

# Jacob's Well Elementary School



**2019-2020**

# Campus Improvement Plan

# CAMPUS IMPROVEMENT PLAN

## TABLE OF CONTENTS

	Page No.
I. <a href="#">Board of Trustees, District Administration and JWE CIC</a>	3
<a href="#">Campus Population</a>	4
II. <a href="#">Mission, Vision, &amp; Goals</a>	5-7
III. <a href="#">Comprehensive Needs Assessment</a>	8
<a href="#">Campus Accomplishments/Needs</a>	9
IV. Campus Improvement Plan, <i>by Categories:</i>	
<a href="#">Academics</a>	10-11
<a href="#">Attendance</a>	12
<a href="#">Communication</a>	13
<a href="#">English as a Second Language (ESL)</a>	14
<a href="#">Gifted and Talented</a>	15
<a href="#">Highly Qualified Staff</a>	16
<a href="#">Safe and Appropriate Facilities</a>	17-18
<a href="#">Special Needs</a>	19
<a href="#">Staff Development</a>	20
<a href="#">State Compensatory Education</a>	21-22
<a href="#">Technology</a>	23

# BOARD OF TRUSTEES & DISTRICT ADMINISTRATION

## Board Members

Gina Fulkerson  
Ken Strange  
Lori Olson

Tina Pennington  
Joe Malone  
Traci Maxwell

## WISD Administration

Dwain York	Superintendent
Dee Howard	Assistant Superintendent
Randall Rau	Chief Financial Officer

## JACOB'S WELL ELEM. SCHOOL CAMPUS IMPROVEMENT COMMITTEE

The Jacob's Well Elementary School Campus Improvement Plan was developed by the Campus Improvement Committee in the spring of 2018. We would like to acknowledge the following people for their efforts on this plan:

Andrea Pope	Principal	Christy Youens	Parent
Susan McDorman	Assistant Principal	Brooke Pruitt	Community Member
Traci Biggers	2 <sup>nd</sup> Grade Teacher	Shelli Beck	Business
Carrie Valentine	3 <sup>rd</sup> Grade Teacher	Kim Hyde	Non Teaching Staff
Nicole Royal	4 <sup>th</sup> Grade Teacher		
Jennifer Lewis	5 <sup>th</sup> Grade Teacher		

## Campus Population

Jacob's Well Elementary serves approximately 715 students in grades 2 – 5.

### Grade Level Distribution:

Grade 2	185
Grade 3	154
Grade 4	187
Grade 5	189

### Ethnic Distribution:

African American	0.30%
Hispanic	25.26%
White	71.49%
Asian	0.15%
American Indian	1.03%
Multi	1.77%

### Special Populations:

Economically Disadvantaged	27%
Limited English Proficient	9.2%
At-Risk	39.4%
Special Education	9.5%
Gifted/Talented	7.7%

[Return to table of contents](#)

# Wimberley Independent School District

## VISION

Empowering and Inspiring ALL students to achieve their FULL Potential

## District Goals

### 1. Achieving Excellence in Education

- a. Increasing project based /hands-on learning opportunities at all grade levels
- b. Highly effective staff (highly qualified, seeking advanced degrees where possible, demonstrated success in teaching and leadership)
- c. Ample professional development opportunities in all areas (academic, behavior management, special education)
- d. Safe and healthy environment/ building and facilities

### 2. Fostering a Culture of Kindness and Respect

- a. Character training and engagement for students and staff that instills the importance of integrity, kindness, honesty and respect.
- b. Promotes active listening \* to create students and future citizens who can effectively engage and communicate in a diverse world.
- c. Communication between schools for student relationships.
- d. Provide guidance to improve digital citizenship and media literacy among students and staff.
- e. Find ways to celebrate diversity and provide a welcoming environment for ALL students and staff.

### 3. Creating Life -Long Learners

- a. Cultivate passion for learning and doing such that every student can find their way forward to a happy life.
- b. Reward perseverance and hard work .
- c. Provide diverse and relevant learning/course opportunities for district collaboration.

#### 4. Making a Positive Community Impact

- a. Provide diverse extra-curricular activities that are fun, student-centered, and engaging.
- b. Increase community partnership to create opportunities for district collaboration.
- c. Teach the importance of responsibility and good citizenship.
- d. Promote volunteerism through school and extra-curricular activities.

