

# Nettie Baccus Elementary Campus Improvement Plan

## Campus Mission Statement:

Quality implementation of the TEKS every day, in every classroom, for every student

## Granbury Independent School District Mission Statement:

Building successful futures through academic excellence and character development

**District Goal 1: Develop and implement an effective plan to improve student performance, including all subgroups in all academic areas.**
**Campus Goal: Develop and implement an effective plan to improve the academic performance of all students.**
**Objective: All student populations will maintain 90% or higher in Reading, Writing, Math and Science TAKS scores in all areas.**
**Strategy: Instruct all students in grade level Reading, Writing, Social Studies, Math and Science TEKS.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Teach the newly adopted reading series and utilize supplemental reading series along with a Balanced Literacy	Teachers and instructional specialists	Adopted reading series, local funds \$1,200	June, 11	Benchmark, Test Results, TAKS, ITBS and RPTE	AEIS, TAKS and iStation	August 2010 to June 2011	2 and 5	AEIS	All
Students in K-5 will recognize the appropriate sight words from the Reading Series and improve in reading fluency and comprehension	Teachers and instructional specialists	Adopted Rdg. Series, iStation, Local - \$5,000	June, 11	Daily, weekly evaluation until mastery	AEIS, TAKS and iStation	August 2010 to June 2011	2 and 5	AEIS	All
Use computers to enhance and individualize the reading program	Teachers and instructional specialists	Rosetta Stone \$300, I-Station Voyager Reading \$5,500 Local	June, 11	Monitor Lesson Plans and utilize weekly and monthly data reports	AEIS, TAKS and iStation	August 2010 to June 2011	2 and 9	AEIS	All
Increase the number of commended students on the Reading TAKS test by 10%	Teachers and instructional specialists	Adopted Reading Series, local funds \$1,500 and Voyager Reading \$5,400	June, 11	TAKS, Benchmarks and Common Assessments	AEIS, TAKS and iStation	August 2010 to June 2011	2 and 3	AEIS	All
Provide supplemental 1-1, small group, mentor and tutoring services for identified low performing students in reading along with after school tutoring	K-5 Teachers Tutors, and mentors	Leveled reading materials, \$5,500, iStation, Title I Tutors \$11,000	June, 11	iStation Reports, AR and Star, I-Station	AEIS, TAKS and iStation	August 2010 to June 2011	2 and 3	AEIS	All

Needs Assessment: AEIS, SS - Student Survey, FS - Faculty Survey, DR - Discipline Report, O - Other (specify)

Special Populations: GT - Gifted and Talented, ESL - English as a Second Language, AR - At-Risk, SE - Special Education, E - Ethnicity, ED - Economically Disadvantaged

**School Wide Components Title I**

1. A comprehensive needs assessment; 2. Schoolwide reform strategies; 3. Instruction by highly qualified teachers; 4. Professional development; 5. Highly qualified teachers; 6. Parental Involvement; 7. Transition from early childhood programs; 8. Include teachers in the decisions; 9. Effective, timely additional assistance; 10. Coordination and integration

**District Goal 1: Develop and implement an effective plan to improve student performance, including subgroups in all academic areas.**
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**Objective: All student populations will maintain 90% or higher in Reading, Writing, Science and Math TAKS scores in all areas.**
**Strategy: Instruct all students in grade level reading, writing, social studies, science and math TEKS.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Perform supplemental 1-1 small group mentor and utilize in-school and after-school tutoring services for low performing students at risk in math	Teachers, instructional specialists and tutors	Voyager \$4,500, math materials - local \$1,000, Title I Tutors \$11,000 , State Comp Ed \$ 3,000	May, 2011	Lesson Plans and Tutoring Time Sheets	TAKS, Benchmarks and Common Assessments	August 2010 to June 2011	2 and 3	AEIS	All
Provide small group instruction in kindergarten literacy groups	Teachers, instructional specialists and tutors	Literacy Books and leveled readers	May, 2011	Lesson Plans and Tutoring Time Sheets	Lesson Plans and TEKS Literacy Sheets	August 2010 to June 2011	2 and 7	Common Assessments	All
Provide novels for third, fourth and fifth grade reading from approved district list	Teachers and Principal	GT \$2,500 Local \$2,000	May, 2011	Lesson Plans	TAKS Reading	August 2010 to June 2011	2, 3, and 9	AEIS	All
Provide identified GT students with differentiated instruction, project guidelines and fieldtrips	Teachers and Principal	Fieldtrips \$1,000 GT	May, 2011	Lesson Plans and completed projects	Teacher Observation and TEKS Checklist	August 2010 to June 2011	2, 3, and 9	AEIS	GT
Instruct math processes and skills using adopted math series, Measuring UP, Target Math	Teachers and Special Education Teachers	Textbooks, Measuring Up, Target Math \$3,000 Local, State Comp Ed \$445	May, 2011	Lesson Plans	TAKS and Benchmarks	August 2010 to June 2011	2, 3 and 9	AEIS	All

