results were

ELA/Reading

73% Approaches

38% Meets

17% Masters

Math

83% Approaches

49% Meets

23% Masters

Writing

66% Approaches

50% Meets

15% Masters

Science

69% Approaches

40% Meets

19% Masters

Student Learning Strengths

- Consistency between student groups
- 59% of test performances indicate “Progress Made”
- 75/99 students with Did Not Meet last year met the “passing” standard (76%)
- 39 new “Mastery” level performances

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Our special education students' achievement was lower than other groups in all subject areas. **Root Cause:** Several special education students are not on-level for reading and need additional support to build the skills needed to be successful.

Problem Statement 2: There was a limited percentage of student growth in Reading and Math. **Root Cause:** Students need targeted interventions and daily instruction to meet their need for growth.

School Processes & Programs

School Processes & Programs Summary

Sam Houston Elementary has a master schedule that maximizes instructional time for all grade levels. All Kindergarten-2nd grade classrooms are self-contained. Most 3rd-5th grade classrooms are departmentalized by ELA/SS and Math/Science.

Enrichment classes (Music, PE, Art, and Technology) are offered to students in Kindergarten-5th grades. There are tutorials, clubs, and extracurricular activities offered after school for all students. Saturday tutorials are offered to students in 3rd-5th grades as needed for academic growth. Library is open to all students before school and during designated lunchtimes for students.

We have one counselor and nurse to oversee the health and mental well being of our students and staff. We have four campus instructional coaches that serve as coaches and interventionists to support our teachers and students. We have two interventionists that serve our Tier 3 RTI students as well as our dyslexia students. We have a Lead Mentor that meets with all new teachers each month to provide new teachers with support.

All teachers have the opportunity to meet once a week for common planning time. Campus Instructional Coaches are there to support and facilitate planning each week.

School Processes & Programs Strengths

- Master schedule
- Instructional coaching
- Academic support offerings- tutorials, interventions
- Enrichment offerings
- After-school opportunities for students

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Teachers new to Dual Language will need ongoing ELD training. **Root Cause:** This is the first year the Dual Language program has reached the 5th grade.

Problem Statement 2: Continue to build teacher capacity due to changes in TEKS as well as continuing to keep up with curriculum expectations. **Root Cause:** Ongoing changes in curriculum, TEKS and resources.

Perceptions

Perceptions Summary

Sam Houston Elementary is a place where students, staff and our school community feel safe and respected. There are numerous opportunities for students to be involved with their school. Our activities we offer are R.A.M.S. Boys Club, Little Miss Girls Club, Student Council, Honor Society, Soccer, Cheer/Dance, ACE After School program, Announcers Club, Sam Safety Patrol, and Choir. We host several family engagement events to welcome our school community into our school. Students and parents feel teachers and the school staff care about children and do their best to provide a productive and positive learning environment.

Perceptions Strengths

Multiple student opportunities for school involvement: R.A.M.S. Boys Club, Little Miss Girls Club, Student Council, Honor Society, Soccer, Cheer/Dance, ACE After School program, Announcers Club, Sam Safety Patrol and Choir.

Multiple parent involvement events sponsored by the school and PTA.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: There is a need for students to build good character traits and conflict resolution to grow as productive citizens. **Root Cause:** Students lack the experiences needed to develop good character traits and decision-making skills.

Problem Statement 2: We have concerns with the social emotional development with our students. **Root Cause:** Students need to build coping, conflict resolution and other character building skills so that they grow positively socially and emotionally.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data

Student Data: Assessments

- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Running Records results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- STEM/STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback

Employee Data

- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

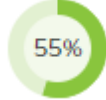






Goals

Revised/Approved: June 18, 2020

Goal 1: Sam Houston Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 1: To continue to strengthen our school wide behavior management plan. Teachers will follow the CHAMPS model for tier 1 classroom management.