JACOB'S WELL ELEMENTARY – WHERE KNOWLEDGE RUNS DEEP

*JWE Rangers are:*

*Respectful*

*Responsible*

*Safe*

# Comprehensive Needs Assessment

To assess where our students are in relation to our Vision, Mission, and our board-approved goals, the CIC reviewed all available data to identify our strengths and to prioritize our needs. Formal review includes data from the following:

- Disaggregation of AEIS data (historical and current)
  - ✓ TAKS, Gr. 2 Assessments, DRA, TPRI
  - ✓ STAAR, TELPAS
  - ✓ Student Success Initiative
  - ✓ Attendance
  - ✓ Demographics
  - ✓ Retention
- Discipline referrals
- Assessment data - disaggregated by demographics and by specific content goals
- Staff development needs
- Nurse data
- Parent Involvement
- Technology Needs
- AYP/AEIS
- Prior year budgets/grants and expenditures in relation to current year funding and priorities

Informal measures include such as the following:

- Needs identified through campus faculty, grade level, leadership team, Campus Improvement Committee and PTO meetings
- Review of previous year initiatives to determine overall effectiveness and implementation level and to consider continued development/modifications and necessary continued funding.
- Review of the district's vision and discussion at the district level, regarding current information/research-based strategies that will help us to attain that vision
- All supplies and instructional materials needed for projects within this plan will be budgeted in the campus accounts with the following functions : 199 11 6399

[Return to table of contents](#)

## Campus Accomplishments/Needs:

### Attendance:

Jacob's Well Elementary – 2018 – 2019 – ranged between a low of 95.15 in Dec. to a high of 98.36 in Aug.

The campus uses a variety of incentives to encourage students to attend school each day and to reduce tardies and early check-outs. The district attendance rate is higher than the region and state rate.

### AEIS:

School Accountability Rating for 2018-2019 – Met Standard

### STAAR

Scores for 2006 – 2019 – Percentage of students who met the state standard

	3rd		4th			5th		
	Rdg	Math	Rdg	Math	Wrtg	Rdg	Math	Sci
<b>2006</b>	97	80	95	98	98	96	93	86
<b>2007</b>	95	88	97	94	97	96	92	90
<b>2008</b>	98	91	95	91	97	97	92	88
<b>2009</b>	98	87	94	92	98	98	95	91
<b>2010</b>	98	87	94	91	96	100	96	92
<b>2011</b>	94	94	95	96	97	99	96	88
<b>2012</b>	88	80	91	85	87	90	84	86
<b>2013</b>	90	87	86	83	76	90	87	81
<b>2014</b>	92	75	87	87	85	93	90	82
<b>2015</b>	92	N/A	89	N/A	78	97	N/A	81
<b>2016</b>	87	79	87	85	78	85	77	73
<b>2017</b>	80	78	77	83	65	87	89	80
<b>2018</b>	87	87	80	83	67	97	98	75
<b>2019</b>	84	83	87	85	73			65



## Academics

**Board Goals: #1: Create measurable academic improvement, especially for low SES and ELL population. Focus on needs of ELL and low SES population. Seek 5% increase in scores.**

**District Goals: #1: Achieving Excellence in Education**

**#3: Creating Life-long learners**

**#4: Making a Positive community Impact**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Implement writing strategies from Leaches Literacy Training and merge with Writers Workshop and Writing Academy (book study, in-class training, student portfolios, guided writing activities, and writing across the curriculum).	Local, Title I, State Funds, Teachers, Para-Professionals	Principals Teachers	Formative: Minutes from Grade Level and Dept. Meetings, Staff Development Records, Balanced Literacy Training, Leaches Literacy Training, Teachers observing teachers, and administrators observing teachers  Summative: Promotion and Retention Rates, STAAR Results.	Aug. 2019 - May 2020
Continue use of tracking folders and document academic progress every 4 weeks, Teachers will use assessment data from AR Star, Math Star, IStation, TPRI, DRA, DIBELS, Think It Through Math	Local, Title I, State Funds, Teachers, Para-Professionals	Principals Teachers	Formative: Minutes from Grade Level and Dept. Meetings, Staff Development Records, Assessment Data Summative: Promotion and Retention Rates, STAAR Results.	Aug. 2019 - May 2020
Continue specific grade level and department staff development, targeting and integrating language arts, writing, reading, math, science, health and social studies & fine arts specifications through effective teaching strategies.	Local, Title I, State Funds, Teachers, Para-Professionals	Principals Teachers	Formative: Minutes from Grade Level and Dept. Meetings, Staff Development Records  Summative: Promotion and Retention Rates, STAAR Results.	Aug. 2019 - May 2020
Continued use of small group instruction in reading and math and continuous dialogue and training based on needs	Local Funds	Principal Teacher	Formative: GIST data, DRA levels Summative: STAAR	Aug. 2019 - May 2020
Increase the use of Reading Plus in grades 3-5 based on data from previous year. Purchase chrome books for 3rd grade for this purpose. Utilize technology such as: iStation, Think-it-Thru Math, X-tra Math, Symphony Math, Accel. Reader and other software programs to reinforce instruction.	Title VI, Local Funds, Grants	Campus Intervention and district Tech	Formative: Review performance each nine weeks.  Summative: Increase in STAAR results, Promotion Rates	Aug. 2019 - May 2020

