

Galena Park Independent School District

MacArthur Elementary School

2020-2021 Campus Improvement Plan



Board Approval Date: August 10, 2020

Mission Statement

The mission at MacArthur Elementary is to provide students with opportunities to perform and excel at their maximum potential by implementing an effective curriculum in a safe environment where each child is treated with love and respect.

Vision

MacArthur Elementary's vision is to create a school highly regarded for its academic excellence and for contributions in actively serving and improving the community.

Value Statement

MacArthur Elementary is committed to the education and well-being of each student. We have identified the following values in order to guide the policies, procedures, programs, priority, and day-to-day decisions of our building. We will honor, advance, and protect these values. In order to advance our shared vision, we will demonstrate:

Trustworthiness - We will educate/learn with integrity and unite to achieve a high level of mutual support and trust among all members of the learning community.

Respect - We will treat one another with dignity, courtesy, and empathy.

Self-Respect - We will promote pride and confidence in oneself.

Responsibility - We will actively promote and support the building and district mission, vision, values, and goals, and hold all stakeholders accountable.

Fairness - We will value justice and honesty in our relationships; we will develop and implement policies, programs, and procedures to monitor and support individual student success.

Compassion - We will provide a caring and safe environment for students, staff, and community committed to student achievement and life-long learning.

Citizenship - We will develop positive relationships with students, staff, and the community.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

MacArthur Elementary is 90% Hispanic and economically disadvantaged. This status has remained steady for many years. Changes in the surrounding community have brought an increase in McKinney Vento students, as well as a slight increase in enrollment. Our overall mobility rate has also increased as the homes in the area change from owned to rental. Student attendance dropped in the past year with an increase in truancy. The attendance patterns can be directly connected to the retention patterns. An increase in class sizes has brought about an increase in behavior concerns as well.

Demographics Strengths

- Dual Language Transition Program
- Identification Process for homeless students
- Student Intervention Support
- At-Risk monthly meetings
- PASS/BTC Programs
- Community Outreach to meet Socio-Economic Needs

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): MAC has an increase in identified SPED students. **Root Cause:** Increased awareness and advocacy for families and students.

Problem Statement 2: MAC has an increase of students being identified as at risk. **Root Cause:** Increased numbers in ELLs and McKinney Vento identified students.

Problem Statement 3: MAC has an increase mobility rate. **Root Cause:** Increase from owned to rented properties in the Galena Park area.

Student Learning

Student Learning Summary

STAAR results show that MacArthur Elementary achieved "Met Standard" on state assessments. MacArthur Elementary earned an 87 which is a B rating with 6 distinctions. The distinctions are in the areas of ELA/Reading, Math, Science, Comparative Academic Growth, Postsecondary Readiness, and Comparative Closing the Gap. Our students scored as follows on the 2019 state assessment. In reading, we were at 79% approaches, 41% meets, 20% masters. In math, we were at 85% approaches, 55% meets, and 34% masters. In writing, we were at 50% approaches, 26% meets, and 8% masters. In science, we were at 73% approaches, 54%, meets, and 24% masters. There were no state assessments for the 2019-2020 school year thus this is the most current data we have.

Student Learning Strengths

- Early Reading Program K-2
- Early Math Program K-2
- Data-driven decisions
- Campus-based assessments
- Academic Coaching

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): MAC has seen a decrease in 4th grade Writing Scores. **Root Cause:** Lack of writing in the lower grades.

Problem Statement 2: MAC reading scores are decreasing in 4th and 5th grades. **Root Cause:** Students need more knowledge of academic vocabulary.

School Processes & Programs

School Processes & Programs Summary

MacArthur provides a family-oriented campus culture that focuses on helping students and families in our community. We embrace parent involvement through our PTA and invite volunteers to our school activities. All students are given the opportunity to enrich their educational experience by participating in programs/clubs such as PTA musical performances, Talent Show, Career Day, Field Day, fundraisers (Relay for Life), Boys and Girls Club, National Elementary Honor Society, Student Council, DigiTech Kids Club, Soccer Teams, etc.

Our Foundations Committee is continuously working to help make our school a safe place for all students and staff.

Instructional teams meet weekly to plan instruction and desegregate data from assessments.

