

**Comal Independent School District**  
**Morningside Elementary**  
**2011-2012 Campus Improvement Plan**



# Mission Statement

**Morningside Elementary: providing a safe and positive student-centered learning environment created in partnership with family, school, and community; encouraging the academic and social success of our students. Together we foster lifelong learning, responsibility, ownership, and respect for all, while upholding high expectations and excellence.**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Morningside Elementary School sits in the middle of a semi-rural area that has an eco-dis rate of 72.7% along with a rising mobility rate. Students from the subdivision and the surrounding area attend MES. Our demographic make-up is similar to that of several Title I schools in Comal ISD. In October, 2010 MES had an enrollment of 500 students. 72.7% (400) of those students receive free or reduced breakfast and lunch (low SES) and 65.8% (362) of our students are Hispanic. Approximately 5% of the students comprise "other" and African American. MES is one of three Dual Language and bilingual campuses in CISD. In 2011 the enrollment of Kinder students is 28 higher than the previous year.

### Demographics Strengths

MES has several cultures and ethnic groups represented in our school with the greatest number being Hispanics by 36%. A great majority of the low SES and Hispanic students do well on TAKS and benchmarks. Dual Language program emphasizes cultural awareness and bi-culturalism. Parents are becoming more involved in campus activities than in the past.

### Demographics Needs

Many of our low SES parents do not attend school events but our Parent Resource Specialist is noting a significant increase in participation. Parent training

in providing support for their students academically is needed.

## **Student Achievement**

### **Student Achievement Summary**

### **Student Achievement Strengths**

MES campus has high expectations for student learning and success not only from teachers but instilled into students. MES has a positive and nurturing environment fostering an environment for students to demonstrate and grow academically. MES has a qualified, competent faculty and staff.

### **Student Achievement Needs**

Our goal at MES is to improve differentiation strategies in all content areas allowing students to succeed with the new STARR assessment. Writing across the curriculum is focused from K-5.

## **School Culture and Climate**

### **School Culture and Climate Summary**

Referrals for rule infractions are minimal MES uses a three chance discipline model and most infractions are handled in the classroom with parent support if needed. The counselor provides guidance lessons in the classroom as well as individual as needed. No students were sent to CDC. The raptor system provides a sense of security to parents and staff.

### **School Culture and Climate Strengths**

MES utilizes the Watch Dog program promoting parents volunteers on campus. 100% of teachers are part of PTA. Teachers and students take ownership of classroom behaviors and finding solutions to minimize distractions to school day.

### **School Culture and Climate Needs**

MES has lacked in numbers of parent volunteers. The volunteers that come in work very diligently but need more. Increased opportunities for successful engagement for parents to interact academically on campus is needed. Students need more opportunities for life experiences on campus examples (chess, student council)

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

Little to no turnover at MES. New principal will continue to focus on this area and update.

### **Staff Quality, Recruitment, and Retention Strengths**

Little turnover

Highly qualified

All teachers ESL certified minus one

### **Staff Quality, Recruitment, and Retention Needs**

Continue to validate professional development from district by annotating on walk throughs when observed.

Allow for peer led book studies that relate to instruction aligned with new STARR.

# Comprehensive Needs Assessment Data Documentation

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

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Number of students assigned to special programs and their academic achievement
- Attendance data
- Discipline records
- Student surveys and/or feedback
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- State and/or federal planning requirements
- Campus leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Student failure and/or retention rates
- 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
- Action research results
- 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
- Texas English Language Proficiency Assessment System (TELPAS) results
- Special education population, including performance, discipline, attendance, and mobility
- Homeless population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility




- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- Texas STaR Chart
- Running Records results
- Campus committee meeting discussions
- Other additional data
- NCLB Report Card data











# Goals

**Goal 1: Morningside Elementary will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.**

**Performance Objective 1:** An equitable student centered educational process will include aligned curriculum. At least 90% of all K-5th grade students and accountability subgroups will master their respective grade level TEKS in all core academic areas as measured by state and district summative tests (DRA, TPRI, TELPAS, End of Year and TAKS).

