

Comal Independent School District
Arlon Seay Elementary
2011-2012 Campus Improvement Plan

Accountability Rating: Exemplary



Mission Statement

Arlon Seay Elementary will provide a safe, happy environment where students, parents, staff, and the community build positive relationships and work together to foster academic and personal achievement.

Vision

Arlon Seay Elementary will produce 21st century learners who will create, collaborate, and produce using strong conceptual knowledge and academic skills in conjunction with 21st century tools.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Arlon Seay Elementary is a K-5 campus in the Comal Independent School District. Its attendance zone includes portions of Spring Branch and Bulverde, Texas. Demographics of the campus according to the 2010 AEIS report were: African American 1.5%, White 79.5%, Hispanic 16.8%, Native American, 0.5%, and Asian/Pacific Islander 1.7%. Economically disadvantaged students comprise 20.5% of the student population and LEP (Limited English Proficient) is 2.5%

Demographics Strengths

According to preliminary 2011 TAKS data, the gap between our Hispanic and economically disadvantaged students and the rest of the student population is closing.

Demographics Needs

Historically, the Hispanic and economically disadvantaged students have underperformed their White peers in Math, Reading, and Science. ASES will continue to focus on Tier I and Tier II interventions and establishing reciprocal working relationships with the families in these special populations.

Student Achievement

Student Achievement Summary

ASE was rated an exemplary campus.

Student passing rates according to the 2010 ASES Report were as follows:

Math 96% Commended 43% Reading/ELA 95% Commended 43%

Writing 97% Commended 21% Science 99% Commended 68%

Preliminary 2011 achievement data:

Math 94% Commended 40% Reading/ELA 97% Commended 46%

Writing 98% Commended 27% Science 94% Commended 51%

End-of-Year TPRI:

Results for K-2 show that less than 90% of the students at each grade level were fully developed.

Student Achievement Strengths

- High commended rates in Math, Reading and Science
- Increase in Hispanic reading and writing passing rates from 2010 to 2011
- Improvement in Economically Disadvantaged reading, math, and writing rates from 2010 - 2011

Student Achievement Needs

- Overall improvement in the quality of student writing (63% of written compositions were 2s, only 27% commended).
- Evaluation of primary grades phonics and reading instruction programs
- Targeted Tier 2 and Tier 3 interventions for math as part of an early intervention model.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

ASE continues to build on research-based practices for instruction, including guided reading instruction and relationship-building. Teachers have begun training on Singapore Math and will continue with professional development and implementation these instructional strategies. Based on student achievement, vertical teams will be formed in math, science, reading, and writing. The purpose of these teams will be to discuss muliti-grade level expectations (readiness standards), examine the current practices, and adjust instruction in order to meet expected outcomes in the higher grades. Assessments such as DRA and TPRI will continue to serve as the foundation for our Tier1, 2, and 3 interentions in phonics and reading.

Curriculum, Instruction, and Assessment Strengths

- Professional development centers around research-based practices and teachers attend staff development on their own time in the summer to improve instruction.
- Grade level teams plan together to ensure that instruction and assessment are aligned with TEKS and expcted outcomes.

Curriculum, Instruction, and Assessment Needs

- More support in math intervention.
- Progress monitoring systems to track achievement of Tier 2 and Tier 3 math and reading students.

Family and Community Involvement

Family and Community Involvement Summary

Arlon Seay offers a variety of opportunities for parent and community involvement, including but not limited to PTA, Parent-Teacher Conferences, open-door lunch visitor policy, extracurricular activities, student performances, Friday Celebrations, Career Day, Veteran's Day program, charitable service projects, Angel Tree, and PTA-sponsored family nights.

Family and Community Involvement Strengths

- High attendance rates for Open House, Parent-Teacher Conferences, Family Movie Night
- Multiple opportunities and ways for parents/families/communities to participate
- Provide opportunities to give back through community service projects

Family and Community Involvement Needs

Technology

Technology Summary

STaR chart data indicates that ASE teachers feel adequately supported to use more technology, but are still developing in the key area of Teaching and learning.