School Processes & Programs Strengths

- Brighter Bites
- Free Breakfast and Lunch programs
- Grade Level Meetings
- Student Intervention Programs
- Student and teacher goal setting
- Parent Contact expectations
- Teacher Committees for student organizations and involvement
- Small group interventions for students

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Parent and Family engagement is stagnant. **Root Cause:** Time constraints for working parents

Problem Statement 2: End of 21st Century after-school program. **Root Cause:** Grant program ended

Perceptions

Perceptions Summary

MacArthur Elementary is a neighborhood school and most of our students live within walking distance of the campus. Only one district bus is provided for transportation needs for those students that live in the Fidelity and Galena Manor area. Our teacher turnover is low and staff development is provided to teachers based on-campus needs. New teachers are on a two-year mentor status to ensure proper training and mentorship. Excellent customer service for all stakeholders is a priority for the campus.

Perceptions Strengths

- Academic Incentives for students to increase motivation
- Community programs such as Brighter Bites, Backpack Buddies, Literacy Night, Math and Science Night, ect.
- Overall campus-wide discipline is low - Foundations Committee

Problem Statements Identifying Perceptions Needs

Problem Statement 1: MAC has seen a decrease in students wanting to participate in Accelerated Reader program. **Root Cause:** Incentives are not motivating for students and teachers do not promote the program.

Priority Problem Statements

Problem Statement 8: MAC has an increase in identified SPED students.

Root Cause 8: Increased awareness and advocacy for families and students.

Problem Statement 8 Areas: Demographics

Problem Statement 9: MAC has seen a decrease in 4th grade Writing Scores.

Root Cause 9: Lack of writing in the lower grades.

Problem Statement 9 Areas: Student Learning

Goals








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

Performance Objective 1: Teach safety practices and protocols to students and staff

Targeted or ESF High Priority

Evaluation Data Sources: Conduct staff training on the emergency operations plan.

Summative Evaluation: Met Objective








<p>Strategy 1: Conduct the following drills in the fall and the spring: Lockout, Shelter in Place, Weather Drill, Reverse Evacuation, and Lock down. Conduct monthly fire drills. Conduct safety checks quarterly during the year.</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 2: Create a healthy environment so staff and students thrive and are productive

Evaluation Data Sources: Decreased office referrals and increased student success

Summative Evaluation: Met Objective









Strategy 1: Teachers will implement CHAMPS in all classrooms.	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: Implement a comprehensive health and wellness program

Evaluation Data Sources: Continue to utilize the school wellness program including Brighter Bites, and adjust as needed throughout the year

Summative Evaluation: Met Objective








Strategy 1: CATCH Program will be implemented and monitored.	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 4: Provide regular communication/recognition for students, parents, and staff.

Evaluation Data Sources: Continue to increase parental involvement and student/staff morale

Summative Evaluation: Met Objective








Strategy 1: Monthly calendars will be distributed to students, parents, and staff members alike.	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: Provide Pk-5th-grade students with multiple colleges and career awareness opportunities.

Evaluation Data Sources: Copies of fliers sent home detailing these events: College Wednesdays (spotlighting a college campus over the announcements) and Career Day.

Summative Evaluation: Significant progress made toward meeting Objective








<p>Strategy 1: Utilize career guests to visit our campus and discuss the benefits of staying in school and following an appropriate career path.</p> <p>Strategy's Expected Result/Impact: Increase student interest in college and careers.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I Schoolwide Elements: 2.4</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 100%	 100%	 100%	
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

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

Performance Objective 2: Increase the success rate of students achieving college and career readiness indicators

Evaluation Data Sources: Increased number of students reaching Masters Level on STAAR.

Summative Evaluation: Significant progress made toward meeting Objective








<p>Strategy 1: Conduct campus competitions for students to work on various skills to increase knowledge: Geography Bee, Spelling Bee, Prose and Poetry, UIL Academic Meet, and Robotics to prepare for district competition.</p> <p>Strategy's Expected Result/Impact: Students increase academic levels</p> <p>Staff Responsible for Monitoring: Sponsors and coaches for each event listed</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 3: Provide comprehensive counseling to students

Evaluation Data Sources: Guidance lessons and counseling services will continue to be available to 100% of students in need and will be documented.