<p>Provide extended learning time and activities for students in grades 2 - 5</p> <ul style="list-style-type: none"> <li>• Math &amp; Reading Intervention</li> <li>• Tutorials and study hall during school day</li> </ul>	<p>Title I, Part A, State ESL,, ARI. Grant, Title III, Title V, Title II, Part A *SCE Funds</p>	<p>Principal Teachers</p>	<p>Formative: Attendance Reports, Response to Intervention reports, Documentation of Tutorials</p> <p>Summative: All federal and state required program evaluations, attendance reports.</p>	<p>Aug. 2019 - May 2020</p>
<p>Increase hands-on learning in new Science Lab and through STEM activities, provide project based learning opportunities</p>	<p>Local PTO Bond</p>	<p>Principal, Teachers</p>	<p>Formative: Science lab participation and lessons</p> <p>Summative: Increase Science scores</p>	<p>Aug. 2019- May 2020</p>
<p>Increase use of ipads on campus w/donations from JH and High School Purchase chrome books for 5th grade classrooms</p>	<p>Local, Title I, State Funds, Teachers, Para-Professionals</p>	<p>Principals Teachers</p>	<p>Formative: Minutes from Grade Level and Dept. Meetings, Staff Development Records</p> <p>Summative: Promotion and Retention Rates, STAAR Results.</p>	<p>Aug. 2019 - May 2020</p>
<p>Prepare campus for 2nd grade split with leveled readers and literacy collection to ensure that students at each grade have books on their level in each grade.</p>	<p>Local, Title I, State Funds, Teachers, Para-Professionals</p>	<p>Principals Teachers</p>	<p>Formative: Minutes from Grade Level and Dept. Meetings, Staff Development Records</p> <p>Summative: Promotion and Retention Rates, STAAR Results.</p>	<p>Aug. 2019 - May 2020</p>

## Academics, *continued*

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Analyze test data results from reading, math, science and writing benchmark assessments, and STAAR results to prioritize student needs.	Local	Principals, Teachers	Formative: Assessment analysis each 9 weeks Summative: Increase in reading & math STAAR Test results in gr. 3 <sup>rd</sup> – 5 <sup>th</sup> ; increase in gr. 2 scores on other assessments	Aug. 2019 - May 2020
Coordinate with community volunteers and high school PALS to provide tutoring and mentoring for struggling students and Partnership w/High School athletes.	Local	Principal Teachers	Formative: Volunteer records, WPC Volunteer Program Summative: All students will demonstrate mastery in all academic areas	Aug. 2019– May 2020
Provide intensive, targeted math and reading intervention programs for identified students who are at risk of failing the STAAR.	Title I, Part A, Local; <b>SCE</b> <b>Funds:</b> 1 FTE Teacher JWE	Principals, Teachers	Formative: Benchmark analysis, iStation, Successmaker, intervention records Summative: All students will achieve passing standards on gr. 2 assessment and STAAR	Aug. 2019 - May 2020
Analyze writing scores and data and determine instructional adjustments to meet student needs. Focus on editing strategies and provide students examples from authentic text. Teachers will create writing portfolios and increase writing opportunities. Increase writing across curriculum. Conduct daily writing mini lessons. Continue to expand authentic writing opportunities through the school newspaper, contests, and new newscast.	Local	Principals Teachers	Formative: Staff Development Training Agendas & Schedules; records, curriculum maps, assessment data Summative: Increased STAAR scores	June 2019 - May 2020
Integrate science instruction with language arts with the use of non fiction text during literacy instruction. Increase exposure to science vocabulary.	Local Funds Activity Funds Bond Funds	Assistant Superintendent, Principals, Science Dept. Heads	Formative: Staff Development Training Agendas & Schedules, Lesson Plans and walkthrough documentation, Increased technology use.	Aug. 2019 - May 2020
Continue Rotary Reading Buddy program to ensure reading progress for 2nd Grade.	Local Funds	Principals Teachers Rotary Volunteers	Formative: 2nd grade Benchmarks and DRA scores	Aug. 2019 - May 2020
Enrichment Opportunities in Student Council and Art classes, Art contests, Spelling Bee competition, Science Fair, Chess Club, Garden Club, PE Club, Run Club School Newspaper for 5th grade GT, Broadcast opportunities during school assemblies\, weekly newscast of announcements.	Local Funds	Principals Teachers	Campus Staff, student and parent feedback	Aug. 2019 - May 2020

[Return to table of contents](#)