Technology Strengths

- Staff has access to multiple instructional technologies.

Technology Needs

- Continued staff development on integrating technology into the CORE curriculum.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

- District goals
- Campus goals
- AEIS data - current
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Campus leadership and/or department meetings
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Study of best practices
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Texas Primary Reading Inventory (TPRI) or Tejas LEE results
- Special education population, including performance, discipline, attendance, and mobility






Goals

Goal 1: Arlon Seay Elementary will provide an equitable student centered educational process which will include an aligned curriculum that is implemented with research-based teaching practices, monitored using valid assessments, and adjusted to meet individual students needs based.

Performance Objective 1: By April 2012, at least 90% of all students, and each student group, will pass all portions of the state assessment, maintain a minimum 70% average in all core subject areas, and attain developed status on TPRI in K, 1, and 2.

Summative Evaluation: STAAR Assessment, TPRI, Final report cards

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Grade level team lesson planning that incorporates best-practices instruction including differentiated learning and technology.	Principal, Team Leaders, Curriculum Specialists	TPRI data, DRA level data, CBA scores, teacher-created pre- and post-assessments				
2) Provide support for struggling students in the form of CITs, Dyslexia Specialists, counseling, Tier 2 & Tier 3 interventions, tutoring, and supplemental programs including, but not limited to Waterford Early Reading, Math & Science, ReadAbout, Read 180, SMI, and Wilson.	Principal, CIT, Classroom teachers, Counselor, Instructional Support Staff	DRA scores, benchmark scores, TPRI scores, RTI team recommendations and intervention results, report cards, counselor reports, computer printouts for technology based programs				
	Funding Sources: Compensatory Ed. Budget - \$65454.00					
3) A reading tutor will be provided for primary grades to assist the CIT in meeting the needs of student who are below level based on DRA and TPRI.	CIT	Increase in DRA level and TPRI data				
	Funding Sources: Local Revenue - \$3000.00					
4) Differentiate and improve the learning of special populations through frequent assessment, interventions, and emphasis on the psycho-social needs of these students.	Classroom Teachers, G/T facilitator, Special Education Teacher, Counselor, Principal	TPRI, DRA, CBAs, bi-weekly assessments, parent communication logs, counselor reports, and report cards				
5) Vertical collaboration teams will meet quarterly to align instructional practices, identify needs, and plan future instructional practices in writing, math, and technology.	Principal, Vertical Team Leaders	Quarterly CBAs, longitudinal comparisons of prior year's data and current data, lesson plans				

6) Implement and utilize the RTI process to provide students with interventions and services necessary for student achievement.	Principal, CITs, Classroom teachers	Documented interventions and assessments, walk-throughs, Eduphoria data, quarterly GIST meetings				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 2: Arlon Seay Elementary will provide an exceptional facility and ensure a safe, secure, positive school environment.

Performance Objective 1: 95% of work orders completed. 95% of staff participate in needs assessment.

Summative Evaluation: Work order log reviewed quarterly; survey summary reviewed by September 30, 2012.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) A needs assessment will be conducted concerning facility needs and results will be prioritized over the course of the school year.	Principal	Needs Assessment completed, prioritized, and changes/improvements implemented, work-order log				

Goal 2: Arlon Seay Elementary will provide an exceptional facility and ensure a safe, secure, positive school environment.

Performance Objective 2: By May 2012, 100% of students and staff will participate in required safety drills.

Summative Evaluation: Monthly Fire drill log, Team Leader debriefing and evaluation of procedures for drills 2X per year.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Crisis management team will review procedures and practice safety drills with staff and students.	Crisis management team	All students accounted for and all procedures followed for each drill.				

Goal 2: Arlon Seay Elementary will provide an exceptional facility and ensure a safe, secure, positive school environment.

Performance Objective 3: 100% of students will participate in programs to educate about drug, alcohol, and substance abuse prevention, bullying, and healthy lifestyle choices.