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**Objective: All student populations will maintain 90% or higher in Reading and Math TAKS scores in all areas.**
**Strategy: Instruct the students in grade level Reading, Writing, Social Studies, Science and Math TEKS.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Use supplemental math materials: GEMS, Exemplars, Calculators, Kamaco, Target Math and Measuring Up	Teachers and Instructional Specialists	Supplemental Math Materials \$1,000 Local, ESL \$1,500	May, 2011	Lesson Plans	TAKS, Benchmarks and Common Assessments	August 2010 to June 2011	2, 3, and 9	AEIS	All
Use computer software and programs from the Internet to enhance math instruction	Teachers and Instructional Specialists	Computer Lab and Classroom Computers Supplies \$2,700 Local	May, 2011	Lesson Plans	TAKS, Benchmarks and Common Assessments	August 2010 to June 2011	2, 3, and 9	AEIS	All
Use manipulative and learning centers to create and maintain students' natural curiosity	Teachers and Instructional Specialists	Local \$200 Per Teacher	May, 2011	Lesson Plans	TAKS, Benchmarks and Common Assessments	August 2010 to June 2011	2, 3 and 9	AEIS	All
Provide response to intervention and 504 support by general education teachers, reading and math specialist	Teachers and Instructional Specialists	General Educ. Teachers and Instructional Specialists	May, 2011	Lesson Plans	Voyager Reports and iStation Reports	August 2010 to June 2011	2, 3 and 9	AEIS, TAKS and Benchmarks	All
Provide small group reading assistance by reading intervention teacher	Reading Intervention Teacher	Reading Intervention Teacher	May, 2011	Lesson Plans	iStation, TAKS, Benchmarks and Common Assessments	August 2010 to June 2011	2, 3 and 9	AEIS, TAKS and Benchmarks	All

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**District Goal 1: Develop and implement an effective plan to improve student performance, including subgroups in all academic areas.**
**Campus Goal: Develop and implement an effective plan to improve the academic performance of all students.**
**Objective: All student populations will maintain 90% or higher on TAKS in all subjects areas.**
**Strategy: Instruct all students in grade level materials in all subject areas.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Provide dual language instructional materials for ELL learners.	Teacher, Instructional Specialist and Principal	ELL Reading Materials \$1,200	May, 2011	Lesson Plans	iStation, Benchmarks and Common Assessments	August 2010 to June 2011	2 and 9	AEIS and Report Card Grades	ESL
Provide K - 5 students TEKS based science instruction along with additional training for new science TEKS	Teacher, Instructional Specialist and Principal	FOSS Kits	May, 2011	Lesson Plans	TAKS, Benchmarks and Common Assessments	August 2010 to June 2011	3, 5, and 10	AEIS and Report Card Grades	All
Utilize strategies and materials appropriate for ELL students	Teacher, Instructional Specialist and Principal	Kagan Cooperative Learning	May, 2011	Lesson Plans	TELPAS Reading	August 2010 to June 2011	2, 4 and 5	AEIS and Report Card Grades	ESL
Provide opportunities for individual reading practice.	Teacher, Instructional Specialist and Principal	Ticket to Read \$3,500 Local	May, 2011	Lesson Plans	iStation, Benchmarks and Common Assessments	August 2010 to June 2011	2, 3 and 9	AEIS and Report Card Grades	All
Students will complete a final draft writing each six weeks along with journal writing in all core subject areas. Each grade level will maintain a writing portfolio that will be passed to the next grade level for each student	Teacher, Instructional Specialist and Principal	Writing Folders \$250 Local	May, 2011	Writing Portfolio for each student	TAKS, Common Assessments	August 2010 to June 2011	2, 3 and 5	AEIS and Report Card Grades	All