Evaluation Data Sources: Discipline referrals, teacher notes, class observations

<p>Strategy 1: Provide annual CHAMPS training and monthly review for all teachers to ensure consistency of campus and classroom expectations for all.</p> <p>Strategy's Expected Result/Impact: Students and staff will have common and consistent practices in place across campus.</p> <p>Discipline student referrals will decrease.</p> <p>Staff Responsible for Monitoring: Administrative team, counselor, teachers</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Sam Houston Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 2: Students will learn knowledge and skills in social emotional learning to respond in a productive and positive manner.







Evaluation Data Sources: Counselor and Administrative referrals, Class observations.

<p>Strategy 1: Implement a Social Emotional Learning class so that students are equipped with knowledge and skills to cope successfully with mindfulness and cultural awareness.</p> <p>Strategy's Expected Result/Impact: Students will build skills so that they can respond in a productive and positive manner and build positive relationships/appreciation for self and others.</p> <p>Counselor and office discipline referrals will be impacted.</p> <p>Staff Responsible for Monitoring: Administrative team, Counselor and Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Culture and Climate 1</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Guidance counseling will be provided for small group and individual counseling.</p> <p>Strategy's Expected Result/Impact: Students will develop coping skills to assist with their individual needs.</p> <p>Staff Responsible for Monitoring: Counselor, Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Culture and Climate 2</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Sam Houston Elementary will provide information and opportunities to assist students in preparing for college, career and military.

Performance Objective 1: To provide college and career week/activities to expose students to different options for their future college or career plans.

Evaluation Data Sources: Planning agendas, meeting minutes, activity plans, follow up survey






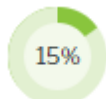


<p>Strategy 1: Host College and Career activities to expose students and families to different educational and career opportunities.</p> <p>Strategy's Expected Result/Impact: Students are exposed to different educational and career choices so they become knowledgeable of their interests for their future.</p> <p>Staff Responsible for Monitoring: Administrative team, Counselor</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









Goal 3: Sam Houston Elementary will ensure student growth in the tested areas.

Performance Objective 1: Increase percent of students achieving meets on 2021 STAAR Reading and Math by 5% growth in meets, 4% growth in masters in all grade levels and student groups, including a focus on Special Education, English Learners and At-Risk students.

Targeted or ESF High Priority

Evaluation Data Sources: Class observations
 District/Campus assessment of Reading and Math
 Progress monitoring in Istation/IReady
 STAAR Reading/Math 2021









<p>Strategy 1: Teachers will participate in extended planning time each grading period to allow for efficient, targeted planning and ensure materials and instruction are at the appropriate levels of rigor. Data Driven Instruction protocol will be followed.</p> <p>Strategy's Expected Result/Impact: Lesson plans are personalized to meet the needs of all students; Lesson plans have clear objectives, opening activities, time allotments; Lesson plans identify specific needs for SPED, EL's, GT, RTI, 504; Lessons plans display appropriate level of rigor</p> <p>Staff Responsible for Monitoring: Administrative team, CIC's and teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 1</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Campus will continue to utilize Data Driven Instructional practices during planning of instruction.</p> <p>Strategy's Expected Result/Impact: Student growth in Reading and Math</p> <p>Staff Responsible for Monitoring: Sam Houston Administrative team, Campus Instructional Coaches</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Common assessments will be created and practiced to provide frequent checks on student growth and performance.</p> <p>Strategy's Expected Result/Impact: Student growth in Reading and Math for all students</p> <p>Staff Responsible for Monitoring: Sam Houston Administrative team, Campus Instructional Coaches, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				

<p>Strategy 4: Continue improve our knowledge and expertise in Reading/Math small group instruction so that it is delivered consistently and effectively across grade levels and students demonstrate.</p> <p>Strategy's Expected Result/Impact: Teachers will continue to improve their practices and expertise in small group instruction.</p> <p>Delivery of small group instruction is consistent across grade levels.</p> <p>Increased reading/math levels as demonstrated on district assessments</p> <p>Monthly Istation/IReady results an increase in Tier 1 students.</p> <p>Staff Responsible for Monitoring: Administrative team, CIC team</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 1</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 5: Personalized strategies are implemented to recognize student growth and achievement</p> <p>Strategy's Expected Result/Impact: Students from all sub-pops will achieve their goals and increase their level of achievement showing growth based on district assessment/grade level data.</p> <p>Staff Responsible for Monitoring: Administrative team, CIC's and teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 1</p> <p>Funding Sources: Student incentives for goal attainments - 199 - Local - \$1,000</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Sam Houston Elementary will ensure student growth in the tested areas.