Summative Evaluation: Student participation, surveys, Counselor reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Implement programs including, but not limited to D.A.R.E., Red Ribbon Week, Olweus Bullying, and counselor classroom visit curriculum.	Counselor, PE Teacher	Student participation, teacher feedback				
2) Students will participate in the Fitness Gram twice per year and understand the components of a balanced fitness program.	PE Teacher	Fitness Gram results				

Goal 3: Arlon Seay will prepare students for the 21st century by utilizing technology and multi-media tools as a regular part of classroom instruction.

Performance Objective 1: 100% of teachers will attend a minimum of one technology training provided by district or campus IT during the year.

Summative Evaluation: Teacher professional development portfolios

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide campus technology staff development in the form of IT support and/or formal training.	Principal, Technology Vertical Team Leader	Professional development portfolios, STaR chart results				

Goal 3: Arlon Seay will prepare students for the 21st century by utilizing technology and multi-media tools as a regular part of classroom instruction.

Performance Objective 2: 100% of students and staff will use technology as an instructional tool/partner to facilitate and enhance learning at least once per month.

Summative Evaluation: Monthly walkthrough summary data, professional development portfolios, student portfolios

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Incorporate a variety of technology tools and products into lessons on a monthly basis.	Principal, Technology Vertical Team Leader, District Instructional Technologists	Walkthroughs, lesson plans, professional development portfolios				

Goal 4: Arlon Seay Elementary will foster relationships and form partnerships with all stakeholders including parents, students, teachers, and community members by using timely, effective communication and providing frequent opportunities for participation in school events and activities.

Performance Objective 1: 100% of teachers, staff and administrators will provide timely information on student achievement and behavior, schoolwide programs, and upcoming school and community events.

Summative Evaluation: Parent satisfaction surveys to be given in December and May

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Maintain an "open-door" policy that encourages parent and community involvement in the form of PTA membership, volunteer programs, and community inclusive events.	Principal, PTA President	PTA membership rosters, campus visitor logs, attendance at school programs				
2) Communicate important information with parents and the community in a timely manner through a variety of sources.	Principal, Senior Associate, Classroom teachers, Instructional Specialists	Student agendas, parent communication logs, Gradespeed, email, websites, StudyWiz, newsletters, listserv messages, blogs, marquee, School Life				
	Funding Sources: Local Revenue - \$1000.00					
3) Provide opportunities for parent and community-member feedback in the form of bi-monthly Principal's Coffee.	Principal	Attendance rosters				
	Funding Sources: Local Revenue - \$200.00					

Goal 4: Arlon Seay Elementary will foster relationships and form partnerships with all stakeholders including parents, students, teachers, and community members by using timely, effective communication and providing frequent opportunities for participation in school events and activities.

Performance Objective 2: At least 75% of students/families will participate in school wide projects and events.

Summative Evaluation: Participation surveys given in December and May.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Sponsor a minimum of three charitable/community service style projects including, but not limited to, Angel Tree, Food Pantry Drive, etc.	Claudia Meis	Angel Tree Giving report, inventory of food bank items donated, participation surveys.				
2) Hold a Career Day each year for all grade levels that invites parents and community members to share experiences and educational requirements of their jobs.	Claudia Meis	Participation roster of speakers, student satisfaction survey				

Goal 5: Arlon Seay Elementary will allocate resources in a way that is equitable, efficient and maximizes student achievement.

Performance Objective 1: 100% of budget expenditures will be directly related to student achievement and reviewed quarterly.

Summative Evaluation: STAAR assessment, report cards, TPRI, CBAs

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Allocate human resources using on-going assessment of the academic, social, emotional, and physical needs of the students.	Principal, Counselor	Formal and informal assessments of student learning, attitudes, and health, teacher feedback				
2) Allocate physical assets of school according to student need and achievement.	Principal	Inventory, formal and informal academic assessments, teacher feedback				

Goal 5: Arlon Seay Elementary will allocate resources in a way that is equitable, efficient and maximizes student achievement.