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**Objective: All student populations will maintain 90% or higher on TAKS scores in all subject areas.**
**Strategy: Instruct all students in grade level material in all content areas.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Teacher training in the use of Thinking Maps	Principal, curriculum staff, and teachers	Thinking Maps Materials	May, 2011	Sign In Sheet and Lesson Plans	TAKS	August 2010 to June 2011	4	FS	All
ABYDOS Writing Training	Principal and Teachers	Training Materials and Attend Conferences	May, 2011	Lesson Plans	TAKS Writing and Common Assessments	August 2010 to June 2011	4	AEIS and TAKS	All
Students will be given opportunities to use computers for research	Teachers and Instructional Specialist	Computer Lab and Four Computers Per Classroom	May, 2011	Lesson Plans	Teacher Observation	August 2010 to June 2011	10	Technology TEKS	All
Students will demonstrate competency in technology TEKS for their grade level	Teachers and Instructional Specialist	Computer Lab and Four Computers Per Classroom	May, 2011	Lesson Plans	Technology TEKS	August 2010 to June 2011	5 and 9	Technology TEKS	All
Provide at least 30% of instruction at or above the application level of Bloom's Taxonomy	Teachers and Instructional Specialist	Critical Thinking Strategies and training	May, 2011	Snapshot Visits	CARA Data	August 2010 to June 2011	2, 3 and 5	CARA Data	All

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**District Goal 2: Develop and implement procedures to enhance a positive school climate.**
**Campus Goal: The staff at Baccus Elementary will create a positive school climate.**
**Objective: Parents, students and community members will have a positive experience at Baccus Elementary.**
**Strategy: All staff members will demonstrate a positive attitude when dealing with others.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Students will be invited to attend PK and Kindergarten roundup	Principal and Kindergarten Teachers	Enrollment Forms	August, 2010	Kindergarten Enrollment Documentation	Number of Students Enrolled	August, 2010	7	Parent Sign- In Sheet	All
Host school visits for school PK and Kindergarten students	Principal and Kindergarten Teachers	Time for facilities tour	May, 2011	Schedule of Tours	Number of Students Participating	May, 2011	7	Parent Sign- In Sheet	All
Parents will be invited to a kindergarten parent meeting	Principal and Kindergarten Teachers	Kindergarten Teacher Presentations	August, 2010	Sign In Sheets	Number of Parents Attending	August, 2010	6 and 7	Parent Sign- In Sheet	All
Schedule parent/teacher conferences - Info on the Go Nights for parents	Teachers	Teachers	May, 2011	Conference Records	Number of Parents Attending	August, 2010 to May, 2011	6	Parent Sign- In Sheet	All
Focus on positive home/school relations	Baccus Elementary Staff	Baccus Elementary Staff	June, 2011	Survey	Survey Results	August, 2010 to May, 2011	6	Parent and Student Survey	All

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**District Goal 2: Develop and implement procedures to enhance a positive school climate.**
**Campus Goal: The staff at Nettie Baccus Elementary will create a positive school climate.**
**Objective: Parents, students and community members will have a positive experience at Baccus Elementary.**
**Strategy: All staff members will demonstrate a positive attitude when dealing with others.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Parents and community members will serve on the site based committee	Principal and Parents	Parents	May, 2011	Agenda for monthly Meetings	Record of Attendance	August, 2010 to May, 2011	6	Attendance Records	All
Parents and community members will serve as student mentors	Principal and Mentor Coordinator	Parents and Community Members	May, 2011	Sign In Forms	Student Survey	August, 2010 to May, 2011	6	SS	All
Parents will be given the opportunity to participate in the volunteer program	Principal and Volunteer Coordinator	Parents	May, 2011	Sign In Forms	Faculty Survey	August, 2010 to May, 2011	6	FS and SS	All
Parents and teachers will participate in PTO	Principal, Teachers and Parents	Parents and Teachers	May, 2011	PTO Minutes	Surveys	August, 2010 to May, 2011	6	FS	All
Parents and teachers will serve on the Title I Committee	Principal, Teachers and Parents	Parents and Teachers	May, 2011	Meeting Minutes	Surveys	August, 2010 to May, 2011	6	Faculty Survey and Parent Survey	All

Needs Assessment: AEIS, SS - Student Survey, FS - Faculty Survey, DR - Discipline Report, O - Other (specify)

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**Objective: Parents, students and community members will have a positive experience at Baccus Elementary.**