Summative Evaluation: Significant progress made toward meeting Objective







Strategy 1: Lesson plans and group assignments for the guidance program will be kept by the counselor. Strategy's Expected Result/Impact: students will learn conflict resolution Staff Responsible for Monitoring: counselor Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: MacArthur will ensure student growth in the tested areas.

Performance Objective 1: Meet or exceed the state average in all tested areas

Evaluation Data Sources: Meet or exceed the state accountability standards.

Summative Evaluation: Significant progress made toward meeting Objective








<p>Strategy 1: Provide before school, after school, and Saturday tutorials.</p> <p>Strategy's Expected Result/Impact: Increased scores through targeted instruction in tutorial groups.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal CICs Classroom teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 35%	 70%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: MacArthur will ensure student growth in the tested areas.

Performance Objective 2: Provide instructional support and high-quality curriculum and resources

Evaluation Data Sources: Increased scores on district and state assessments

Summative Evaluation: Significant progress made toward meeting Objective








<p>Strategy 1: Utilize campus specialist (CIC) to do push-in's and pull-outs in classrooms, as well as coaching and modeling for staff members</p> <p>Strategy's Expected Result/Impact: Increase instructional rigor</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal CICs</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: MacArthur will ensure student growth in the tested areas.

Performance Objective 3: Build instructional capacity through coaching, professional development, and academies

Evaluation Data Sources: Improved teaching methods and increased student success

Summative Evaluation: Significant progress made toward meeting Objective








<p>Strategy 1: Provide Campus Staff Development as an add on to district staff development.</p> <p>Strategy's Expected Result/Impact: Teachers will have more instructional strategies targeted to low performing TEKS</p> <p>Staff Responsible for Monitoring: CICs</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - 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>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: MacArthur will ensure student growth in the tested areas.

Performance Objective 4: Provide instructional technology support to all tested areas

Evaluation Data Sources: Teacher integration and increased student achievement

Summative Evaluation: Met Objective


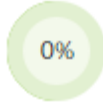




<p>Strategy 1: Students and teachers will work with our Digital Learning and Assessment Specialist to become more familiar with technology and software that is available.</p> <p>Strategy's Expected Result/Impact: Teachers and students feel more successful using technology for virtual learning.</p> <p>Staff Responsible for Monitoring: DLAS</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: MacArthur will ensure students are provided quality enrichment/extracurricular programs and opportunities.

Performance Objective 1: Enhance the quality of fine arts programming

Evaluation Data Sources: Increased student participation

Summative Evaluation: Met Objective







<p>Strategy 1: Provide monthly music programs that display students art work as well as singing and dancing. Strategy's Expected Result/Impact: Increase participation in programs from students and have more members in the audience. Staff Responsible for Monitoring: Music Teacher Art Teacher Title I Schoolwide Elements: 3.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 0%	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: MacArthur will ensure students are provided quality enrichment/extracurricular programs and opportunities.

Performance Objective 2: Offer multiple enrichment and extra-curricular opportunities available for students

Evaluation Data Sources: Increased student participation

Summative Evaluation: Met Objective








Strategy 1: Ensure student clubs include all grade levels. Strategy's Expected Result/Impact: More students participate in an extracurricular activity. Staff Responsible for Monitoring: Club sponsors and coaches Title I Schoolwide Elements: 3.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: MacArthur will ensure students are provided quality enrichment/extracurricular programs and opportunities.

Performance Objective 3: Introduce students to fitness and life activities through physical education courses and programs

Evaluation Data Sources: Student Participation

Summative Evaluation: Met Objective







Strategy 1: Ensure CATCH Activities are completed outside the PE classroom. Strategy's Expected Result/Impact: More students interested in physical fitness. Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: MacArthur will have a 96.5% or higher student attendance rate and a 97% or higher teacher attendance rate.

Performance Objective 1: Ensure students and parents understand the importance of attending school regularly.

Evaluation Data Sources: Maintain GPISD's goal of 96.5% or higher for students' attendance.

Summative Evaluation: Significant progress made toward meeting Objective







<p>Strategy 1: Communicate with parents the importance of being present at school. Strategy's Expected Result/Impact: Less students miss due to non health related reasons. Staff Responsible for Monitoring: Principal Assistant Principal Counselor PEIMS clerk teachers Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 45%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: MacArthur will have a 96.5% or higher student attendance rate and a 97% or higher teacher attendance rate.

