

Baccus Elementary Campus Improvement Plan 2009-2010

District Goal 1:	The GISD graduate will possess and demonstrate the skills and attitudes necessary to secure and maintain meaningful employment.
Performance Objective:	All student populations will maintain 90% or higher in Reading, Math, Science and Writing TAKS scores in all areas.
Summative Evaluation:	TAKS, AEIS, Campus Report Card,

Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.2	Continue to teach the adopted reading series; utilize supplemental reading materials, and continue a Balanced Literacy Program for all students at Nettie Baccus Elementary School.	TAKS; ISIP;	All	All classroom teachers, SP. Ed. Teachers, Instructional Specialists and tutors	Aug 2009 June 10	Adopted Reading Series, Local Funds \$1,500, Buckle Down, Target Reading	Benchmarks, Test Results TAKS ITBS RPTE	TAKS; ISIP Reports
T1.2	Students in grade K-3 will recognize the appropriate sight words from the Reading Series. Students in grades K-5 will receive vocabulary instruction in all core subjects.	Pretest	All	Classroom Teachers and Instructional Specialists	Aug 2009 June 10	Reading Textbooks Local and State Funds \$1,500 Istation \$5,500 Title 1,000	Istation At-Risk Doc. RPTE TAKS Benchmarks Common Assessments	Daily, Weekly evaluation until mastery
T1.2	Use computers to enhance and individualize the reading program	STAR Report, TRIAND Rtl Doc.	All	Classroom Teachers and Instructional Specialists	Aug 2009 June 10	Rosetta Stone, textbook adoption, Web Page and Voyager Reading, \$150 Star - Local Computer Supplies \$1250 Local, Study Island, Ticket to Read	Monitor lesson plans	Star Reports, Rosetta Stone Reports, Web Sites and Voyager Reading
T1.2	Increase the number of commended students on the Math TAKS test by 10%	TAKS	All	Classroom Teachers and Instructional Specialists	Aug 2009 June 10	Adopted Math Series TEKS Scope and Sequence Target the TEKS, Buckle Down, Investigations	TAKS Benchmarks Common Assessments	TAKS

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Needs Assessment: AEIS: Academic Excellence Indicator System, SS=Student Survey, PS=Parent Survey, FS=Faculty Survey, DR=Discipline Report, O=other (specify), CNA=Campus Needs Assessment CA=Common Assessment
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T1.9 T1.10	Provide supplemental 1-1, small group, mentor and tutoring services for identified low performing students who are at risk in reading.	AEIS TAKS	AR SE ED ELL	K-5 Teachers and Instructional Reading Specialist, BEAM Reading and Mentoring Program	Aug 2009 June 2010	Multiple copies of low-level reading materials and skill activities Local \$6,000, At Risk \$5,500, Istation \$6,000, ELL Supplies \$1,500 Title I \$ 500 Buckle Down	TAKS RPTE Results Istation Reports, AR and Star	ISTATION TAKS Teacher observation Lesson plans Principal observation
T1.9 T1.10	Provide supplemental 1-1 small group, mentor and tutoring services for identified low performing students who are at risk in math.	AEIS TAKS	AR SE ED ELL	K-5 Teachers and Instructional Math Specialist	Aug. 2009 June 2010	Supplemental math materials and activities Local \$6,000 Title I \$ 2,000 VMath, Study Island, Buckle Down, Envision Math	TAKS Benchmarks Common Assessments	TAKS Benchmarks Common Assessments
T1.9 T1.10	Provide after school tutoring 2 days a week for students identified low performing students at risk in reading and math	AEIS TAKS Istation	AR SE ED ELL	K-5 Teachers Instructional Specialists Reading and Math	Aug. 2009 June 2010	Supplemental math and reading tutoring materials Voyager and Buckle Down Title \$7,000 Teachers extra duty pay and transportation	TAKS Benchmarks Common Assessments Istation	TAKS Benchmarks Common Assessments Istation Principal Observations Tutoring

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Summative Evaluation:	TAKS, AEIS, Campus Report Card

