

Galena Park Independent School District

North Shore Elementary School

2020-2021 Campus Improvement Plan

Accountability Rating: Not Rated: Declared State of Disaster



Board Approval Date: August 10, 2020

Mission Statement

The mission of North Shore Elementary is to prepare our students to become productive citizens and life long learners in society.

Vision

The vision of North Shore Elementary is to create a safe campus that has high academic standards for all students and work collaboratively with teachers, parents, and students to make positive contributions to the community.

Core Beliefs

North Shore Elementary is committed to the education and well-being of all our students. The following virtues will be used in order to guide our policies, procedures, programs, and day-to-day decisions.

Tolerance: We will work collaboratively and be open to each other's ideas to help promote students' success.

Responsibility: We will promote and support both the campus and district mission and vision for academic achievement.

Confidence: We will build students' belief in self-achievement of their goals.

Perseverance: We will create students that continue to strive to be life long learners even when faced with various obstacles.

Discipline: We will provide a safe environment for all students, in which they are able to control their thoughts and actions in order to make good choices.

Respect: We will treat one another with dignity and courtesy.

Honesty: We will be straightforward in all conversations and actions

Compassion: We will demonstrate care and concern for the welfare of students, staff, and the community in order to promote a safe environment in which all students can learn.

Friendliness: We will provide an environment in which we are considerate, kind, and generous to others in all aspects of our daily routines.

Service: We will develop positive relationships with school, staff, and community.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

North Shore Elementary (NSE) is the largest of 15 elementary campuses in the Galena Park Independent School District. The school services Pre-K (4year olds) to 5th grade. We have multiple special education programs (Life Skills, FOCUS, PASS, Resource, Co-Teach); Gifted & Talented; 504, Dyslexia, and Tiered Intervention programs (RtI). Our EL population is 53.45%. 67.2% of students are considered at risk of dropping out of school. We have seen an increase in McKinney Vento students and continue to see an increase in our mobility rate from students living in the Lafayette Village Apartments. Our average daily attendance remains between 96% and 97%. Our economically disadvantaged population is 88.56%. The accountability rating for the campus is B. The school is ranked among the top 50% in the state of Texas. The current campus administrator, Mrs. Esmeralda Perez, has been the building Principal for the last 14 years. Under her leadership, the campus has received exemplary ratings and many other distinctions and awards over the years.

North Shore Elementary demographics have remained consistent over the past few years, consisting of:

- 84.5% Hispanic
- 9.0% African American
- 5.1% White
- 0.8% Two or more races
- 0.1% Not Specified

Student/Teacher ratio: 18.9

88.5% of students receive a free or discounted lunch

North Shore Elementary school employs 52.3 full-time teachers

Demographics Strengths

- The identification process for homeless students
- Outreach program for students with excessive absences by utilizing the district provided software (RAA WEE) and by conducting parent conferences and home visits
- Identifying our low social-economic students and ensuring that they are successful
- Ensuring that all student get free breakfast and lunch as well as school supplies and uniforms as needed
- More students in all sub-populations are being identified GT

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Campus Enrollment numbers have increased steadily over the last several years. **Root Cause:** The students attending North Shore Elementary on a shared residency affidavit has increased over the last several years.

Problem Statement 2 (Prioritized): North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. **Root Cause:** Some parents do not see the value in building the partnership with the teacher.

Student Learning

Student Learning Summary

NSE is a school that has Met Standard on the state assessments accountability rating. We did receive the first Quartile in Attendance at 97.2%.

3rd Grade Reading

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
175	141	77%	66%	38%	35%	17%	18%

4th Grade Reading

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
156	183	56%	77%	28%	38%	16%	15%

5th Grade Reading

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
140	156	82%	80%	57%	38%	19%	15%

3rd Grade Math

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
175	141	77%	67%	46%	30%	20%	14%

4th Grade Math

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
156	183	83%	82%	54%	51%	28%	32%

5th Grade Math

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
140	156	92%	87%	59%	55%	24%	34%

4th Grade Writing

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
156	179	62%	68%	35%	26%	8%	6%

5th Grade Science

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
138	158	64%	68%	29%	42%	12%	16%

Student Learning Strengths

- School support sessions with Campus Instructional Coaches to assist with Curriculum Corner plans
- Push-in/pull-out instructional groups
- Fact Fluency/STEM Lab

- I-Station Reading implementation
- IPAD Implementation
- Data-driven decision making by administrators, teachers, and CICs
- Progress Monitoring
- Modeling & Coaching
- District Competition
- Meets-to-Masters Interventions
- Instructional Rounds
- Balanced Literacy/Anchor Charts (Campus Focus)

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Our Science scores have increased slightly over the last two years, but we continue to score below the district average. **Root Cause:** 5th grade Math/Science teachers need to take ownership of Science instruction.

Problem Statement 2 (Prioritized): Students are not aware of expected goals of upcoming assessments, etc. **Root Cause:** Even though a procedure is in place and teachers are given goal-setting cards, the procedures are not followed with fidelity.

Problem Statement 3 (Prioritized): Students are not aware of expected outcomes **Root Cause:** We need to ensure that the campus focal wall is being utilized with fidelity and is observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Problem Statement 4 (Prioritized): Effective planning, containing all of the components (balanced literacy) is lacking at NSE. **Root Cause:** Teachers do not consider it as a priority and do not follow the plans that are in Eduphoria with fidelity.

Problem Statement 5: The Science scores of the EL students are significantly lower than the rest of the campus population groups. **Root Cause:** The EL students struggle with the academic language and vocabulary.

School Processes & Programs

School Processes & Programs Summary

This year NSE has formed a committee that has the specific duty of ensuring that we have our curriculum tightly aligned with the standards and 21st Century Learning Skills. We ensure that teachers are implementing the district's curriculum by visiting classrooms regularly. NSE teachers are also held accountable for implementation fidelity. A variety of assessments are used to assist in making instructional decisions that impact student academic success. The assessment data is also used to provide needed interventions. NSE teachers and instructional coaches collaborate to discuss the results of the data and the effectiveness of the implemented interventions.