# Attendance

**Board Goal: #1 Create measurable academic improvement**

**District Goals: #1 Achieving Excellence in Education, 1b- Provide highly effective staff**

**#4c Communicates effectively and develops partnerships with students, parents and the community, teach importance of responsibility**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Increase parental awareness with letters, emails, and calls. Invite parents for conferences.	Local State Funds	Attendance clerk Teachers Nurse Principals	Formative: Log calls, visits, Parent Conferences, Oct. informational attendance note  Summative: Increased student attendance to 97%-AEIS	Aug. 2019- June 2020
Use various types of communication efforts to inform parents and students on why regular attendance at school is important. (Ex. Website, electronic newsletters, handouts)	Local State Funds	Teachers Principals	Formative: PEIMS weekly and six-weeks Attendance Reports  Summative: AEIS Attendance Report	Aug. 2019- June 2020
Use school-wide assemblies to promote goal-setting.	Local Fundraising	Attendance clerk, teachers, principals	Formative: Organize motivational assemblies Summative: AEIS Attendance report	Aug. 2019- June 2020
Continue Perfect Attendance Assemblies	Local State Funds	Attendance Clerk, Teachers, Principals	Formative: Announce students with perfect attendance Summative: Yearly attendance report	Aug. 2019- June 2020
Provide gift card incentives for mid-year and year long perfect attendance for both students and staff	Local Funds	Attendance Clerk, Teachers, Principals	Formative: Announce winners of perfect attendance gift cards Summative: Yearly attendance report	Aug. 2019- June 2020
Promote goal setting and vision with career Day activities and weekly Collage Day and goal setting assemblies.	Local Funds	Attendance Clerk, Teachers, Principals	Formative: Announce winners of perfect attendance gift cards Summative: Yearly attendance report	Aug. 2019- June 2020

[Return to table of contents](#)

## Communication

**Board Goal: #1: Create measurable academic improvement, reduce achievement gap for low SES and ELL students**

**#3: Foster a culture of kindness and respect**

**#5: Develop and implement opportunities in community for student engagement**

**District Goal: #1: Achieving Excellence in Education, 1d- provide a safe and healthy environment,**

**#2: Foster a culture of kindness and respect, 2c- communicate between schools, 2e celebrate diversity**

**#4: Make a positive community Impact, 4a- provide diverse extra-curricular activities**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Provide opportunities for parents to visit the school and meet teachers, provide opportunities for students to research and write about their family and heritage	Local	PTO Principal Teachers	Formative: Schedule – Meet the Teacher Night, Parent Info Nights, Parent Conference Days, Open House, conferences, ESL Family Nights, Field Day, Title I parent meetings, Music programs, class projects/programs, Grandparents Day, Thanksgiving Feast, Open Air Market, Trails West, Summative: Sign-in Sheets	Aug. 2019- June 2020
Maintain contact with parents through e-alerts and notices home, update website regularly	Local	Principal Teachers	Formative: Daily asst. notebooks, contact logs; progress reports & report cards; discipline records; email records, Family Access, copies of letters in home language; translators provided, JWE parent email group, parent info night, parent conferences and web site	Aug. 2019- June 2020
Work with district media personnel and local media to display student achievements and activities	Local	Principal Teachers Gary Zupancic	Summative: Copies of newspaper articles, editorials, web postings,	Aug. 2019- June 2020
Develop partnerships with community organizations to increase opportunities for students which enhance their school experiences and prepare them to enter the world of work.*	Local	Principals Teachers PTO	Formative: news articles, planning documents (ex. birding trips, Wimberley historical walk; Jacobs Well; Trails West; community speakers; Veterans Day programs; PTO activities; Wimberley Outdoor Educators; community service projects)	Aug. 2019- June 2020
Encourage volunteers to participate in various ways (ex. art projects, materials preparation, presentations, class field trips and activities, displays, fundraising, tutoring, Accelerated Reader)	Local	Principals Teachers PTO	Formative: Volunteer records, PTO participation, , WPC, Rotary volunteers	Aug. 2019- June 2020
Reach out to new families and LEP families to participate in school activities (ex. Newcomer group, parent partners, parent use of computer lab for Student Assyst, etc.)	Local	Counselor Principals Teachers	Formative: Contact logs, group documents, sign-in sheets for ESL parent activities, counseling schedules	Aug. 2019- June 2020
Promote students opportunities to share with public and volunteer to help with global, national, state, and communities projects to help others	Local	Principals Teachers	Formative: Board meetings, community events, local Radio Station, campus newscast, Jump Rope for Heart, Can Food Drive, Water for Uganda program, Toys for Tots program	Aug. 2019- June 2020

\*Strategic Plan Activity

[Return to table of contents](#)