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T1.2	Instruct math processes and skills using adopted math series, Measuring Up, Target Math (Lone Star Learning)	TAKS, Benchmarks, AEIS, CA	All	All classroom teachers and special education teachers	Aug 09 June 10	State provided textbooks, Measuring Up, Target Math Local \$3,000	TAKS Benchmarks	TAKS Records, Benchmark Results and CA
T1.2 T1.10	Use supplemental math materials: GEMS, Exemplars, Problem Solvers, Calculators, Kamico, Kagan Strategies, Target Math, Investigations, Buckle Down	TAKS, Benchmarks, AEIS, CA	All	All classroom teachers and special education teachers	Aug 09 June 10	Local \$6,000 Title \$3,000	TAKS	TAKS Scores
T1.2	Use computer software and programs from the Internet to enhance math instruction, Envision math games,	CA	All	Classroom Teachers	Aug 09 June 10	Computer Lab and Classroom Computers Computer Supplies \$2,750 Local, Study Island	TAKS	TAKS Results
T1.2 T1.10	Use manipulative and learning centers to create and maintain students' natural curiosity and discovery	CA	All	Classroom Teachers and Tutors	Aug 09 June 10	Local \$200 Per Teacher Title I \$100 Per Teacher	TAKS	TAKS Results

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District Goal 2: The GISD graduate will be academically prepared to meet both the requirements of post secondary education and the work force.

Performance Objective: All student populations will maintain 90% or higher in Reading, Math, Science and Writing TAKS scores in all areas.

Summative Evaluation: TAKS, AEIS, Campus Report Card

Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.2 T1.10	Provide small group instruction in K-5 literacy groups	AEIS	Teachers		Aug 09 June 10	Literacy Books, Novels	Teacher observation TEKS checklist	Lesson Plans
T1.2	Provide novels for third, fourth and fifth grade reading.	AEIS	Principal and Curriculum Department		Aug 09 June 10	GT \$1,000 Local \$ 2,500	TAKS	Lesson Plans
T1.9 T1.3	Provide identified GT students with differentiated instruction	GT Testing	GT Teachers		Oct 2009 June 10	Instructional Supplies \$2,500 Materials GT	TEKS checklist Teacher Observation	Lesson Plans

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Summative Evaluation:	TAKS, AEIS, Campus Report Card

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T1.2	Provide Response to Intervention and 504.	AEIS	All	Assistant Principal K-5 Teachers Counselor Reading Specialist, Math specialist, Instructional Specialist	Aug 2009 June 10	Voyager Reading V-Math \$ 500 Title I \$ 1,200	Report Cards	RTI and 504 records
T1.2	Provide dual language instructional materials for ELL learners	AEIS	ELL	Principal Assistant Principal Principal Librarian Instructional Specialist	Aug 2009 June 10	\$1,500 ELL Reading Materials Title I \$300	Report Cards TAKS RPTE	Lesson Plans
T1.2	Provide kindergarten through fifth grade students TEKS based science instruction	AEIS	All	Teachers	Aug 2009 June 2010	FOSS Kits Buckle Down Study Island (Science)	Report Cards TAKS	Lesson Plans
T1.2	Science Family Night Provided by High School Science Students in Advance classes along with high school AP teachers	AEIS	ALL	Teachers High School Students	Nov. 10,09	Brain Pop Science Source Science Lab	Sign In Sheets	Sign In Sheets
T1.3	Utilize strategies and materials appropriate for ELL students	AE/S	ELL	Teachers	Aug 2009 June 2010	Kagan Cooperative Learning Jensen Brain Research Strategies Capturing Kids Hearts SIOP	Report Cards, Benchmarks and Common Assessments	Lesson Plans

T 1.3	Academic Coaching	AEIS	ELL	Teachers	Aug 2009 June 10	Jensen Brain Research Strategies SIOB Capturing Kids Hears	Teacher Log Six Weeks Documentation to Programs Coordinator	Teacher Log
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District Goal 2:	The GISD graduate will be academically prepared to meet both the requirements of post secondary education and the work force.
Performance Objective:	Baccus Elementary personnel will participate in training for teachers and staff.
Summative Evaluation:	TAKS, AEIS, Campus Report Card

Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.5 T1.4 T1.3	Summer Conference	AEIS	All	Curriculum Personnel and Instructional Specialists	Aug 09	Curriculum Materials	Session Evaluations	Sign In-Sheets and Agendas
T1.8 T1.3	Horizontal and vertical team meetings Counselor will provide weekly staff tip sheets, presentations at staff meetings, Power-Points dealing with specific teacher needs and staff needs assessments	AEIS Survey	All	Principal, Assistant Principal, I. Specialists, Curriculum Department Counselor	Aug 09 June 10	State Adopted Materials Supplemental Resources	Session Evaluations	Sign In-Sheets and Agendas
T1.3 T1.4	Teachers will be competent in technology TEKS and the integration of technology into the curriculum.	AEIS	All	Teachers, Curriculum Department	Aug 09 June 10	Technology TEKS Technology Workshops STAR Report	Session Evaluation	Sign In-Sheets and Agendas
T1.4	Teacher assistants will participate in training	AEIS	All	Special Educ. Department	Aug 09 June 10	Principal and Special Educ. Director	Session Evaluation	Sign In-Sheets and Agendas
T1.4	Monthly Safety Training	Safety Report	All	Principal, Safety Committee	Aug 09 June 10	Power Point Presentations	Safety Reports	Safety Reports

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District Goal 3:		The GISD graduate will be an ethical, law abiding, engaged and active citizen.						
Performance Objective:		Baccus Elementary students will participate in programs that teach good citizenship.						
Summative Evaluation:		Student Survey and Discipline Referrals						
Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.2	Implement Second Step Violence Prevention Curriculum Texas Model for Comprehensive Developmental Guidance, presented to all grade levels with extensions and enrichments provided to teachers for classroom reinforcement	Student Survey	All	Teachers Counselor Principal, Asst. Principal	Aug 09 June 10	Second Step Curriculum Texas Model for Comprehensive Developmental Guidance	Discipline Referrals	Discipline Referrals
T1.2	Present lessons on bullying	Student Survey	All	Counselor, Principal, Asst. Principal	Aug 09 June 10	Second Step Curriculum	Discipline Referrals	Discipline Referrals
T1.2	Participate in Red Ribbon Week	Student Survey	All	Counselor Principal, Asst. Principal	Oct. 09	Guest Speaker \$500 Local	Student Survey	Student Survey
T1.2	Baccus Elementary will reduce the number of discipline referrals by 75 students.	Disc. Data	All	Teachers Principal, Asst. Principal	Aug 09 June 10	Discipline Referral Forms \$250 Local Capturing Kids Hearts Jensen Brain Research	Discipline Records	Discipline Records
T1.2	Terrific Kids	Teacher Referral	All	Counselor Principal, Asst. Principal	Aug 09 June 10	Counselor, Principal Assistant Principal	Records	Awards Program
T1.2	Character Ed	Student Survey	All	Counselor Principal, Asst. Principal	Aug 09 June 10	Teachers Counselor Principal Asst. Principal	Survey	Survey

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District Goal 4:	The GSD graduate will be an effective communicator.
Performance Objective:	All student populations will achieve a 5% increase in Writing TAKS scores.
Summative Evaluation:	TAKS, AEIS, Campus Report Card

Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.9	Maintain a portfolio that will be passed to the next grade level for each student	AEIS	All	Classroom Teachers	Aug 09 June 10	Writing Folders \$250 Local	4 th Grade TAKS Writing Scores	Portfolios
T1.4 T1.3	Teacher Training and Use of Thinking Maps by students K-5	AEIS	All	Classroom Teacher	Aug 09 June 10	Thinking Maps Materials	Thinking Maps in Classrooms	Thinking Maps
T1.2	Kindergarten: Students compose original text. Grade 1: Students select and use writing processes to compose original narrative stories. Grade 2 and 3: Students select and use writing processes for self-initiated and assigned writings including narrative and descriptive stories.	AEIS	All	Classroom Teachers	Aug 09 June 10	Writing Folders	Copies of Student Work	Portfolio
T1.2	Grade 4-5: The students will produce a piece of writing that demonstrates a command of the conventions of spelling, capitalization, punctuation, grammar usage and sentence structure. The students will recognize standard usage and appropriate word choice in written text.	AEIS	All	Classroom Teachers	Aug 09 June 10	Writing Folders	Copies of Student Work	Portfolio
T1.4 T1.3	ABYDOS Writing Training (NJWPT)	AEIS	7 Tchrs	Teachers	June/July 09	Local \$3,450	Writing Portfolio	Teacher Attendance
T1.4 T1.3	Empowering Writers	AEIS	All	Teachers	Aug 09 June 10	Title I – \$1,000	Writing Portfolio	Teacher Attendance