School Processes & Programs Strengths

- Planning vertically and horizontally
- Data-driven decisions based on student achievement
- Making necessary interventions for student success
- Tutorials offered in grades Kinder through 5th, with a special emphasis on the Meets to Masters student groups.
- Math and Reading camp.
- Instructional Rounds and Powerwalks
- Math and Science Family Night.
- STEM lab and ELA lab.
- Increased intervention time with CICs

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): The Response to Intervention program is not being utilized effectively at NSE. **Root Cause:** There is a disconnect in the RTI Process between the coordinator and teachers. Teachers are not effectively trained to know what is expected of them. There is a lack of follow through on part of both the coordinator and the teachers.

Problem Statement 2 (Prioritized): Even though there are several methods utilized, most effective parental communication remains a concern. **Root Cause:** Parents are either reluctant to utilize or not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Problem Statement 3 (Prioritized): Computer programs and technology resources are not being utilized with fidelity. **Root Cause:** Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) are not being prioritized.

Problem Statement 4: The implementation of virtual learning is not utilized most effectively by many teachers. **Root Cause:** Google classroom and See Saw instructional tools

are new to most teachers, students, parents.

Perceptions

Perceptions Summary

NSE has a family-oriented campus culture due to its open door policy to the parents. We welcome parent involvement for our many activities around the campus through our PTA Volunteers. The students enjoy participating in our many programs that enrich our students' educational experience, which include the Fall Festival, Polar Express Day, Friendship Dance, Talent Show, Field Day, Pancakes for Parents, Donuts for Dads, Muffins for Moms, Grandparents Breakfast, 21st Century Program, and Parent trainings.

Our Foundations Committee is a committee that is continuously working to help make NSE a safe place for all students and staff. Students and parents are aware of the expectations of our school through the Pony P.R.I.D.E. procedures and expectations of NSE.

Perceptions Strengths

- Students and staff motivation to improve our school attendance
- Monthly grade level meetings with administrators
- Weekly calendars (Week at A Glance) to inform teachers of all campus and district staff development and activities
- Campus goals are aligned with goals of the district
- Family-oriented atmosphere and working environment for our staff and teachers
- Building good relationships among teams and coworkers
- Teachers and staff are 100% highly qualified
- Quality mentoring program and support network
- Parent communication through various methods in both languages

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Student discipline referrals sent to the office have increased and the behaviors have not changed. **Root Cause:** Students are referred to the office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Problem Statement 2 (Prioritized): Student attendance rate has steadily declined as the year progresses. **Root Cause:** The attendance committee has failed to follow through with the implementation of the attendance plan for each of the six weeks concerning incentives, conferences, etc. Also, many absences could be attributed to the spread of the flu and strep throat viruses.

Problem Statement 3 (Prioritized): Teachers, although various methods are available, have expressed concern that communication is not effective. **Root Cause:** Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Priority Problem Statements

Problem Statement 1: Campus Enrollment numbers have increased steadily over the last several years.

Root Cause 1: The students attending North Shore Elementary on a shared residency affidavit has increased over the last several years.

Problem Statement 1 Areas: Demographics

Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership.

Root Cause 2: Some parents do not see the value in building the partnership with the teacher.

Problem Statement 2 Areas: Demographics

Problem Statement 3: Our Science scores have increased slightly over the last two years, but we continue to score below the district average.

Root Cause 3: 5th grade Math/Science teachers need to take ownership of Science instruction.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Students are not aware of expected goals of upcoming assessments, etc.

Root Cause 4: Even though a procedure is in place and teachers are given goal-setting cards, the procedures are not followed with fidelity.

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Students are not aware of expected outcomes

Root Cause 5: We need to ensure that the campus focal wall is being utilized with fidelity and is observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Problem Statement 5 Areas: Student Learning

Problem Statement 6: Effective planning, containing all of the components (balanced literacy) is lacking at NSE.

Root Cause 6: Teachers do not consider it as a priority and do not follow the plans that are in Eduphoria with fidelity.

Problem Statement 6 Areas: Student Learning

Problem Statement 7: The Response to Intervention program is not being utilized effectively at NSE.

Root Cause 7: There is a disconnect in the RTI Process between the coordinator and teachers. Teachers are not effectively trained to know what is expected of them. There is a lack of follow through on part of both the coordinator and the teachers.

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 8: Even though there are several methods utilized, most effective parental communication remains a concern.

Root Cause 8: Parents are either reluctant to utilize or not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Problem Statement 8 Areas: School Processes & Programs

Problem Statement 9: Computer programs and technology resources are not being utilized with fidelity.

Root Cause 9: Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) are not being prioritized.

Problem Statement 9 Areas: School Processes & Programs

Problem Statement 10: Student discipline referrals sent to the office have increased and the behaviors have not changed.

Root Cause 10: Students are referred to the office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Problem Statement 10 Areas: Perceptions

Problem Statement 11: Student attendance rate has steadily declined as the year progresses.

Root Cause 11: The attendance committee has failed to follow through with the implementation of the attendance plan for each of the six weeks concerning incentives, conferences, etc. Also, many absences could be attributed to the spread of the flu and strep throat viruses.

Problem Statement 11 Areas: Perceptions

Problem Statement 12: Teachers, although various methods are available, have expressed concern that communication is not effective.

Root Cause 12: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Problem Statement 12 Areas: Perceptions

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
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Special education/non-special education population including discipline, progress and participation data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Class size averages by grade and subject
- School safety data

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data







Goals

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

Performance Objective 1: NSE will provide regular communication/recognition for students, parents, and staff.

Evaluation Data Sources: Remind APP
 PTA Meetings
 Notes, Flyers, Phone calls utilizing School Status and ParentLink.

Summative Evaluation: Met Objective




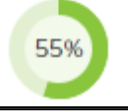
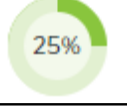
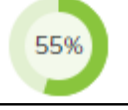




Strategy 1: 1) Communication with parents will be accomplished by newsletters, parent phone calls, school website, marquee, and with the Social Media updates. Staff Responsible for Monitoring: Administrators, Office Staff, and Teachers	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: NSE will continue a coordinated Health/Wellness program

Evaluation Data Sources: Brighter Bites Data and Documentation. CATCH Lessons, etc.