Performance Objective 2: Build instructional capacity through coaching, professional development and academies



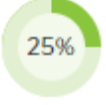





Evaluation Data Sources: Coaching cycle notes
 Coaching conferences
 T-Tess evaluations (Walk-throughs/observations)

<p>Strategy 1: Provide instructional coaching to teachers with a focus on new to campus/grade level teachers and teachers in need of support.</p> <p>Strategy's Expected Result/Impact: Teacher instructional capacity will increase as shown through walk throughs/observations, student achievement data</p> <p>Staff Responsible for Monitoring: Administrative team, CIC's</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 1</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Provide staff development on implementation of current instructional strategies/programs including Google Classroom, SeeSaw, Kagan structures, differentiation and small group instruction.</p> <p>Strategy's Expected Result/Impact: Teach</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Sam Houston Elementary will ensure student growth in the tested areas.

Performance Objective 3: We will work in partnership with Communities in Schools to provide programs that offer support to our at risk students in the areas of academics, and enrichment.








Evaluation Data Sources: ACE/CIS survey
Ongoing survey throughout the year to measure student growth.

<p>Strategy 1: 1) ACE will be conducted under the supervision of Communities in Schools with a site coordinator and staff to provide after school academic and enrichment for students.</p> <p>2) Parent meetings will take place on an ongoing basis.</p> <p>Strategy's Expected Result/Impact: Student academic progress and achievement.</p> <p>Students have exposure to multiple enrichment opportunities.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 30%	 50%		
<p>Strategy 2: An onsite CIS worker will be assigned to our campus to help the needs of our students in academics, emotional awareness and enrichment so that students grow in a positive productive manner.</p> <p>Strategy's Expected Result/Impact: Students will be supported in all areas- academics, emotional and social growth.</p> <p>Fewer discipline referrals.</p> <p>Student achievement.</p> <p>Staff Responsible for Monitoring: Principal, Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 25%	 50%		
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 4: Sam Houston Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 1: Students will have opportunities to participate in P.E., Music, Art and Library classes.

Evaluation Data Sources: Master schedule
 Enrichment class lesson plans
 Enrichment class special programs/events

Strategy 1: Enrichment classes will be provided for all PK-5th grade students in Music, PE, Art and Library. Strategy's Expected Result/Impact: Students will have exposure to enrichment activities. Staff Responsible for Monitoring: Administrative team, Enrichment teachers Title I Schoolwide Elements: 2.5	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Sam Houston Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 2: Sam Houston Elementary will offer a wide variety of extracurricular student clubs/extracurricular opportunities for students.







Evaluation Data Sources: Extra-curricular activities calendar
Student participation rosters

<p>Strategy 1: Student clubs/organizations will be offered.</p> <p>Strategy's Expected Result/Impact: Students will have exposure to extracurricular activities so that we build on a well rounded education.</p> <p>Staff Responsible for Monitoring: Administrators, Club Sponsors</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 5: Sam Houston Elementary will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 1: Implement strategies to monitor and increase student attendance/engagement to 96.5%+







Evaluation Data Sources: RaaWee
 School Status
 Skyward

<p>Strategy 1: Monitor daily student attendance/engagement</p> <p>Strategy's Expected Result/Impact: Students maintain a 96.5% or higher attendance rate and/or student engagement.</p> <p>Staff Responsible for Monitoring: Administrative team, PEIMS, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 2</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 30%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Sam Houston Elementary will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 2: Implement strategies to monitor and increase staff attendance



Evaluation Data Sources: School Status staff attendance report

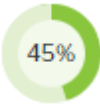





<p>Strategy 1: Recognize staff attendance each nine weeks</p> <p>Strategy's Expected Result/Impact: Staff attendance maintains a 97% or higher as measured through daily, weekly and nine weeks ADA.</p> <p>Staff Responsible for Monitoring: Administrative team</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Funding Sources: Staff incentives - 199 - Local - \$1,500</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: Sam Houston Elementary will provide opportunities for parental/community engagement and business partnership.