## English as a Second Language (ESL)/Bilingual

**Board Goal: #1: Achieve Excellence in education, reduce the achievement gap for low SES and ELL students**

**District Goal: #1: Achieving Excellence in education-1a increase project based learning, 1c Ample professional development  
#3: Creating Life-Long Learners, 3a, 3b, 3c- cultivate passion for learning, reward hard work, provide diverse learning opportunities**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Track bilingual students for progress every 4 weeks and adjust instruction in small groups as necessary	State ESL Title III Part A	Principal ESL teachers Teachers	Istation Data. STAR reports, Reading Plus data, fluency checks	Aug. 2019- June 2020
Implement ESL model and monitor effectiveness	State ESL Title III Part A	Principal ESL teachers Teachers	Formative: Lesson plans reflect strategies, walkthrough Sign-In Sheets, Agendas, Student Progress Summative: Increase in STAAR and Gr. 2 scores for ELL	Aug. 2019- June 2020
Provide extended learning time and activities for ESL --Tutorials --Spanish/English Instructor --ESL Lang, program –Use ELPs Strategies --Study hall -- double dip approach in class & intervention	State ESL Title III Part A Local	ESL/Bilingual Teachers	Formative: Student grades on report cards, assessments, ESL program schedule  Summative: All federal and state required program evaluations, parent surveys, attendance reports, assessment results	Aug. 2019- June 2020
Increase the number of campus documents which are translated into home language(s)	Local Title I	Teachers Campus Sec. Counselor	Summative: Forms, parent letters	June 2019- May 2020
A certified ESL/Bilingual teacher provides direct support services and assists with monitoring, assessment, and translation needs of the LEP students and their families.* Increase in the number of homeroom teachers who are ESL certified. Teachers participate in Bilingual Vertical Team Planning each month.	Local	Tammie Sedam, ESL/Bilingual Teachers	Summative: Teacher documentation of services provided; Personnel records, assessment data, curriculum planning documents	June 2019-May 2020
Explore ways to increase communication with LEP parents (ex. LEP parent meetings, coordinate parent-to-parent and parent-to-staff contact, encourage parents to use computer lab for School Assyst, etc.)	Local	ESL teachers Tech. Personnel	Formative/summative: contact records, meeting agendas, School Assyst records	Aug. 2019- June 2020
Provide assistance to families with bilingual office staff and bilingual teachers for ongoing communication	Local State	Bilingual Receptionist	Formative: phone calls in Spanish Summative: positive relationship with parents	Aug. 2019- May 2020

\*Strategic Plan Activi

[Return to table of contents](#)

## Gifted and Talented

**Board Goal #1: Create measurable academic improvement**

**District Goal #1: Achieve Excellence in education, a,b,c -increase project based learning, effective staff, and professional development**  
**#3: Creating Life-Long learners, a, b, c- cultivate a passion for learning, reward hard work, provide diverse learning opportunities**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Implement GT scope and sequence and increase project opportunities and field trip opportunities for GT students	State GT Funds Local Funds	Assistant Super. Principals GT Coordinators Counselors	Summative: PEIMS Data, Student Schedules, Curriculum maps	Aug. 2019- May 2020
Procedures will be implemented to ensure representation of diverse student populations in the program.	Toni 3 (Non-Verbal Testing Instrument) Production of parent forms in Spanish	Assistant Superintendent Principals Counselors Campus GT Coordinators	Summative: PEIMS Data, List of Students in the GT Program Program Evaluation	June 2020
A continuum of learning experiences will be provided that leads to the development of advanced-level products and/or performances.	State GT Funds Local Funds Lesson Plans WISD Continuum of Services	Assistant Superintendent Principals Counselors Campus GT Coordinators Teachers	Formative: Lesson plans, curriculum maps Presentations of advanced products and/or performances for peers, parents, and community.	Aug. 2019- May 2020
Staff development will be provided to ensure that teachers are qualified to meet the needs of the GT Students: 30 Hour Initial, 6 Hour updates	State GT Funds Local Funds Region XIII TAGT	Assistant Superintendent Principals Counselors Campus GT Coord. Teachers	Formative: Documentation of staff development	June 2019– May 2020
GT pull-out services will take place each week, students will have opportunities to attend GT Field Trips	State GT Funds, Local Funds	GT Teachers	Formative: Lesson Plans, Student Projects	Aug. 2019– May 2020
Parent meeting with GT teachers	State GT Funds Local Funds	GT Teachers	Formative: meeting to inform parents of opportunities and curriculum Summative: Agendas and Feedback	Aug. 2019– May 2020
GT Showcase Night	State GT Funds Local Funds	GT Teachers	Formative: student projects	Aug. 2019– May 2020
All teacher will attend project based learning training	State GT Funds	GT Teachers	Formative: student projects	Aug. 2019– May 2020

	Local Funds		
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## Highly Qualified Teachers