Summative Evaluation: Met Objective









<p>Strategy 1: Parents will be provided information on improving student nutrition and physical activities as related to the home through parent newsletters and meetings. Review lunch menu with students to discuss health benefits of offered meals(Whoa, Slow and Go foods). Strategy's Expected Result/Impact: Parent evening provided and packets sent to parents Staff Responsible for Monitoring: Health & Wellness Team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: The campus health and wellness team will meet with classroom teachers, PE teachers, nurse and cafeteria in training, implementing, monitoring, and evaluating a wellness program. Strategy's Expected Result/Impact: Meetings held as noted on attendance reports and minutes of meetings Staff Responsible for Monitoring: Nurse</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Utilize counselors, CYS worker and district intervention department as resources in helping students to be accountable for their actions. Strategy's Expected Result/Impact: Students receive additional services as needed Staff Responsible for Monitoring: Campus Administration</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









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

Performance Objective 3: NSE will create a healthy environment so staff and students thrive and are productive.

Evaluation Data Sources: Students will utilize character education strategies to avoid discipline issues. Early Act First Knight Curriculum will be taught in the Enrichment Rotation and will be celebrated during ceremonies throughout the year.

Summative Evaluation: Met Objective

<p>Strategy 1: Prevention of unwanted physical or verbal aggression, sexual harassment, and bullying will be integrated into the Foundations and CHAMPS behavior program along with the PONY P.R.I.D.E.</p> <p>Strategy's Expected Result/Impact: Variety of activities completed by students</p> <p>Staff Responsible for Monitoring: Foundations Team classroom teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Conduct sessions in classrooms on the topics of bullying, aggressive behavior, and sexual harassment</p> <p>Strategy's Expected Result/Impact: Observation of consistency in implementation of TBSI</p> <p>Staff Responsible for Monitoring: Counselor</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Discipline team will work with concerns in area of school discipline in order to enhance an environment conducive to learning. Foundations program will be implemented.</p> <p>Strategy's Expected Result/Impact: Discipline team will make recommendation as evidenced by written report.</p> <p>Staff Responsible for Monitoring: Campus Administration, Foundations Team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 4: Train faculty on Texas Behavior Support Initiative (TBSI) Training to properly restrain students as needed.</p> <p>Strategy's Expected Result/Impact: Observation of consistency in implementation of TBSI</p> <p>Staff Responsible for Monitoring: Campus Administration, Foundations Team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				







<p>Strategy 5: Review cafeteria discipline plan and make recommendations for improvement. Strategy's Expected Result/Impact: Cafeteria guidelines developed & students demonstrate adherence to the plan. Staff Responsible for Monitoring: Foundations Team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 6: Continue to implement our Early Act First Knight Character Education program and curriculum at NSE. Review discipline expectations and model the "Knightly" behavior at all grade levels. Strategy's Expected Result/Impact: Monthly virtues will have an impact on student discipline and attitudes on campus. Staff Responsible for Monitoring: EAFK Committee and Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: NSE will increase student, teacher and parent awareness of college, career, and military opportunities

Evaluation Data Sources: Students will be aware of college, career and military choices through monthly college highlights, career days and military recognition.

Summative Evaluation: Met Objective


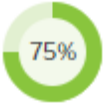




<p>Strategy 1: Provide activities and encouragement so that all students may develop the mind set that graduation is a given and additional formal education is a necessity.</p> <ul style="list-style-type: none"> -Class of (year) -College night for parents/students -College days-teachers wear their university shirts -Career awareness -Field trips to local colleges and universities -Lunch with principal <p>Strategy's Expected Result/Impact: Activities conducted and evaluations positive</p> <p>Staff Responsible for Monitoring: Campus administration, counselors, teachers, College awareness committee</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 30%	 70%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: NSE will continue to provide transitional opportunities to students and parents on our campus.

Evaluation Data Sources: Students will be able to make transitions smoothly from one grade level to the next.

Summative Evaluation: Met Objective

<p>Strategy 1: Bilingual students will be provided an opportunity to transition to English by being immersed in an environment that promotes listening, speaking, reading, writing, and learning in Spanish and English.</p> <p>Strategy's Expected Result/Impact: Students exit bilingual program before entering middle school.</p> <p>Staff Responsible for Monitoring: Administrators, Teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: Ensure counselor's role retains focus on implementation of the Comprehensive Guidance Program to assist students in developing skills they need to enhance their personal, social, emotional and career development

Evaluation Data Sources: There will be a reduction in the number of office referrals by 5% from previous year.

Summative Evaluation: Exceeded Objective

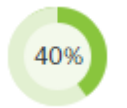
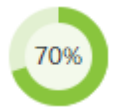
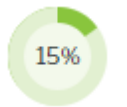
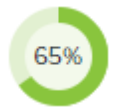




<p>Strategy 1: The counselor will present the seven components of TEA's comprehensive guidance plan:</p> <ul style="list-style-type: none"> 1) Self confidence 2) Cross cultural effectiveness 3) Decision making 4) Responsible behavior 5) Motivation to achieve 6) Interpersonal effectiveness 7) Communication skills <p>Strategy's Expected Result/Impact: Program presented; end of year report indicates accomplishment; counselor survey</p> <p>Staff Responsible for Monitoring: Counselor</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
<p>Strategy 2: NSE will provide counseling program for students and parents that encourage college preparation and career planning. Activities may include: college day; college/career evening for parents and students; field trip to local colleges or universities; college/career fair.</p> <p>Strategy's Expected Result/Impact: Programs presented; end of year counselor's survey indicate accomplishment</p> <p>Staff Responsible for Monitoring: Counselor</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: NSE will ensure student growth in tested areas.

Performance Objective 1: All NSE students will meet or exceed the state average in all tested areas.

Evaluation Data Sources: When compared to last year's assessment scores, there will be an increase in student performance in areas of ELA/Reading, Writing, Math and Science.