<b>Strategy:</b>									
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Parents will complete a survey as part of the comprehensive needs assessment	Director of Public Information and Parents	Survey	February, 2011	Survey Results	Analysis of Results	February, 2011	6	Parent Survey	All
Maintain an orderly and safe climate	Principal and Teachers	Personnel	May, 2011	Survey Results	Analysis of Results	May, 2011	2	FS	All
Implement Second Step Violence Prevention Program	Teachers and Counselor	Resource Kits	May, 2011	Lesson Plans	FS and SS	August, 2010 to May, 2011	2	FS and SS	All
Present lesson on bullying	Counselor	Lesson Plans	May, 2011	Lesson Plans	FS and SS	August, 2010 to May, 2011	2	FS and Ss	All
Participate in Red Ribbon Week	Counselor	Lesson Plans	October, 2010	Lesson Plans	FS and SS	August, 2010 to May, 2011	2	FS and SS	All

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**Strategy: All staff members will demonstrate a positive attitude when dealing with others.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Baccus Elementary will reduce the number of discipline referrals by 50	Principal and Teachers	Discipline Referral Forms	May, 2011	Discipline Referrals	Reduced Number of Discipline Referrals	August, 2010 to May, 2011	2	DR	All
Terrific Kids and Super Citizens	Principal, Teachers and Counselor	Reward Celebration	May, 2011	Schedule of Events	Number of Student Participants	August, 2010 to May, 2011	9	FS and SS	All
Capturing Kids' Hearts	Teachers and Counselor	Capturing Kids' Hearts Materials and notebook	May, 2011	Lesson Plans	Teacher Observation	August, 2010 to May, 2011	9	FS and SS	All
Correlates of Effective Schools	Principal, AP, Counselor, and Baccus Staff	Summer Conference	May, 2011	Sign in sheets and participation in training	Teacher Observation	August, 2010 to May, 2011	2,9	FS and SS	All
Awards Programs held each six weeks and the end of the year, honor roll perfect attendance	Principal, AP, Counselor, and Baccus Staff	PEIMS and teacher reports	May, 2011	Sign in sheets and attendance	Increase in number of awards given out to students	August, 2010 to May, 2011	2,9	AEIS	All

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**District Goal 3: Develop a fiscal plan that focuses on instruction while maintaining a viable fund balance.**
**Campus Goal: The fiscal plan for Baccus Elementary will focus on instruction and a viable fund balance will be maintained.**
**Objective: The budget for Baccus Elementary will provide adequate resources to meet all instructional needs.**
**Strategy: The Campus Leadership Team will help develop a budget that will meet the instructional needs at Baccus Elementary.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Develop a budget for the 2010 2011 school year	Principal, AP, Campus Leadership Team	Budget Allocation	March, 2010	Completed Budget	Adequate Resources for Instructional Program	August, 2010 to May 2111	8	FS	All
Maintain appropriate and efficient expenditures	Principal and Secretary	Budget Allocation	June, 2011	Skyward Budget Reports	Adequate Resources for Instructional Program	August, 2010 to May 2111	10	Skyward Reports	All
Involve Campus Leadership Team and Baccus Elementary Staff in Budget Decisions	Principal, Site Based Committee and Staff Members	Budget Allocation	March, 2010 to June, 2011	Meeting Minutes	Adequate Resources for Instructional Program	August, 2010 to May 2111	10	Skyward Reports	All
Monitor all expenditures	Principal and Secretary	Budget Allocation	July, 2010 to June, 2011	Skyward Reports	Balanced Budget	July, 2010 to June, 2011	10	Skyward Reports	All
The budget will focus on instructional programs	Principal, Site Based Committee and Staff Members	Budget Allocation	July, 2010 to June, 2011	Skyward Reports	Budget Expenditures	July, 2010 to June, 2011	10	Skyward Reports	All

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**District Goal 4: Recruit, develop and retain a well-qualified staff.**
**Campus Goal: Baccus Elementary will only employ highly qualified teachers.**
**Objective: The site based committee will only interview highly qualified applicants.**
**Strategy: Only applicants who meet the criteria on School Recruiter will be scheduled for interviews.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Baccus Elementary will only interview highly qualified applicants.	Principal and Site Based Committee	School Recruiter	May, 2011	Applicants meet highly qualified criteria	Personnel Records	March, 2010 to June, 2011	3, 4 and 5	Human Resources Documentation	All
Highly qualified applicants will be recruited	Director of Human Resources	Visit University Placement Offices	August, 2010	Schedule of Visits	Number of Highly Qualified Applicants	February, 2010 to June, 2010	3, 4 and 5	Human Resources Documentation	All
Employees will be compensated at a rate that is competitive with surrounding school districts.	Superintendent	District Revenue Sources	June, 2011	Salary Schedule	Number of Resignations	August, 2010 to June, 2011	8	FS	All
Provide effective instructional leadership	Principal and Assistant Principal	Campus Budget	June, 2011	Faculty Survey	TAKS	August, 2010 to June, 2011	2	FS	All
Summer Conference	Superintendent and Curriculum Director	District Budget	August, 2010	Sign In Forms	TAKS	August, 2010	2	FS	All