Performance Objective 1: We will increase parent engagement attendance at campus events/meetings so that 10% or more of our population is in attendance.







Evaluation Data Sources: Parent sign in sheets
 Parent and Family Engagement Survey
 Event/Meeting surveys

	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
<p>Strategy 1: Recruit Parent Volunteers for our campus needs</p> <p>Strategy's Expected Result/Impact: Parent volunteers will be established and contribute to the needs of the campus.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Parent volunteer shirts for volunteers - 199 - Local - \$500</p>	✗	✗	✗	
<p>Strategy 2: Schedule a variety of opportunities for parents to be engaged on their child's education.</p> <p>Coffee with the Principal held each nine weeks to educate our parents in different ways they can help support their child at home as well as educate parents on need to know for their child. Topics include: College/Career, STAAR, Academic support, Educational programs at our campus, etc..</p> <p>Parent Technology support sessions to be held to assist parents with remote learning programs.</p> <p>PTA meetings held 5 times during the year to include student performances.</p> <p>A Family Academic Night will be held (Reading, Math, Writing and Science activities for families to enjoy).</p> <p>PK/Kindergarten and 5th grade Orientation meeting will be held in September 2020.</p> <p>Open House will take place in September 2020.</p> <p>Other required parent meetings throughout the year.</p> <p>Strategy's Expected Result/Impact: Parent and Family Engagement will increase as demonstrated by sign in sheets and surveys.</p> <p>Staff Responsible for Monitoring: Administrative team, Counselor, Teachers</p> <p>Title I Schoolwide Elements: 3.2</p>	 25%	 50%		

<p>Strategy 3: Continue the Brighter Bites program from the Houston Food Bank.</p> <p>Recruit 20+ volunteers for 16 separate days to assist with the process of the program.</p> <p>Teachers will teach mini lessons related to the Brighter Bites program.</p> <p>Strategy's Expected Result/Impact: Families will be engaged in volunteer opportunities and provided education on healthy food choices for their families.</p> <p>Staff Responsible for Monitoring: CIS, Counselor</p> <p>Title I Schoolwide Elements: 3.1</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Sam Houston Elementary will provide opportunities for parental/community engagement and business partnership.

Performance Objective 2: We will increase parent engagement and knowledge in the area of Reading so that there is a home to school connection for Reading Achievement.

<p>Strategy 1: Provide parents the Reading Connection literature on a monthly basis. The literature will provide parents knowledge on how to help their child with reading at home.</p> <p>Strategy's Expected Result/Impact: Parents will gain knowledge to support their child's reading level and comprehension. Student Reading Achievement will increase.</p> <p>Staff Responsible for Monitoring: Administrative team, counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: Reading Connection Parent newsletter - 285 - Title IV - \$678</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 40%	 60%		
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 7: Sam Houston Elementary will ensure high quality staff is employed.

Performance Objective 1: Ensure all employees are provided professional development to increase and support job performance and staff retention.


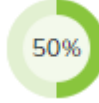




Evaluation Data Sources: Human Resources records of staff qualifications
Professional Development Plan, sign in and survey