Summative Evaluation: Met Objective




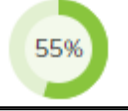
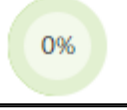
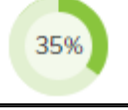
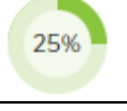





<p>Strategy 1: Provide on-going support and staff development for STAAR focusing on each subject area: math, reading, writing and science and how to better serve our EL and SpEd subpops.</p> <p>Strategy's Expected Result/Impact: District Benchmarks, Student IEP Progress & STAAR Results</p> <p>Staff Responsible for Monitoring: Campus Administration, SpEd Teachers, and Instructional coaches</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Utilize science and computer labs in all grade levels and provide hands-on activities and concepts related to each subject.</p> <p>Provide an EL Summer Science program focusing on science concepts and vocabulary for all incoming fifth graders.</p> <p>Strategy's Expected Result/Impact: District Benchmarks & STAAR results</p> <p>Staff Responsible for Monitoring: Campus Administration, and Computer and Science instructional coaches</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: NSE will ensure student growth in tested areas.

Performance Objective 2: NSE campus administrators will monitor student performance and achievement gap of special populations and programs

Evaluation Data Sources: When comparing various assessment scores from last year, there will be an increase in student performance of our special population.

Summative Evaluation: Some progress made toward meeting Objective




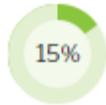



<p>Strategy 1: Assess students and monitor progress in each subject with district assessments based on the district testing calendar. Special focus on ELL's, White and Spec. Ed. subpops.</p> <p>Strategy's Expected Result/Impact: Pre-assessments & benchmark tests administered and scores disaggregated and utilized in planning</p> <p>Staff Responsible for Monitoring: All classroom teachers and instructional coaches</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Disaggregate STAAR and assessment data and use information to determine:</p> <p>1) Program strength</p> <p>2) Student strengths and weaknesses: ELL's and AA</p> <p>3) Tutorial groups: targeted 3rd-5th Special Education Students</p> <p>Strategy's Expected Result/Impact: Data disaggregated and used by campus in planning</p> <p>Staff Responsible for Monitoring: Administrators and Instructional Coaches</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Pre-K teachers plan with Kindergarten teachers in order to assist transition from "at-risk" program to elementary school program.</p> <p>Strategy's Expected Result/Impact: Teachers plan together as evidenced by meeting notes.</p> <p>Staff Responsible for Monitoring: PK teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 4: Campus Early Intervention Specialist will use research based materials (i.e. Reading Coach) to provide instruction to dyslexia, at risk students, and students in KG - 2 who are not meeting expectations on the reading benchmark assessment.</p> <p>Strategy's Expected Result/Impact: Student's work evaluated District Benchmarks</p> <p>Staff Responsible for Monitoring: Campus Dyslexia teacher</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				








Goal 3: NSE will ensure student growth in tested areas.

Performance Objective 3: District and campus will meet all state and federal accountability standards

Evaluation Data Sources: The campus will meet state accountability and system safe guards.

Summative Evaluation: Some progress made toward meeting Objective

<p>Strategy 1: NSE will provide on-going tutorials throughout the year to all at risk students in risk of failing the STAAR tests or not meeting minimal grade level standards.</p> <p>Strategy's Expected Result/Impact: Increased student performance</p> <p>Staff Responsible for Monitoring: All teachers, instructional coaches and administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Campus reading instructional coach will provide instruction to small groups of students in grades 3, 4, & 5 when they are not meeting expectations on district assessments and STAAR.</p> <p>Strategy's Expected Result/Impact: Student's work evaluated District Benchmarks & STAAR Results</p> <p>Staff Responsible for Monitoring: Reading Instructional Coach</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Implement Response to Intervention (RtI) for students not performing on grade level in reading and math.</p> <p>Strategy's Expected Result/Impact: Student performance results</p> <p>Staff Responsible for Monitoring: RtI Team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 4: Assess all students and review data to identify and set personal learning goals to ensure academic success. Monitor SpEd students monthly with progress towards their learning goals.</p> <p>Strategy's Expected Result/Impact: Increased academic performance for all students with a 5% increase for the SpEd population.</p> <p>Staff Responsible for Monitoring: CIC Campus Administrators, SpEd Teachers, Classroom teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				









Strategy 5: Identify SPED students' present levels of performance and create an action plan for each student aligned with their IEP goals. Strategy's Expected Result/Impact: Specific instructional plan to target individual learner needs. Staff Responsible for Monitoring: Special Educational Teachers, Campus Administrators	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: NSE will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 1: NSE will implement an enrichment program that addresses the needs of individual students so that they can experience success in PE, Art, Music, and Library.

Evaluation Data Sources: Students will participate in PE, Music, Library, Art, and Computer lab once a week.

Summative Evaluation: Met Objective

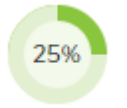







Strategy 1: Students will be provided with weekly instruction in fine arts. Strategy's Expected Result/Impact: Programs and activities held to feature students' skills and talents Staff Responsible for Monitoring: Enrichment Teachers	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 2: Continue to participate in 5th grade Olympiad. Strategy's Expected Result/Impact: Students will become aware of the importance of being fit. Staff Responsible for Monitoring: PE Coach	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: NSE will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 2: Increase student participation in extra-curricular activities that will enhance student learning. (Choir, Art Club, Handbells, Safety Club, Technology Club, Student Council, and EAFK service group, 21st Century Enrichment Programs, etc.)

Evaluation Data Sources: Students will participate in conventional and/or non-conventional extra curricular activities.

Summative Evaluation: Met Objective











<p>Strategy 1: 4th and 5th grade students will have the opportunity to participate in hand bells and honor choir. Strategy's Expected Result/Impact: Students will perform in a fall and spring show. Staff Responsible for Monitoring: Music Teacher</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Students will have opportunities to participate in various extracurricular activities outside the classroom: choir, art club, hand bells, recycling, EAFK Service Group, Safety patrol as well as several district sponsored events: spelling bee, geography bee, rodeo art, choir, fast on facts, UIL academic meet, Olympiad, and Multimedia Festival. Strategy's Expected Result/Impact: Participation by students in these activities Staff Responsible for Monitoring: Committee chairpersons</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: NSE will have a 97% or higher staff attendance rate.

Performance Objective 1: NSE will offer incentives and encouragement to attain a teacher attendance rate of 97% or higher each nine weeks.