**Board Goals #1: Create Measurable Academic progress**

**District Goals # 1b Achieving Excellence in Education, highly effective staff**

**1c Ample professional development opportunities**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
When hiring additional personnel ensure that they meet the standards of highly qualified prior to hiring and ensure that we hire person who will best meet student needs.	State Local	Assistant Superintendent Principals	Formative: Recruitment Documentation  Summative: Number and percentage of certified teacher positions filled	June 2019– Aug. 2020
Provide professional development activities that are: <ul style="list-style-type: none"> <li>● Aligned to state standards (TEKS)</li> <li>● Maintain percentage of core academic subject area classes taught by highly qualified teachers at 100%</li> </ul> Evaluated regularly for effectiveness and altered accordingly.	Title I, Part A Title III Part A, Local Grants	Assistant Superintendent Principals	Summative: Staff Development activities will be evaluated immediately following the activity.  Summative: Increase the percentage of teachers receiving high quality professional development.	June. 2019-  May 2020
Assist instructional paraprofessionals currently not certified by providing training opportunities	Local, Title II, Part A	Assistant Supt., Principals	Copy of verification of training participation	May 2020
Provide teachers, principals and administrators with support to build capacity to integrate technology effectively into curricula and instruction aligned with challenging state academic content and student academic achievement standards. <ul style="list-style-type: none"> <li>● Provide instructional technology training for integrating technology with classroom instruction.</li> </ul>	Title II, Part D State Technology Funds Local	Assistant Superintendent Principals	Staff Development Training agendas & sign-in sheets  Percentage of teaching staff receiving technology training.	June 2019- May 2020
Provide staff training to meet goals	Title II, Part D State Technology Funds Local	Assistant Superintendent Principals	Staff Development, project-based learning, Guided Reading, GT strategies	June 2019- May 2020

\* Strategic Plan Activity

[Return to table of contents](#)



## Safe and Appropriate Facilities

**Board Goals: #3 Foster a Culture of Kindness and Respect**

**District Goal #1: Academic Excellence, safe and healthy environment**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Implement bully prevention, goal-setting, and citizenship activities each month with student assemblies	State/Local Title IV	Superintendent Principals	Formative: decrease in discipline referrals and reports of bullying	Aug. 2019– May 2020
Implement district crisis plan and use of security system.	State/Local Title IV	Superintendent Principals	Formative: Monthly Drills	Aug. 2019– May 2020
Provide drug and alcohol instruction appropriate to the grade level 2-5(ex. health curriculum counseling presentations & lessons)	Local	Principals Counselors	Formative: Documentation of activities Summative: Review discipline reports.	Aug. 2019- June 2020
Monitor progress of implementation of Security Audit recommendations.* (including new cameras and work with safety staff for kids in need)	Local	Principal	Summative: Documentation of campus compliance with Security Audit Recommendations.	June 2020
Identify tornado safety areas with signs and conduct drills	Local	Principals	Summative: consultations with emergency personnel, and display of signs, semester drill documentation	May 2020
Coordinate with emergency personnel to provide appropriate safety instruction (ex. sheriff's dept. presentations, fire safety materials, EMS summer safety presentations)	Local	Principal Teachers	Formative: Schedule of safety presentations and instruction	Aug. 2019- May 2020
Staffing needs will be reviewed and monitored prior to budget development to ensure the ability to maintain student/teacher ratio at 22:1. *	Local	Superintendent Principals	Summative: Master schedule/class enrollment	Aug. 2019- May 2020
Continue visitor procedures to maintain student safety (locked outside doors, sign-in, badges, etc.). Add signs directing visitors to office and signs telling students not to open doors for visitors.	Local	Principals	Formative: Procedures implemented	Aug. 2019- May 2020
Maintain anti-bullying instruction and close student monitoring (ex. Positive Behavior Support, Texan Tools, class contracts, counseling lessons, use of Texan Tickets) No Place for Hate curriculum	Local	Counselor Teachers Principals	Summative: review of discipline & counseling records and lesson documentation	Aug. 2019- June 2020
Increase use of environmentally friendly procedures (ex. rainwater collection, recycling of paper, juice bags, plastic & cans)	Local PTO	Principals Teachers PTO	Formative: Establish Green Rangers (students), coordination documents with PTO, Utilize Outdoor classroom rainwater demonstration area	Aug. 2019- May 2020
Provide adequate staffing for car and bus drop-off/pick-up areas. Monitor traffic procedures, adjust dismissal routine	Local PTO	Principals PTO	Summative: Safe arrival and dismissal	Aug. 2019- May 2020
Install more cameras in gym and cafeteria	Local	Maint Dept , Bond Committee	Summative: Safe School	Aug. 2019- June 2020
Participate in Lock Down Drill with Hays County	Local	Hays Co. Admin. Staff	Summative: Feedback from Hays County	Aug. 2019- June 2020