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**Objective: The site based committee will only interview highly qualified teachers.**

**Strategy: Only applicants who meet the criteria on School Recruiter will be scheduled for interviews.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Horizontal and vertical team meetings	Instructional Specialists	Meeting Agenda	May, 2011	Meeting Agendas	Curriculum Coordination	August, 10 to May, 2011	2	FS	All
Teachers will be competent in technology TEKS and the integration of technology into the curriculum	Technology Committee	Training Schedule	May, 2011	Meeting Agendas	PDAS	August, 10 to May, 2011	4	Star Chart	All
Monthly Safety Training	Principal and Assistant Principal	Training Power Point Presentations	May, 2011	Record Sheets	Safety Records	August, 10 to May, 2011	4	Safety Records	All

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**2010-11 Campus Improvement Plan**

<b>District Goal 5: Develop and implement an effective plan to ensure that all district departments and campuses follow the principles of servant leadership.</b>									
<b>Campus Goal: All Baccus Elementary staff members will follow the principles of servant leadership.</b>									
<b>Objective: All employees will follow the principles of servant leadership when dealing with students, parents and community members.</b>									
<b>Strategy: All employees will practice stewardship and maintain the respect of others.</b>									
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Greet visitors with, "How may I help you?"	All Baccus Elementary Employees	Modeling	June, 2011	Observation	Parent and student survey	August, 2010 to June, 2011	9	Student Survey and Parent Survey	All
Demonstrate an awareness of the needs of teachers, parents and students	Principal, Assistant Principal and Teachers	Modeling	June, 2011	Observation	Parent and student survey	August, 2010 to June, 2011	9	Student Survey and Parent Survey	All
Practice good stewardship and maintain the trust of others	Principal, Assistant Principal and Teachers	Modeling	June, 2011	Observation	Parent and student survey	August, 2010 to June, 2011	9	Student Survey and Parent Survey	All
Develop and Review servant leadership plan with staff members	Principal and Assistant Principal	Campus Improvement Plan	June, 2011	Meeting Agenda	Parent and student survey	August, 2010 to June, 2011	9	Student Survey and Parent Survey	All
Review campus improvement plan each six weeks	Principal and Assistant Principal	Campus Improvement Plan	June, 2011	Meeting Agenda	Parent and student survey	August, 2010 to June, 2011	9	Student Survey and Parent Survey	All

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**2010-11 Campus Improvement Plan**

**District Goal 6: Develop and implement an effective facilities improvement plan to address instructional needs in the district.**

**Campus Goal: Baccus Elementary will develop and implement an effective facilities improvement plan to address instructional needs.**

**Objective: The site based committee will assist in the development and implementation of an effective facilities improvement plan to address instruction.**

**Strategy: Baccus Elementary facilities will be reviewed to determine if adequate to effectively address students' instructional and safety needs.**

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components	Needs Assessment	Special Populations
Request for maintenance service will address facility maintenance and repairs	Principal, AP and Head Custodian	Maintenance Staff	June, 2011	Completed Work orders	Completion of Requested Repairs	August, 2010 to June, 2011	10	FS	All
The budget planning process will be used to address facility improvements	Principal, AP, Campus Leadership Team, Secretary	Campus Budget	June, 2011	Budget Process	Completion of Requested Repairs	August, 2010 to June, 2011	10	FS	All
Review facilities improvement plan each semester	Principal, AP, Head Custodian	District Facilities guidelines	June, 2011	Request for Maintenance	Request for Maintenance Completed	August, 2010 to June, 2011	10	FS	All

Needs Assessment: AEIS, SS - Student Survey, FS - Faculty Survey, DR - Discipline Report, O - Other (specify)

Special Populations: GT - Gifted and Talented, ESL - English as a Second Language, AR - At-Risk, SE - Special Education, E - Ethnicity, ED - Economically Disadvantaged

**School Wide Components Title I**

1. A comprehensive needs assessment;
2. Schoolwide reform strategies;
3. Instruction by highly qualified teachers;
4. Professional development;
5. Highly qualified teachers;
6. Parental Involvement;
7. Transition from early childhood programs;
8. Include teachers in the decisions;
9. Effective, timely additional assistance;
10. Coordination and integration