Evaluation Data Sources: Attendance Action Plan

Summative Evaluation: Exceeded Objective









<p>Strategy 1: Provide incentives to students and teachers each nine weeks and at the end of the year. Strategy's Expected Result/Impact: Increased attendance Staff Responsible for Monitoring: Campus administration</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Teachers and administrators will communicate the importance of student attendance through the use of newsletters, parent conferences, PTA meetings, etc. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: Administrators and teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Administrators will conference with Teachers who have three or more absences. Strategy's Expected Result/Impact: Teacher Attendance will improve in 2020-2021 school year Staff Responsible for Monitoring: Administrator, and PEIMS clerk</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: NSE will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 1: NSE will continue to improve parent involvement, community relations and opportunities to participate in campus planning and decision making.

Evaluation Data Sources: Parental involvement will increase or remain the same when compared to the previous year which will be evident through sign in sheets and virtual participation for all parental involvement activities.

Summative Evaluation: Met Objective














<p>Strategy 1: District will distribute parental involvement surveys to the campus. Strategy's Expected Result/Impact: Surveys collected and evaluated, distribute for campus use Staff Responsible for Monitoring: Research & Evaluation Dept.</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Campus will provide communication opportunities between school and parents, i.e. campus events: Weekly reports to parents, parenting training programs, Campus Report Card, parent conferences, praise notes to each child, Campus Open House, translating of communications into parent's home language to the extent possible, and campus monthly activities calendar, newsletter, as well as face to face and virtual meetings. Strategy's Expected Result/Impact: NSE activities calendar each month, weekly reports done Staff Responsible for Monitoring: Campus administrators, counselors, CPAC team, all teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: NSE will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 2: NSE will increase parent involvement and volunteer opportunities by providing a welcoming atmosphere for parents and volunteers.

Evaluation Data Sources: We will see an increase in parental involvement in volunteer opportunities throughout the year.

Summative Evaluation: Met Objective



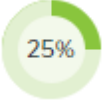

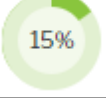





<p>Strategy 1: Welcome parents to Open House, STEAM, PTA, Parent Volunteer Program, and Adult Education classes</p> <p>Strategy's Expected Result/Impact: Improved communication between home, community, and school Parent Surveys</p> <p>Staff Responsible for Monitoring: Administrators and Staff</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: NSE will offer Reading, Math and Science as well as a STAAR Family Night to better educate our parents on academic strategies and information relevant to each subject.</p> <p>Strategy's Expected Result/Impact: Increase Parent Involvement Rate</p> <p>Staff Responsible for Monitoring: Counselor Specialists</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Parent coordinator will provide flexible orientation and training for parents to assist or volunteer in the school. Training will include Title I orientation, NCLB/STAAR Night, and Parent/School Compact policy meeting</p> <p>Strategy's Expected Result/Impact: Increased number of volunteers in our school Parent Surveys</p> <p>Staff Responsible for Monitoring: Parent Coordinator and Counselor</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 4: NSE instructional staff will utilize multiple communication avenues with parents regarding academic goals and progress of students.</p> <p>Strategy's Expected Result/Impact: Enhanced parental cooperation to support student achievement</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coaches, Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: NSE will ensure highly quality staff is employed.

Performance Objective 1: NSE will provide professional development or allow teachers to attend workshops to increase student achievement and job performance.

Evaluation Data Sources: Student achievement will increase.

Summative Evaluation: Met Objective

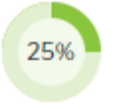








<p>Strategy 1: Allow teachers to attend workshops /in-services during the day, when requested, to increase expertise in all content areas including how to serve our special populations.</p> <p>Strategy's Expected Result/Impact: Teacher and student success</p> <p>Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Provide opportunities for teachers and staff to give input regarding campus and classroom needs related to achievement or increasing student success. (CPAC, grade level meetings, committee meetings, etc.)</p> <p>Strategy's Expected Result/Impact: Teacher and Student success.</p> <p>Staff Responsible for Monitoring: Administrators, Teachers, and Campus and District Specialists</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Implement CPI and TBSI training</p> <p>Strategy's Expected Result/Impact: Staff will implement strategies learned</p> <p>Staff Responsible for Monitoring: District Personnel and Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: NSE will ensure highly quality staff is employed.

Performance Objective 2: NSE will enhance programs that increase district's leadership capacity.

Evaluation Data Sources: We will see an increase in teacher leadership skills.

Summative Evaluation: Met Objective







Strategy 1: Provide opportunities for teachers to participate in Aspiring Administrator Academy. Strategy's Expected Result/Impact: Increased leadership skills on campus Staff Responsible for Monitoring: Administrators and teachers	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 2: Provide opportunities for teachers to attend job fairs to recruit teachers and staff. Strategy's Expected Result/Impact: Increased leadership skills on campus. Staff Responsible for Monitoring: Administrators and teachers	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: NSE will ensure highly quality staff is employed.

Performance Objective 3: NSE will provide opportunities for teachers and staff to give input regarding campus and classroom needs related to achieving and/or increasing student success.

Evaluation Data Sources: Student achievement will increase.

Summative Evaluation: Exceeded Objective







<p>Strategy 1: Provide opportunities for teachers and staff to discuss campus and classroom needs during grade level meetings</p> <p>Strategy's Expected Result/Impact: Needs addressed and increased student achievement Staff Responsible for Monitoring: Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: NSE will ensure highly quality staff is employed.

Performance Objective 4: NSE will maintain compliance with all Highly Qualified requirements.

Evaluation Data Sources: The campus meets all the Highly Qualified requirements.

Summative Evaluation: Exceeded Objective













Strategy 1: 100% of teachers and paraprofessionals hired at North Shore Elementary will be highly qualified as defined as defined by NCLB Strategy's Expected Result/Impact: Highly qualified teachers and paraprofessionals employed Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: NSE will ensure highly quality staff is employed.

Performance Objective 5: NSE will continue to assess and implement efforts in recruiting and retaining highly qualified staff in identified shortage areas.

Evaluation Data Sources: The campus is able to recruit and retain highly qualified teachers.