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District Goal 5:	The GSD graduate will be a problem solver.
Performance Objective:	Baccus Elementary will utilize technology as a tool to foster improvement in academic achievement, curriculum integration, increased accessibility and innovation.
Summative Evaluation:	Technology Budget and Student Projects

Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.2	Students will be given opportunities to use computers for research	STAR Report	All	Teachers	Aug 09 June 10	Computer Lab Four Computers Per Classroom	Lesson Plan and Evaluation	Lesson Plans
T1.2	Students will demonstrate competency in technology TEKS for their grade level	STAR Report	All	Teachers	Aug 09 June 10	Technology TEKS	Lesson Plan and Evaluation	Lesson Plans
T1.2	Students will have the opportunity to use a variety of technology tools to solve problems	STAR Report	All	Teachers	Aug 09 June 10	Computers, scanners, digital cameras, video cameras, smart boards, projectors \$6,000 Local	Lesson Plan and Evaluation	Lesson Plans
T1.2	100% of Baccus Elementary teachers will provide at least 30 % of instruction at or above the application level of Bloom's Taxonomy.	CARA Data	All	Teachers	Aug 09 June 10	Snapshot Visits	Instructional Snapshot Data	Lesson Plans
T1.2 T1.3	Utilize Kagan Strategies to improve higher level thinking	CARA Data	All	Teachers	Aug 09 June 10	Kagan Materials Title \$1500	Teacher Observation	Lesson Plans
T1.2 T1.3	Students will utilize the computer based program PAWS in Jobland to investigate Careers and Bridges	Program comp.	All	Teachers and counselor	Aug 09 June 10	PAWS in Jobland Bridges Program	Teacher and Counselor Observations	Lesson Plans

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District Goal 6:		GISD will facilitate parental involvement and encourage parent participation.						
Performance Objective:		90 % of parents will become involved in their child's school.						
Summative Evaluation:		Office sign in sheets, parent conference records and sign sheets for meetings.						
Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.6	Parents will serve on the site based committee	Sign In Sheets	All	Principal and Parents	May 09 June 10	Site Based Committee	Sign In Sheets	Same
T1.6	Parents will serve as student mentors	Sign In Sheets	All	Volunteer Coordinator	Aug 09 June 10	Volunteer Coordinator Tutoring Materials Title I \$ 300	Sign In Sheets	Same
T1.6	Parents will participate in the volunteer program	Sign In Sheets	All	Volunteer Coordinator	Aug 09 June 10	Volunteer Coordinator	Sign In Sheets	Same
T1.6 T1.8	Parents and teachers will participate in PTO	Sign In Sheets	All	PTO Officers	Aug 09 June 10	PTO Board	Sign In Sheets	Same
T1.6	Parents will serve on the Title I Committee	Sign In Sheets	All	Principal and Parents	May 09 June 10	Principal Parents	Sign In Sheets	Same
T1.6 T1.1	Parents will complete a survey as part of the comprehensive needs assessment Parents will complete a needs assessment survey concerning parenting needs and concerns to be addressed through the guidance and counseling program	Data	All	Principal and Parents Counselor	Sept 09 May 10	Principal Parents Counselor Asst. Principal	Survey Results	Survey Data

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District Goal 7:	GISD will provide preschool programs for eligible students.
Performance Objective:	90% of preschool students will participate in transition activities.
Summative Evaluation:	Sign In Sheets, Enrollment Records and Parent Teacher Conference Records

Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.7	Attend kindergarten roundup	Attendance Records	All	Principal Secretary Teachers	May 09 Aug 09	Prekindergarten Teacher Principal	Enrollment Records	Same
T1.7	Host school visits for private school students	Attendance Records	All	Principal Teachers	May 09	Principal and Kindergarten Teachers	Number Attending	Sign In Sheet
T1.7	Parents will be invited to a transition meeting	Sign In Sheets	All	Principal Kindergarten Teachers	September 09	Principal and Kindergarten Teachers Counselor	Sign In Sheets	Same
T1.7	Schedule Parent Teacher Conferences	Sign In Sheets	All	Kindergarten Teachers	September 09	Kindergarten Teachers	Sign In Sheets	Same
T1.7	Parent University will be provided each semester, with break-out sessions based on parent needs assessments. Parenting classes and/or support groups will be developed on a needs basis following responses to needs assessment and to Parent University	Sign In Sheets	All	Principal. Asst. Principal Counselor Teachers	Aug. 09 June 10	Counselor	Sign In Sheets	Same