Performance Objective 2: 100% of campus financial assets will be budgeted and accounted for each year.


Summative Evaluation: Campus AEIS report, Final Inventory Report, Campus Budget

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Existing inventory of assets will be reviewed and evaluated to determine future needs.	CIT, Principal, Team Leaders	Final Inventory Report, academic assessments				
2) Review campus budget quarterly to determine levels of spending and adequacy of allocations.	Principal, Senior Associate	Campus expenditures report				

Goal 6: Arlon Seay Elementary campus planning and implementation will focus on hiring, training, and retention of quality personnel to meet the needs of a dynamic campus.

Performance Objective 1: 100% of teachers and staff will participate in monthly campus staff development for the purpose of maintaining a state of continual school improvement, in addition to those required by district.

Summative Evaluation: PDAS Self-Report forms, professional development portfolios, participation in Arlon Seay University

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Support professional development of all staff by providing opportunities for training, professional conversations, and team meetings.	Principal, CIT, District Curriculum Specialists	Walkthroughs, professional development portfolios, PDAS Self-Reports, prior-years summative goals				
2) Teachers will participate in year-long writing professional learning communities organized by grades K-2, 3-4, and 5 that focus around writing workshop, public writing, and writing to learn. Mentor texts are considered best practice models of writing by the NCTE.	Mya Anzures, Amy Mark, Kim Lyssy, Team Leaders, Principal	Written compositions in all grades that meet the rubric standards, walkthroughs, lesson plans, meeting minutes, teacher surveys				
						

Goal 6: Arlon Seay Elementary campus planning and implementation will focus on hiring, training, and retention of quality personnel to meet the needs of a dynamic campus.

Performance Objective 2: 100% of teachers and staff will meet highly qualified status to be reviewed at the beginning of the year.

Summative Evaluation: List from CISD Human Resources of highly qualified staff.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Hire only highly qualified individuals and have obtained their ESL and GT certifications.	Principal	Certifications				

State Compensatory

Budget for Arlon Seay Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
19911611900110224068	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$49,100.00
19911611900119224000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$16,354.00
6100 Subtotal:		\$65,454.00

Personnel for Arlon Seay Elementary:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Beth Fain	Instructional Assoc.		.8
Mya Anzures	CIT		1

2011-2012 Campus Shared Decision Making Committee

Committee Role	Name	Position	Signature
Classroom Teacher	Mya Anzures	Campus Intervention Teacher	
Classroom Teacher	Lisa Bottelberghe	Kinder Teacher	
Classroom Teacher	Wendy Clark	3rd Team Leader	
Classroom Teacher	Eric Clark	PE/Fine Arts Team Leader	
Classroom Teacher	Rachel Kaspar	Kinder Team Leader	
Classroom Teacher	Roberta Kijanka	4th Grade Teacher	
Classroom Teacher	Kim Lyssy	5th Grade Team Leader	
Classroom Teacher	Amy Mark	4th Grade - Team Leader	
Classroom Teacher	Sue Richard	Special Education Teacher	
Classroom Teacher	Lesli Rodriguez	2nd - Team Leader	
Classroom Teacher	Barbara White	1st - Team Leader	
Community Representative		H.E.B.	
Community Representative	Lucy Walker	Retired	
Non-classroom Professional	Kimberly Brann	Principal	
Non-classroom Professional	Claudia Meis	Counselor	
Paraprofessional	Kay Geffken	Senior Associate	
Parent	David McClellan	Parent	
Parent	Heather Wittig	PTA President	
Parent	Christina Zeug	Parent	

Campus Funding Summary

Local Revenue					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	3			\$3,000
4	1	2			\$1,000
4	1	3	Refreshments		\$200
Sub-Total					\$4,200
Compensatory Ed. Budget					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	2		CIT/Instructional Para-Professional	\$65,454
Sub-Total					\$65,454
Grand Total					\$69,654