Summative Evaluation: Met Objective


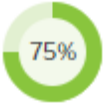




Strategy 1: Provide new teachers a mentor and CIC support Strategy's Expected Result/Impact: Staff survey shows 90% or higher satisfaction Staff Responsible for Monitoring: Administrators, CIC's	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 2: Provide team building activities throughout the year. Strategy's Expected Result/Impact: Teacher retention rate will increase. Staff Responsible for Monitoring: Administrators and Leadership Team	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 3: Provide staff development to teachers as needed. Strategy's Expected Result/Impact: Teacher retention rate will increase Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 4: Provide positive feedback to teachers such as notes, medals, luncheons, recognitions, etc. Strategy's Expected Result/Impact: Teacher retention rate will increase Staff Responsible for Monitoring: Administrator	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 7: NSE will ensure highly quality staff is employed.

Performance Objective 6: NSE will continue to implement strategies to address the teacher retention rate.

Evaluation Data Sources: Teacher retention rate will increase when compared to previous year.

Summative Evaluation: Met Objective









<p>Strategy 1: Establish a committee to plan and implement monthly team building, monthly activities and incentives for our faculty and staff.</p> <p>Strategy's Expected Result/Impact: Increased teacher attendance and retention rate.</p> <p>Staff Responsible for Monitoring: Principal and Leadership team</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: NSE will continue to develop and present transparent financial information demonstrating commitment to high quality professional standards.

Evaluation Data Sources: The campus budget will adhere to all requirements and guidelines set by the district.

Summative Evaluation: Exceeded Objective










<p>Strategy 1: Authorized personnel will be trained to collect, and deposit money. Access to funds will be restricted to those authorized and accountable for monetary funds. Strategy's Expected Result/Impact: Budget manager and secretary will follow budget procedures and guidelines. No irregularities involving money handling. Staff Responsible for Monitoring: Principal and principal secretary</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Following state and district guidelines North Shore Elementary will develop a budget to meet the needs of all stakeholders. Strategy's Expected Result/Impact: Budget is in compliance with all district, state, and federal guidelines. Staff Responsible for Monitoring: Principal and CPAC committee</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: NSE will maintain an internal control framework where policies and procedures are created, implemented and communicated to ensure resources are safeguarded against waste, loss or abuse.

Evaluation Data Sources: All resources will be accounted for at the end of the school year.

Summative Evaluation: Exceeded Objective









Strategy 1: Provide training for staff responsible for handling money. Strategy's Expected Result/Impact: All procedures/directives are followed Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 2: All funds will be verified by the financial secretary or administrator. All funds will be secured and deposited. Strategy's Expected Result/Impact: No irregularities Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: NSE will ensure and demonstrate efficient and effective use of district and campus financial resources.

Evaluation Data Sources: All resources purchased will be utilized to increase student achievement.

Summative Evaluation: Exceeded Objective

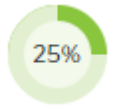
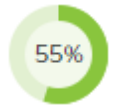
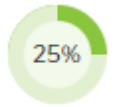





Strategy 1: Review monthly budget to ensure that it is accurate and in compliance. Strategy's Expected Result/Impact: Balanced budget Staff Responsible for Monitoring: Principal and Secretary	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
Strategy 2: All materials and resources purchased will be utilized to meet the needs of students. Strategy's Expected Result/Impact: Needs of students are met Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 4: NSE will maintain the allocation of available resources to maximize student achievement and ensure accommodation of student growth.

Evaluation Data Sources: Student achievement will increase.

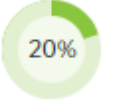







Summative Evaluation: Met Objective

<p>Strategy 1: CPAC will meet and review the budget to ensure allocation of available resources to maximize student achievement and ensure accommodation of student growth.</p> <p>Strategy's Expected Result/Impact: Money is allocated to meet the needs of students.</p> <p>Staff Responsible for Monitoring: Principal, CPAC, Principal Secretary</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Provide budget updates to CPAC to ensure that its aligned to Campus Improvement Plan</p> <p>Strategy's Expected Result/Impact: CPAC Minutes</p> <p>Staff Responsible for Monitoring: Administrators, CPAC, and Secretary</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 5: NSE will continue to provide excellent customer service to all the stakeholders of the campus.

Summative Evaluation: Met Objective

<p>Strategy 1: Providing training to office personnel on appropriate customer relations in dealing with the stakeholders of the campus.</p> <p>Strategy's Expected Result/Impact: Provide an environment where stakeholders feel that they are a valuable asset to the decision making process</p> <p>Staff Responsible for Monitoring: Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Provide training to teachers and office staff to equip them to be effective communicators with the stakeholders of NSE.</p> <p>Strategy's Expected Result/Impact: Ensure that the stakeholders are communicated with effectively and in a timely manner that is consistent with the district expectation of "No more than 24".</p> <p>Staff Responsible for Monitoring: Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the Attendance Incentive Plan allotment.

Performance Objective 1: Increase student attendance/(virtual) participation percentage to 97.3% or higher for the 2nd 6 Weeks Period.

Targeted or ESF High Priority

Evaluation Data Sources: Increased student attendance/(virtual) participation on PEIMS Report.

Summative Evaluation: Met Objective

	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
<p>Strategy 1: Provide incentives to targeted students from lists who had two or fewer absences in the 2nd 6 weeks or perfect attendance. (Pre-packaged items)</p> <p>The \$250 spent on the snacks/supplies are coming from the Bonus Bucks that were awarded.</p> <p>Strategy's Expected Result/Impact: Problem Statement: Cold and Flu Season begins and students begin to spread germs that affect the classes. Therefore students miss several days of school</p> <p>Expected Outcome: Motivate students from the targeted list to attend school face to face/virtually on a daily basis.</p> <p>Staff Responsible for Monitoring: E. Perez V. Hernandez K. Wells C. Garcia</p> <p>Funding Sources: Popcorn and Pickle Party - 199 - Attendance Incentive Allocation - \$250</p>				
<p>Strategy 2: Parent conferences with students with more than 5 absences utilizing the RAA WEE system to identify the students.</p> <p>Strategy's Expected Result/Impact: To proactively intervene in the attendance of the student to ensure that absenteeism does not become a reoccurring theme.</p> <p>Staff Responsible for Monitoring: K. Wells C. Garcia</p>				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				











Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the Attendance Incentive Plan allotment.