Performance Objective 2: Develop intervention strategies and provide support to the teachers to ensure attendance is being monitored.

Evaluation Data Sources: Maintain GPISD's goal of 96.5% or higher for student attendance.

Summative Evaluation: Significant progress made toward meeting Objective








<p>Strategy 1: Attendance committee will track attendance and come up with incentives for students with improved attendance.</p> <p>Strategy's Expected Result/Impact: Students motivated to come to school.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor PEIMS clerk teachers</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: MacArthur will have a 96.5% or higher student attendance rate and a 97% or higher teacher attendance rate.

Performance Objective 3: Implement strategies to monitor and increase staff attendance

Evaluation Data Sources: Reach GPISD's goal of 97% or higher for staff attendance

Summative Evaluation: Met Objective







<p>Strategy 1: Attendance committee will meet and come up with incentives for teachers with perfect/great attendance. Strategy's Expected Result/Impact: Teachers attendance will improve. Staff Responsible for Monitoring: Attendance Committee Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: MacArthur will provide opportunities for parental/community involvement and business partnership.

Performance Objective 1: Enhance the relationship between the campus and its partners

Evaluation Data Sources: Increase support from partners compared to previous year

Summative Evaluation: Significant progress made toward meeting Objective


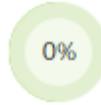




<p>Strategy 1: Work with business partners in the neighborhood to help provide assistance to our students. Strategy's Expected Result/Impact: Increase number of business partners. Staff Responsible for Monitoring: Principal Counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: MacArthur will provide opportunities for parental/community involvement and business partnership.

Performance Objective 2: Ensure parental and family engagement opportunities are provided

Evaluation Data Sources: Increased parental involvement compared to previous year

Summative Evaluation: Met Objective








<p>Strategy 1: Increase more opportunities for parents to participate. Strategy's Expected Result/Impact: Increased number of volunteers Staff Responsible for Monitoring: Principal Counselor TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 0%	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: MacArthur will provide opportunities for parental/community involvement and business partnership.

Performance Objective 3: Provide multiple communication channels with parents, students and the community

Evaluation Data Sources: Communication with all stake-holders will increase when compared to previous year.

Summative Evaluation: Met Objective

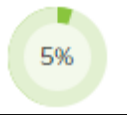





Strategy 1: Ensure all media used to communicate with parents is up to date. Strategy's Expected Result/Impact: parents will be well informed Staff Responsible for Monitoring: Principal Assistant Principal School Secretary Web Master TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: MacArthur will provide opportunities for parental/community involvement and business partnership.

Performance Objective 4: Maintain compliance with all Title I Parent Involvement requirements

Evaluation Data Sources: MAC will continue to maintain 100% compliance

Summative Evaluation: Met Objective








Strategy 1: Increased positive school presence with all stakeholders. Strategy's Expected Result/Impact: More parent/community involvement Staff Responsible for Monitoring: Principal Counselor Title I Schoolwide Elements: 3.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 5%	 10%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: MacArthur 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: MAC's teachers will continue to attend professional development and maintain their professional development hours.

Summative Evaluation: Met Objective








<p>Strategy 1: Continue to provide current and relevant staff development Strategy's Expected Result/Impact: teachers have more strategies Staff Responsible for Monitoring: Principal Assistant Principal CICs DLS Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: MacArthur will ensure high-quality staff is employed.

Performance Objective 2: Provide enhanced leadership development for employees

Evaluation Data Sources: Teachers will assume leadership roles.

Summative Evaluation: Met Objective








Strategy 1: Provide leadership Opportunities for teachers Strategy's Expected Result/Impact: More teachers take leadership roles Staff Responsible for Monitoring: Principal Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 7: MacArthur will ensure high-quality staff is employed.

Performance Objective 3: Create an onboarding process to introduce new staff to campus and district culture, goals, and programs

Evaluation Data Sources: Increased knowledge of campus and district and campus culture, goals, and programs.

Summative Evaluation: Met Objective








Strategy 1: Provide training for all our new teachers Strategy's Expected Result/Impact: New teachers to campus feel welcomed. Staff Responsible for Monitoring: New Teacher Lead Mentor TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: MacArthur will ensure high-quality staff is employed.