## Special Needs

**Board Goals: #1 Create measurable academic progress**

**District Goal #1: Achieving Excellence in Education, 1a increase hands-on learning, 1c Ample professional development opportunities**

**3a Cultivate passion for learning**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Maintain parental participation in student's Individual Educational Plan through the A.R.D. Committee Meetings	Local, IDEA Funds	Sp. Ed. Coop. Principals Teachers	Formative: ARD Committee Meetings, Sign-In Sheets, Training Agendas Summative: STAAR, STAAR-M, STAAR-Alt	PEIMS report 2019-2020
Closely monitor IEP progress reports and documentation of communication with parents.	State Funds, Local Funds IDEA Funds	Principals Sp. ed. teachers Sp. ed. coop.	Formative: PDAS Documentation, progress reports to parents, communication logs  Summative: PDAS Evaluation	Aug. 2019 - May 2020
Communicate with parents of students in the Title I, Dyslexia, GT, and Special Education Programs	Title I, State Funds, Special Education,, I.D.E.A.	Principals Counselor Teachers Sp. Ed. Coop.	Formative: Meeting agendas, Evaluation Forms, Sign-in Sheets, contact logs, records of interpreters available  Summative: Special Populations Evaluations, 2011	Aug. 2019 - May 2020
The District will provide General Education Homebound services in compliance with state guidelines	State Locals	Counselors Homebound Teacher	Formative: Weekly, Monitoring of students assigned to the program  Summative: Review of program. Parent/student interview	Aug. 2019 - May 2020
Consider special needs students in planning of all activities	Local	Principals Teachers PTO	Formative: Planning meeting agendas  Summative: All students able to participate in all activities as appropriate	Aug. 2019- May 2020
Provide staff development for staff members in order to address the special needs of all students.	Local	Principals Teachers PTO Sped Dept	Formative: Staff development agendas Summative: All students will be successful on assessments.	June. 2019 - May 2020
Provide inclusion and resource based on student needs	State Local	Sped Principals Teachers	Formative: Success of students and demonstrated in report cards and behavior charts Summative: Progress on assessments	Aug. 2019 May 2020
Implement behavior program with certified Sped teacher	Local	Sped, Teacher Principals	Formative: Success of students and demonstrated in report cards and behavior charts Summative: Progress on assessments	Aug. 2019 May 2020

## Staff Development

**Board Goals: # 1 create measurable Academic progress, reduce achievement gap, improve writing outcomes**

**# 3 Implement No Place for Hate curriculum, Foster kindness and respect**

**District Goal #:1c and 1d Achieve Excellence in Education, provide ample professional development, ensure safe and healthy environment**

**#2C communication between schools #4c Positive Community Impact, responsibility and citizenship**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
<p>Plan and implement staff development on effective teaching practices both in a whole group setting and within specific grade level plans to promote teacher effectiveness and student performance. For example:</p> <ul style="list-style-type: none"> <li>● STAAR/TEKS Alignment/curriculum scope and sequence,, data analysis</li> <li>● Guided Writing/Writers Workshop</li> <li>● Guided Reading, IStation</li> <li>● Small group instruction/Balance Literacy</li> <li>● Teachers Observing Teachers Training</li> <li>● Technology Training</li> <li>● Language Enrichment</li> <li>● Google Training</li> <li>● Assessment procedures</li> <li>● GT training</li> <li>● Crisis training</li> <li>● Differentiation</li> <li>● Response to Intervention</li> <li>● Writing Training</li> <li>● No place for Hate/Effective Discipline strategies</li> </ul>	<p>Local, Title I, State Funds, Title I, Part A Title III Grants</p>	<p>Assistant Superintendent Principals, Department Heads, Lead Teachers</p>	<p>Formative: Staff Development training agendas and sign-in sheets Summative: STAAR exam results</p>	<p>May 2020</p>
<p>Work with JWE staff to assess and design staff development that meets their needs and the needs of their students. Incorporate these trainings online, in faculty meetings and on staff development days throughout the year.</p>	<p>Local</p>	<p>Principal Campus leadership team Teachers</p>	<p>Formative: Teachers are productive and successful in the classroom. Student growth and learning is evident  Summative: Benchmark data, STAAR</p>	<p>May 2020</p>
<p>Utilize vertical teams and campus leadership team to plan appropriate staff development to improve student performance</p>	<p>Local</p>	<p>Principals Teachers</p>	<p>Formative: Vertical team agendas  Summative: STAAR exam results</p>	<p>June 2019 – May 2020</p>