Performance Objective 2: Increase student attendance percentage to 97.3% or higher for the 3rd 6 Weeks Period.

Targeted or ESF High Priority

Evaluation Data Sources: Increased student attendance on PEIMS Report.

Summative Evaluation: Met Objective

<p>Strategy 1: Virtual Party for the students on the target list (10 or more absences from previous year) who have 5 or less absences.</p> <p>Strategy's Expected Result/Impact: Problem Statement: Parents plan additional days for vacation around the school holiday calendar.</p> <p>Expected Outcome: To motivate students to attend school on a daily basis.</p> <p>Staff Responsible for Monitoring: E. Perez K. Wells V. Hernandez C. Garcia</p> <p>Funding Sources: Virtual Part and Certificate - 199 - Attendance Incentive Allocation - \$200</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Parent conferences with students over 5 absences utilizing the RAA WEE system to identify the students.</p> <p>Strategy's Expected Result/Impact: To proactively intervene in the attendance of the student to ensure that absenteeism does not become a reoccurring theme.</p> <p>Staff Responsible for Monitoring: K. Wells C. Garcia</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 3: Perfect attendance for the 1st Semester/Targeted students with 5 or fewer absences.</p> <p>Strategy's Expected Result/Impact: Promote student daily attendance</p> <p>Staff Responsible for Monitoring: E. Perez K. Wells V. Hernandez C. Garcia</p> <p>Funding Sources: Awards/Medals - 199 - Local - \$250</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
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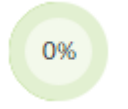




Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the Attendance Incentive Plan allotment.

Performance Objective 3: Increase student attendance percentage to 97.3% or higher for the 4th 6 Weeks Period.

Targeted or ESF High Priority

Evaluation Data Sources: Increased student attendance on PEIMS Report.

Summative Evaluation: Met Objective

<p>Strategy 1: Parent conferences and contracts with students that are below the 90% mark utilizing RAA WEE to identify the students and School Status to make the appointments to meet with the parent/guardian.</p> <p>Strategy's Expected Result/Impact: To proactively intervene in the attendance oh students to ensure that absenteeism does not become a reoccurring theme.</p> <p>Staff Responsible for Monitoring: K. Wells C Garcia</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>Strategy 2: Provide snacks and recognition for students on target list (students who had 10 or more absences the previous year) who have 3 or fewer absences and students with perfect attendance.</p> <p>Strategy's Expected Result/Impact: Problem Statement: Inclement weather affects the attendance. Parents keep students home when it rains or is too cold to walk.</p> <p>Expected Outcome: Increase in student attendance</p> <p>Staff Responsible for Monitoring: E. Perez K. Wells V. Hernandez C. Garcia</p> <p>Funding Sources: Snacks - 199 - Attendance Incentive Allocation - \$250</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the Attendance Incentive Plan allotment.

Performance Objective 4: Increase student attendance percentage to 97.3% or higher for the 5th 6 Weeks Period.

Targeted or ESF High Priority

Evaluation Data Sources: Increased student attendance on PEIMS Report.

Summative Evaluation: Met Objective

<p>Strategy 1: Conferencing with parents of students that have attendance concerns using RAA WEE and School Status</p> <p>Strategy's Expected Result/Impact: Problem Statement: Parents Schedule vacation days around the school holiday calendar.</p> <p>Expected Outcome: Increase in student attendance during these times.</p> <p>Staff Responsible for Monitoring: K Wells C. Garcia</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
<p>Strategy 2: Provide ice cream/ice pops for perfect attendance students as well as students on the target list with 3 or fewer absences.</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: E Perez K Wells V Hernandez C Garcia</p> <p>Funding Sources: Ice Cream/Ice Pops - 199 - Attendance Incentive Allocation - \$250</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
No Progress Accomplished Continue/Modify Discontinue				







Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the Attendance Incentive Plan allotment.

Performance Objective 5: Increase student attendance percentage to 97.3% or higher for the 6th 6 Weeks Period.

Targeted or ESF High Priority

Evaluation Data Sources: Increased student attendance on PEIMS Report.

Summative Evaluation: Met Objective

<p>Strategy 1: Perfect attendance certificate/recognition/snack for students with perfect attendance up to May 22 and those on the target list who had 5-10 fewer absences than the previous year.</p> <p>Strategy's Expected Result/Impact: Problem Stement: When State Testing is completed or after PK/K Graduation the parents and students have a feeling that school is over.</p> <p>Expected Outcome: Student attendance to increase.</p> <p>Staff Responsible for Monitoring: E Perez V Hernandez K Wells C Garcia</p> <p>Funding Sources: Certificate/Recognition/Snack - 199 - Attendance Incentive Allocation - \$1,500</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
	 0%	 0%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Our campus met (virtually) on **April 14th** to begin our CNA process. Due to school closure, we were unable to host our scheduled May 2020 meeting to form committees and problem solve. With this in mind, we asked our leadership team, teachers, and community members to meet (via phone) to discuss how to plan for these areas. **Once the plan was finalized, we met Sept. 28, 2020 to present the strategies and action plans for each committee and vote on the campus improvement plan: Four committees will be established and meet individually before _____.** Each team will review the data (parent, student, and teacher surveys, STAAR results, attendance data, discipline data, schedules, TAPR Report, School Report Card). Each team listed strengths and concerns/weaknesses. We discussed each concern/weakness and deleted any items that were out of campus control and focused on one or two that we could make our goals for 2020-2021. Each team then wrote a problem statement and identified root causes. Based on our CNA, our 3 areas of focus will be:

1. Increased Attendance

2. Academic Rigor and Relevance

3. Effective Communication to all Stakeholders (Parents, Staff, etc.)

Persons listed below were split between 4 committees and served in the CNA process.