Performance Objective 4: Recruit and retain highly qualified staff

Evaluation Data Sources: 100% highly qualified staff with a staff retention above 85%

Summative Evaluation: Met Objective








Strategy 1: Team building activities Strategy's Expected Result/Impact: teachers feel welcomed Staff Responsible for Monitoring: Campus Leadership Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

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

Evaluation Data Sources: Safe and Secure campus

Summative Evaluation: Met Objective








Strategy 1: Conduct yearly inventory of equipment Strategy's Expected Result/Impact: more up to date equipment Staff Responsible for Monitoring: Principal Principal Secretary TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 8: MacArthur 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: Increased customer satisfaction

Summative Evaluation: Met Objective








Strategy 1: Provide customer service training Strategy's Expected Result/Impact: positive customer service Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: Ensure the efficient and effective use of District resources, in order to best support students and staff

Evaluation Data Sources: All budgets at MAC will be spent according to the district, state, and federal standards.

Summative Evaluation: Met Objective







Strategy 1: Monthly Budget meeting with principal secretary Strategy's Expected Result/Impact: Smart use of money for needed resources Staff Responsible for Monitoring: Principal Principal secretary Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	









Goal 9: MacArthur will achieve a 97.1% or higher student attendance rate, utilizing the \$2,650.00 Attendance Incentive Plan allotment.

Performance Objective 1: Increase student attendance percentage to 97.85% or higher compared to last year 97.79 % for the 2nd 6 Weeks Period.

Targeted or ESF High Priority

Evaluation Data Sources: Increased student attendance on PEIMS Report.
Raawee
School Status

<p>Strategy 1: Class Trophies for perfect attendance in grade level Strategy's Expected Result/Impact: Students will want to have the winning class Staff Responsible for Monitoring: weekly Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Comprehensive Support Strategy - Results Driven Accountability Funding Sources: trophies - 199 - Attendance Incentive Allocation - \$0</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Classes spell out PERFECT ATTENDANCE throughout the year. If all students are present they get to put up a letter outside their door. Once the phrase is all spelled out, they will receive a prize by the attendance fairy. Prizes will range from pencils, treats, free jeans passes, free dress passes, no homework coupons, and treats. Strategy's Expected Result/Impact: Students will be motivated to come to school and help their class spell out perfect attendance. Staff Responsible for Monitoring: All classroom teachers throughout the year Title I Schoolwide Elements: 2.4, 2.5 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Comprehensive Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: various prizes: candy, pencils, stickers, ect. - 199 - Attendance Incentive Allocation - \$250</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Students from targeted list that have two or fewer absences per 6 weeks can pull a prize from the attendance treasure chest. Staff Responsible for Monitoring: Classroom teachers Assistant Principal Counselor Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Comprehensive Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: prizes: candy, stickers, trinkets, pencils, free dress passes, no homework coupons, ect - 199 - Attendance Incentive Allocation - \$150</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				

Strategy 4: Perfect attendance Celebration for students who have perfect attendance each 6 weeks. Strategy's Expected Result/Impact: Students will be motivated by celebration among with their grade level peers. Staff Responsible for Monitoring: Principal Assistant principal Counselor Attendance Committee Chair Title I Schoolwide Elements: 2.4, 2.5 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 5: Post attendance message on social media and school website Staff Responsible for Monitoring: Web Master PEIMS Clerck Attendance Committee Chair ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: none - 199 - Attendance Incentive Allocation - \$0	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

Due to COVID-19 school closure our survey was sent out electronically to our stakeholders, but we received very little response. The Leadership Team met and it was decided we will meet with committees in August once we can recover to go over the few responses we were allowed to obtain and adjust needs if necessary.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Maria Munoz	Principal	mmunoz@galenaparkisd.com	Administrator
Jay Killough	Assistant Principal	jkillough@galenaparkisd.com	Administrator
Sharon Garcia	Principal Secretary	sgarcia1@galenaparkisd.com	Paraprofessional
Donna Herrick	1st grade teacher	dherrick@galenaparkisd.com	Classroom Teacher
Nancy Sanchez	2nd grade teacher	nsanchez@galenaparkisd.com	Classroom Teacher
Claudia Estrada	3rd grade teacher	cestrada@galenaparkisd.com	Classroom Teacher
Bianca Turnini	4th grade teacher	btturnini@galenaparkisd.com	Classroom Teacher
Kathryn Mosely	5th grade teacher	kmosley@galenaparkisd.com	Classroom Teacher
Carol Peil	Librarian	cpeil@galenaparkisd.com	Non-classroom Professional
Kim Towler	BTC Teacher	ktowler@galenaparkisd.com	Non-classroom Professional
Victoria Garcia-Hernandez	CIC	agarcia@galenaparkisd.com	Non-classroom Professional
Amanda Ramirez	CIC	aramirez@galenaparkisd.com	Non-classroom Professional