## State Compensatory Education

**Board Goal: #1: Creating measurable academic progress, #4 Encourage students to set goals and consider college and career options**  
**District Goal: #1: Academic Excellence, 1b Highly effective staff, 1c Ample professional development, 1d Safe and healthy environment**  
**2a character training, 2b promote active listening and future citizens**  
**# 4: Life-long learners, 4b Increase community partners, 4c Teach importance of responsibility and good citizenship**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Staff development will be provided to personnel who will be teaching in the SCE programs the ensure that the content and delivery is based on research proven programs or methodology. Teachers will have access student At-Risk data.	Local Funds Title I, Part Region XIII SCE Funds \$	Assistant Superintendent Principal	Formative: Documentation of staff development for Guided Reading, writing, vertical align. STAAR analysis test data  Summative: STAAR results May 2012	June. 2019- June 2020
Provide supplemental tutoring and resources to students identified as At-risk.  <ul style="list-style-type: none"> <li>● Reading intervention programs for identified students.</li> <li>● Math intervention programs for identified students</li> <li>● Utilize the Response to Intervention model to insure that all students master core curriculum</li> <li>● Increase intervention support during lunch duty times Increase number of students participating in school mentor program with WPC volunteers, Rotary Volunteers, High School Athletes</li> <li>● Implement Career Day and College Day opportunities</li> </ul>	SCE Funds: <u>JWE</u> – Local	Principal Counselors Teachers	Formative: Tutoring schedules, counseling schedules, benchmark assessments, Response to Intervention records Summative: STAAR, Local Assessments results	Aug. 2019 - May 2020
Implement Behavior Program with Certified staff	Local	Principal Counselors Teachers	Formative: behavior referrals	Aug. 2019 - May 2020
Staff development, in progress monitoring and data analysis, and training in behavior strategies	Local	Principal Counselors Teachers	Formative: behavior referrals, test data	Aug. 2019 - May 2020

## State Compensatory Education, *continued*

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Use GIST process to problem solve and form effective strategies to promote student success, place students with highest need in intervention. Collaborate with R. Simmons and A. Lyles to be proactive with these students and provide support.	SCE Funds: JWE Fundraising-Wrtg Local	Assistant Superintendent Principal Counselors Teachers	Formative: Progress reports and report cards of at-risk students. Monitor each 4 ½ weeks.  Summative: STAAR, Local Assessments results	Aug. 2019- May 2020
Provide focused and differentiated counseling guidance for all at-risk students, as needed. Counselors will provide student lists identifying at-risk students to all teachers in grades 2-5.	State Funds Local Funds	Assistant Superintendent Principals Counselors	Formative: At-Risk Student Lists are submitted to the Assistant Superintendent  Summative: Local Assessments, STAAR results, Graduation/ Dropout Rate Promotion/Retention Data	Aug.. 2019- May 2020
Dropout prevention will be promoted on all campuses--At risk students will be counseled individually, in small and large group settings, as needed	Local	Principals, Counselors	Formative: Counseling schedules  Summative: Decreased dropout rate, PEIMS dropout report,	August 2019- May 2020
Support struggling learners by implementing the response to intervention model to ensure that all learners are successful with curriculum mastery*.	Local	GIST Teams Principals	Formative: Documentation of Student Review meetings Documentation of RtI team training	June 2019– May 2020

\*Strategic Plan Activity

# Technology

**Board Goals: # 1 Create measurable academic progress**

**District Goal: # 1a Achieving Academic Excellence, increasing project based learning**

**2d Guidance for digital citizenship**

**3a Cultivate passion for learning, 3b Reward Perseverance, 3c Provide diverse learning opportunities**

Strategies/Activities	Additional Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Ensure that students demonstrate mastery of clearly defined technological skills required to support student achievement and lifelong learning through information acquisition, critical thinking, problem solving and communication.*	Local	Principals Teachers	Summative: Update identified required technical skills per grade level. Implement new curriculum materials	Aug. 2019- May 2020
Provide staff development for integrating new assessment and curriculum technology (ex. Accel. Reader, eduphoria, Journeys, Chrome books, iPADS, other software)	Local	Tech. Teacher Math & Reading Intervention teachers	Summative: Staff development records	June 2019 – May 2020
All students will receive instruction in keyboarding and technology TEKS	Local	Principal and Computer specialist	Formative: schedule and curriculum map  Summative: Students will demonstrate knowledge of computer programs/hardware by creating high quality products	Aug. 2019- June 2020
Increase communication about technology (ex. send info. to parents about programs, Student Assyst, Internet safety, etc.)	Local	Principal Computer specialist	Summative: Parents will be informed about technology activities at school along with Internet safety	Aug. 2019- June 2020
Provide additional chromebooks to 3rd and 4th grade classrooms so that Reading Plus is used daily and project base learning is used weekly.	Local;	Principle Computer Specialist Classroom teacher	Formative: assessment data	Aug. 2019- June 2020

\* Strategic Plan Activity

[Return to table of contents](#)