CPAC Member	Campus Affiliation	Email Address	CPAC Rep. Position
Esmeralda Perez	Principal	eperez@galenaparkisd.com	Administrator
Kimberly Wells	Assistant Principal	kwells@galenaparkisd.com	Administrator
Victoria Hernandez	Assistant Principal	vgarcia@galenaparkisd.com	Administrator
Sandra Gutierrez	Teacher	sgutierrez1@galenaparkisd.com	Classroom Teacher
Susan Hale	Teacher	shale@galenaparkisd.com	Classroom Teacher
Wendy Berthelot	Teacher	wberthelot@galenaparkisd.com	Classroom Teacher
Estrella Munoz	Teacher	emunoz@galenaparkisd.com	Classroom Teacher
Amber Torrez	Teacher	atorrez@galenaparkisd.com	Classroom Teacher
Jose Razo	Teacher	jrazo@galenaparkisd.com	Classroom Teacher
Sara Van Valkenburg	Teacher	svanvalkenburg@galenaparkisd.com	Classroom Teacher
Jordan Santos	Teacher	jsantos@galenaparkisd.com	CIC/Campus Professional Staff
Judy Holbrook	District Rep	jholbrook@galenaparkisd.com	District-level Professional

CPAC Member	Campus Affiliation	Email Address	CPAC Rep. Position
Sharonda Stephens	SpEd Teacher	sstephens@galenaparkisd.com	PASS Teacher
Marquetia Christensen	Teacher/Librarian	mchristensen@galenaparkisd.com	Classroom Teacher
Maria Gomez	Parent	ochoamaria839@yahoo.com	Parent
Alyssa Mendoza	Parent	ajgm2010@icloud.com	Parent
	Community Partner		Community Representative
Tashina Loville	Community Partner	savedbytheblood01@gmail.com	Community Representative
Ralph Myles	Business Partner	champmyles42@yahoo.com	Business Representative
	Business Partner		Business Representative

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

CPAC Member	Campus Affiliation	Email Address	CPAC Rep. Position
Esmeralda Perez	Principal	eperez@galenaparkisd.com	Administrator
Kimberly Wells	Assistant Principal	kwells@galenaparkisd.com	Administrator
Victoria Hernandez	Assistant Principal	vgarcia@galenaparkisd.com	Administrator
Sandra Gutierrez	Teacher	sgutierrez1@galenaparkisd.com	Classroom Teacher
Susan Hale	Teacher	shale@galenaparkisd.com	Classroom Teacher
Wendy Berthelot	Teacher	wberthelot@galenaparkisd.com	Classroom Teacher
Estrella Munoz	Teacher	emunoz@galenaparkisd.com	Classroom Teacher
Amber Torrez	Teacher	atorrez@galenaparkisd.com	Classroom Teacher
Jose Razo	Teacher	jrazo@galenaparkisd.com	Classroom Teacher
Sara Van Valkenburg	Teacher	svanvalkenburg@galenaparkisd.com	Classroom Teacher
Jordan Santos	Teacher	jsantos@galenaparkisd.com	CIC/Campus Professional Staff
Judy Holbrook	District Rep	jholbrook@galenaparkisd.com	District-level Professional
Sharonda Stephens	SpEd Teacher	sstephens@galenaparkisd.com	PASS Teacher
Marquetia Christensen	Teacher/Librarian	mchristensen@galenaparkisd.com	Classroom Teacher
Maria Gomez	Parent	ochoamaria839@yahoo.com	Parent
Alyssa Mendoza	Parent	ajgm2010@icloud.com	Parent
	Community Partner		Community Representative
Tashina Loville	Community Partner	savedbytheblood01@gmail.com	Community Representative
Ralph Myles	Business Partner	champmyles42@yahoo.com	Business Representative
	Business Partner		Business Representative

2.2: Regular monitoring and revision

CPAC meeting dates are: (to review monitor and revise the CIP)

September 28, 2020

November 16, 2020

February 22, 2021

May 24, 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, and is posted on our school's web page. It is provided in English and Spanish. Parents were 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, small group instruction and data driven instruction. We also provide student tutorials for those identified at - risk and those students that are at the meets level to maximize their potential; 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. Our school counselor provides students emotional support and guidance whenever needed. We provide a Brighter Bites nutritional program to assist parents with attaining healthy fresh produce for families within the community and provide free breakfast, lunch, and an after school meal for students.

2.5: Increased learning time and well-rounded education

Master schedule is created to ensure that every subject meets the state mandated amount of instructional time. Teachers ensure all lessons are planned and prepared to maximize instructional time. Interventions will be provided by CICs, specialists, instructional support staff, etc. will be offered to all students needing assistance. Students will receive instruction in Music, Art, PE, Early Act First Knight, 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, and UIL Elementary Academic Meet (as allowed by national, state, and district governing health agencies).

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

North Shore is a Title I school due to our low socio-economic status. We have a large number of at risk learners that come to us with many needs such as

- Limited English proficient,
- Learning disabilities
- Family and health issues
- Low mobility rate
- Retainees

Counseling services through our school counselor and assistance through our Community In School representative will help those students that are at risk as well as assistance through our nurse, faculty and staff. Students needs are met at school so they can feel safe, validated and prepared for successful academic/extracurricular opportunities. We provide the following programs to assist the at-risk learner:

- Intervention/tutorials
- RTI and dyslexia interventions
- Small group interventions are provided daily.
- The counselors provides guidance and counseling sessions.
- Parent meetings are held to discuss campus/family concerns.
- 21st Century Program

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The counselor presents and sends out information concerning the Parent and Family Engagement Policy to the parents at the beginning of the school year and at PTA meetings. The Parent and Family Engagement Policy is approved by the CPAC.

3.2: Offer flexible number of parent involvement meetings

A variety of meetings are held throughout the year for parent involvement. (All subject to change as we adhere to national,

state and district health regulations)

- Meet the teacher / Open House
- GT Night for lower/upper grades
- Math and Reading nights
- TELPAS informational meetings
- STAAR informational meetings
- PTA meetings
- Principal Potlucks
- Briter Bites
- Nutritional Classes
- STREAM Night
- Parent Trainings

Campus Funding Summary

199 - Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
9	2	3	Awards/Medals		\$250.00
Sub-Total					\$250.00
Budgeted Fund Source Amount					\$97,153.00
+/- Difference					\$96,903.00
Grand Total					\$250.00