Members will be updated once school resumes in August.

2.2: Regular monitoring and revision

The CPAC committee will meet the first Thursday of Sept, Dec, Feb, and May.

Sept. 10, 2020

Dec. 3, 2020

Feb. 4, 2021

May 6, 2021

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

A copy of our Campus Improvement Plan is available in our front office, the Harris County Public Library, and is posted on our school's web page. It is provided in Spanish and English. Parents are sent a mass communication via text and email of how to access the document.

2.4: Opportunities for all children to meet State standards

All students will have the opportunity to meet state standards through whole group instruction, small group interventions, tutorials, differentiated instruction, and TEKS focused high-quality instruction. We provide various opportunities for our students to meet state standards.

- The leadership team makes teacher recommendations as to who needs additional professional development to ensure quality student instruction is presented.
- Our teachers have been trained extensively on guided reading and math, small group instruction and data driven instruction.
- We also provide student tutorials for those identified at-risk.
- Our interventionist provides dyslexic services for those identified in need.
- Our campus instructional coaches provide intervention support to teachers as well as to students throughout the year.
- The school counselor and other district personnel provide emotional support and guidance whenever needed.
- We offer a variety of clubs and after school activities to provide social and academic support to our students.

2.5: Increased learning time and well-rounded education

MAC will create a master schedule that maximizes every instructional minute and that at least the minimum required minutes for all content areas are allotted for each class, while meeting COVID-19 safety regulations. Teachers will ensure all lessons are planned and prepared to maximize instructional time. After school tutorials and Saturday tutorials will be offered to all students. Students will attend Music, Art, PE, and Library to ensure a well-rounded education to hone and develop their other talents. Extra-curricular activities will be available for students including, but not limited to: boys club, girls club, honor choir, robotics, soccer team, Elementary Academic Meet, and National Elementary Honor Society.

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

All student progress is monitored closely. In the classroom, teachers measure academic progress with a variety of tools such as running records, online programs such as I-Ready/I-Station and district assessments. Through RTI and At-Risk identification, student progress is checked throughout the year. Utilizing current data, teachers work closely with the campus interventionist and instructional coaches to address student needs. Thus, ensuring all students are successful.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The school/parent compact will be handed out to parents during report card conferences after the first nine weeks. It is reviewed by: Maria Munoz (principal), Jessica LeDet (school counselor), Delores de Lano (parent), and Nancy Acevedo (parent).

The Parent and Family Engagement Policy was not formally approved by the the PTA or CPAC Committees due to COVID-19, this will need to take place in August when we return to school.

The policy can be found in the front office and on the campus website in both English and Spanish.

3.2: Offer flexible number of parent involvement meetings

There are several opportunities for parental involvement meetings throughout the year. Aside from MAC sponsored events, our campus PTA also hosts meetings. The first semester includes: Meet the Teacher, Open House, Report Card Conferences, Red Ribbon Week, Fall Festival, Fathers Bring Your Kids to School Day, Grandparents Breakfast, and parent volunteer opportunities. In the spring there are report card conferences, Muffins with Moms, Family Night, and other parent volunteer opportunities.

Parent involvement meetings will be offered throughout the year and include the following **(if allowed under COVID-19 health guidelines)**:

- PTA Meetings held at 5:00 pm
- Pan Dulce with the principal
- Open House (TBD by District)
- Grandparents' Breakfast
- PTAs Breakfast with a Buddy
- National Fathers Bring Your Kids to School Day
- Parent conferences
- Fall Festival
- Thanksgiving Luncheon (week of Thanksgiving)
- Brighter Bites