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District Goal 8:		GISD will collect data from multiple sources to evaluate school programs.						
Performance Objective:		100% of Baccus Elementary staff and parents will be given an opportunity to evaluate program effectiveness.						
Summative Evaluation:		Parent / Staff Survey, TAKS, AEIS and School Report Card						
Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.1	Parents will complete a comprehensive needs assessment survey	Survey TAKS AEIS	All	Principal Parents	Sept. 09 May 10	Computerized Survey	Survey Results	Survey Data
T1.1 T1.8	Staff members will complete a comprehensive needs assessment survey	Survey TAKS AEIS	All	Principal Staff Members	May 09 May 10	Computerized Survey	Survey Results	Survey Data
T1.1 T1.8	Data will be reviewed to determine student needs	Survey TAKS AEIS TEMI	All	Site Based Committee	May 09	TAKS Reports Survey Data AEIS Report Skyward Triand	TAKS AEIS	Data Report
T1.1 T1.8	Review campus improvement plan each six weeks	Revise Campus Improve ment Plan as Needed	All	School Support Team	August 09 June 10	School Support Team	Benchmarks, Common Assessments	Data Analysis
T1.1 T1.8	Parent Conferences each semester	Sign In Sheets	All	Principal Assistant Principal Teachers	Aug 09 May 10	Grades, Report Cards, STAR test, Istation, Benchmarks, Common Assessments	Parent Conference Form	Same
T1.1 T1.8	Health Fair	Sign In Sheets	All	Community and Baccus Staff	Feb. 11, 09	Community Health Teams	Sign In Sheets	Sign In Sheets

Title I Component: R=Reform Strategy (T1.2), PD=Professional Development (T1.4), PI=Parent Involvement (T1.6), T=Transition (T1.7), A=Assessment, M=Mastery (T1.9), HQ=Highly Qualified Instruction (T1.3, T1.5), C=Coordination Between Federal, State and Local (T1.10), CNA=Comprehensive Needs Assessment (T1.1), TD=Teachers Participate in Decision Making (T1.8)

Needs Assessment: AEIS: Academic Excellence Indicator System, SS=Student Survey, PS=Parent Survey, FS=Faculty Survey, DR=Discipline Report, O=other (specify), CNA=Campus Needs Assessment CA=Common Assessment
Special Populations (Sp. Pop.): GT=Gifted and Talented, ELL=English Language Learners, AR=At Risk, SE=Special Education, E=Ethnicity, ED=Economically Disadvantaged
Committees: PC=Parent Community, T=Technology, CLT=Campus Leadership Team, SF=Science Fair, DC=Discipline Committee, SC=Safety Committee

Baccus Campus Improvement Plan 2009-2010

District Goal 9:		GISD will recruit and retain highly qualified teachers.						
Performance Objective:		100 % of teacher vacancies will be filled with highly qualified teachers.						
Summative Evaluation:		Human Resources Records						
Title I Comp.	Action(s) Implementations	Needs Assess.	Sp. Pop.	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
T1.5	Baccus Elementary will only interview highly qualified applicants	Teacher Cert.	All	Human Resources and Principal	April 09 June 10	Human Resources Records	Teacher Certificates	Highly Qualified Forms
T1.5	Highly qualified applicants will be recruited	Teacher Cert	All	Human Resources and Principal	April 09 June 10	Recruiting Visits to Universities	Qualifications of Applicants Employed	Highly Qualified Forms
T1.5	Employees will be compensated at a rate that is competitive with surrounding school districts	Collect Data	All	Human Resources	January 09 August 09	Collect Salary Data	Salary Schedule	Salary Schedule

Title I Component: R=Reform Strategy (T1.2), PD=Professional Development (T1.4), PI=Parent Involvement (T1.6), T=Transition (T1.7), A=Assessment, M=Mastery (T1.9), HQ=Highly Qualified Instruction (T1.3, T1.5), C=Coordination Between Federal, State and Local (T1.10), CNA=Comprehensive Needs Assessment (T1.1), TD=Teachers Participate in Decision Making (T1.8)

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