	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
<p>Strategy 1: Maintain a New Staff/Teachers Plan:</p> <p>Provide mentorship to new teachers and new staff members to Sam Houston Elementary.</p> <p>Provide professional development for new teachers to get acquainted with our district and campus goals.</p> <p>Provide mentor/mentee meeting times throughout the year.</p> <p>Strategy's Expected Result/Impact: New teachers/staff members are successful in their role on campus.</p> <p>Retention rate remains at 95% or higher for our campus.</p> <p>Staff Responsible for Monitoring: Administrative team, Lead mentor</p>				
<p>Strategy 2: Maintain a campus Professional Development Plan:</p> <p>Provide ongoing professional development for teachers and staff based on the needs of the campus to continue to build on teacher knowledge and skills.</p> <p>Teachers will have opportunities to participate in Learning Walks throughout the year as scheduled.</p> <p>Strategy's Expected Result/Impact: Teacher and staff capacity will be increased in different areas.</p> <p>Instructional effectiveness will increase based on class observations and Power Walks.</p> <p>Staff Responsible for Monitoring: Administrative team, Leadership team, teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals</p>				
<p>Strategy 3: Conduct monthly leadership development meetings/trainings for campus leaders- Campus Leadership Team including grade level chairs, CIC's and other campus leaders.</p> <p>Strategy's Expected Result/Impact: Develop campus leadership capacity.</p> <p>Staff Responsible for Monitoring: Administrative team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>				
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 8: Sam Houston Elementary will provide superior operational services to best support students and staff success.

Performance Objective 1: Evaluate current assets and develop a Capital Outlay plan to repair and/or replace equipment in a timely manner.








Evaluation Data Sources: Capital Outlay Plan

<p>Strategy 1: An evaluation of equipment will be conducted each year to determine areas of replacement needs. Strategy's Expected Result/Impact: Capital Outlay plan is updated and followed through with campus needs. Staff Responsible for Monitoring: Administrative team, Principal secretary, Head custodian Funding Sources: Equipment replacement - 199 - Local - \$7,000</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 8: Sam Houston Elementary will provide superior operational services to best support students and staff success.

Performance Objective 2: Achieve high customer satisfaction by providing excellent customer service to both internal and external customers







Evaluation Data Sources: Surveys conducted from internal/external customers

<p>Strategy 1: Customer service expectations reviewed with all faculty and staff. Strategy's Expected Result/Impact: Positive results from surveys. Excellent customer service is provided for internal and external customers. Staff Responsible for Monitoring: Administrative team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 8: Sam Houston Elementary will provide superior operational services to best support students and staff success.

Performance Objective 3: Ensure an efficient and effective use of campus resources in order to best support students and staff.

Evaluation Data Sources: Budget allocation sheets
Surveys showing the needs of our campus

<p>Strategy 1: Survey our campus to determine areas of need and build our campus budget around those needs. Strategy's Expected Result/Impact: Campus resources are utilized in an effective and productive manner. Staff Responsible for Monitoring: Administrative team, Principal secretary</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Sam Houston Elementary faculty met on **March 2 and May 4, 2019** to review school data in order to develop our Campus Improvement Plan. Committees were formed to cover each area: Demographics, School Culture & Climate, Technology, Staff Quality, Recruitment and Retention, Parent & Family Engagement, School Context & Organization, Student Achievement and Curriculum, Instruction and Assessment. Committees reviewed data and surveys that related to their area and determined strengths, areas of need, problem statement, strategies to address the problem statements and a summary. The entire CIP was shared and approved with all staff on **June 3**.

Based on our CNA, our focus areas will be:

- Reading across grade levels
- School culture/Character Education

Michelle Cavazos	Principal	mcavazos@galenaparkisd.com	Administrator
Hilda Nanez	Assistant Principal	hnanez@galenaparkisd.com	Administrator
Sandra Rendon	Assistant Principal	srendon@galenaparkisd.com	Business Representative
Ruth Buffington	Community member	rbuffington	Community Representative
Martha Araujo-Barrera	Business Representative	maraujo	Business Representative
Felicita Rodriguez	PK Teacher	felarodriguez@galenaparkisd.com	Classroom Teacher
Liliana Gonzalez	Kindergarten Teacher	cortega@galenaparkisd.com	Classroom Teacher
Kara Trostmann	1st grade teacher	Pacosta@galenaparkisd.com	Classroom Teacher
Lucero Vieyra	2nd grade teacher	lvieyra@galenaparkisd.com	Classroom Teacher
Patrick Rodriguez	3rd grade Teacher	prodriguez@galenaparkisd.com	Classroom Teacher
Allyson Richmond	4th grade Teacher	emondragon@galenaparkisd.com	Administrator
Araceli Ramirez	5th grade Teacher	aromero@galenaparkisd.com	Classroom Teacher
Ebony Toliver	Special Education teacher	etoliver@galenaparkisd.com	Teacher
Veronica Tovar	Librarian	vtovar@galenaparkisd.com	Non-classroom Professional
Liliana Correa	Curriculum Instructional Coach	lcorrea@galenaparkisd.com	Non-classroom Professional
Roxanne McCabe	Counselor	rmccabe@galenaparkisd.com	Non-classroom Professional
Johanna Perez	District Instructional Specialist	jperezemmanueli@galenaparkisd.com	District-level Professional

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

The Campus Improvement Plan was developed by the Sam Houston Elementary staff and included the CPAC committee.

Michelle Cavazos	Principal	mcavazos@galenaparkisd.com	Administrator
Hilda Nanez	Assistant Principal	hnanez@galenaparkisd.com	Administrator
Sandra Rendon	Assistant Principal	srendon@galenaparkisd.com	Business Representative
Ruth Buffington	Community member	rbuffington	Community Representative
Martha Araujo-Barrera	Business Representative	maraujo	Business Representative
Felicita Rodriguez	PK Teacher	felarodriguez@galenaparkisd.com	Classroom Teacher
Liliana Gonzalez	Kindergarten Teacher	cortega@galenaparkisd.com	Classroom Teacher
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Roxanne McCabe	Counselor	rmccabe@galenaparkisd.com	Non-classroom Professional
Johanna Perez	District Instructional Specialist	jperezemmanueli@galenaparkisd.com	District-level Professional

2.2: Regular monitoring and revision

The CIP will be monitored at quarterly and discussed at every CPAC meeting. If there are any revisions necessary, the final decisions will go through the CPAC for approval.

2.3: Available to parents and community in an understandable format and language

Parents and community will have access to our Campus Improvement Plan by request or at our front office, website, GPISD Administration. The goals of the CIP are available in English and Spanish.

2.4: Opportunities for all children to meet State standards

Sam Houston Elementary offers tutorials after school for all students. Our school context and organization provide opportunity for students to be successful so that state standards are met.

2.5: Increased learning time and well-rounded education

Sam Houston Elementary has a master schedule that maximizes instructional time for all grade levels. All Kindergarten-2nd grade classrooms are self contained. All 3rd-5th grade classrooms are departmentalized by ELA/SS and Math/Science. There is one self contain 4th grade class. Enrichment classes (Music, PE, Art and Library) are offered to students in Kindergarten-5th grades. There are tutorials, clubs and extracurricular activities offered after school for all students. Saturday tutorials are offered to students in 3rd-5th grades as needed for academic growth. Our school context and organization provide opportunity for students to be successful and provided a well rounded education.

2.6: Address needs of all students, particularly at-risk

All student progress is monitored closely. Through RTI and At-Risk identification, student progress is checked throughout the year. Aside from district assessments, teachers

utilize ongoing formal and informal assessment to check student progress.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The Parent and Family Engagement Policy is developed and reviewed during a PTA Meeting by Sam Houston Elementary faculty, staff and parents. It will be distributed during Report Card Parent conferences. It is available in English and Spanish.

3.2: Offer flexible number of parent involvement meetings

Parent and Family Engagement Policy meetings will be offered throughout the year at flexible times

PTA Meetings (mornings and evenings)

Coffee with the Principal (mornings)

Parent conferences (teacher conference times, before or after school)

ACE Monthly Parent Meetings (after school and evenings)

Parent Nutrition (mornings)

Parent volunteer trainings (scheduled as needed)

Parent involvement meetings will be offered virtually during the fall semester due to the Covid pandemic. We will revisit meetings on campus in the fall.