**Summative Evaluation:** 100% of all students will participate in periodic assessments to measure progress: MES will follow the district formative assessment window, report card schedule, state testing calendar, and campus mini-assessment schedule.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Administer, monitor, and analyze scores from TAKS, DRA, TPRI, SRI, and district and campus assessments to guide and align instructional decision making and set goals for all students and subgroups.	8	Administrators, Teachers, CITs	Intervention schedules, AWARE spreadsheets				
	Funding Sources: Local Revenue						
2) Provide professional staff development focused on improving instruction through campus training sessions, technology integration, Campus Instructional Teachers, grade level professional learning communities, book studies, and CISD summer district training opportunities.	4	Administration, CITs	Campus Calendar, Teacher feedback in TSR II, III				
	Funding Sources: Local Revenue						
3) Maintain a research based intervention program focused on student improvement, employing best practices, technology, individual and small group instruction including Guided Reading (K-2) and literacy circles in grades 3-5, Read About, Waterford Math and Science, Number Corner, Fountas and Pinnell Phonics, Science SRA, Read 180, Singapore Math, Study Island, and Forde Ferrier.	9	Administration, Teachers	Lesson plans, walk-throughs, PDAS, program reports				
	Funding Sources: Local Revenue						

4) Continue the Response to Intervention/3-Tier model and GIST process for students experiencing academic or behavior difficulty prior to a student being considered for special education or dyslexia testing.	9	Administration, Counselor, CITs, Teachers, CIS project director	Assessment data, GIST meeting documentations				
5) Maintain an appropriate dyslexia program that adheres to state guidelines including Wilson methods.	9	Dyslexia Teacher, Administration, Teachers	Dyslexic student rosters, 504 accommodations documentation				
6) Provide interventions for K-2 students including Waterford Math and Science Programs and research based literacy activities targeted during small group instruction.	9	Administration, CITs, Teachers	Lesson plans, walk-throughs				
7) Provide small group instruction for all students based on assessment data gathered at unit end through mini assessments in grades 3-5 in reading and math.	8, 9	Administration, CITs, Teachers	Assessment data spreadsheets, lesson plans				
8) Continue alignment and implementation of reading and writing TEKS utilizing the RtI/3 Tier levels of instructional intervention, interactive teaching and learning, guided reading, literacy centers, content reading and writing, vocabulary development, and other research-based practices.	9, 10	Administration, CITs, Teachers	Lesson Plans, Walk-throughs				
9) Continue best practices and support programs through math intervention, small group instruction and technology enhanced instruction to all below level students.	9	Administration, CITs, Teachers	Lesson plans, walk-throughs				
10) Continue alignment and implementation of Math TEKS using inquiry, investigations, RtI and 3-Tier levels of instructional intervention, content reading and writing, vocabulary development, math centers, manipulatives, interactive instruction, and other best practices.	9	Admin, CITs	Lesson Plans, Walkthrough Data				
Funding Sources: Title I - \$221129.00							
11) Align and implement science TEKS using questioning to target higher order thinking concepts and processes, 3-Tier levels of instructional intervention, content reading and writing, interactive teaching and learning, 40% of instructional time spent with hands-on or core lab activities and other best practices.	2	Admin, Teachers, CIT	Lesson plans, Walkthroughs				
12) Continue concept of Professional Learning Communities by grade level to impact instruction and improvement.	4	Admin, Teachers, Team Leaders, CITs	Campus Calendar, agendas				
13) Increase special education students' access to general education curriculum through differentiated instruction, intervention strategies, specialized support, tutorials, technology, and inclusion.	3, 9, 10	Admin, Gen Ed Teachers, SpEd Teacher	Lesson Plans, Student Schedules				









14) All students will receive Music, Art, PE, and Technology instruction according to TEKS with emphasis on integrated instruction into content areas.		Admin, Teachers	Master Schedule, Lesson Plans				
15) SAGE teacher will identify GT students according to district timelines and procedures.	3	Admin, teachers, SAGE teacher	Campus Calendar, Referrals				
	Funding Sources: Local Revenue - \$33825.00						
16) Provide support to students, parents and staff regarding health/medical and safety related needs. Continue health care procedures to improve student attendance.		Admin, Teachers, nurse, CIS	Campus Calendar, newsletters				
17) Teachers will promote regular student attendance by participating in incentive programs provided through administration and CIS including attendance charts, conferencing with parents, nurse, and attendance clerk to address high rates of tardiness and absenteeism.	1	Admin, Teachers, CIS, Nurse, Attendance Clerk, Counselor	Attendance logs				
	Funding Sources: Compensatory Ed. Budget - \$27879.00						
18) Continue CATCH program through science frameworks.		Admin, Teachers	Lesson plans, Walkthrough data				
19) Improve academic skills of LEP students by providing certified bilingual and ESL teachers at each grade level.	3	Admin, BIL/ESL teachers	Admin, Teacher Certification documents				
	Funding Sources: Title I - \$221129.00						
20) Classroom teachers will obtain and maintain ESL certification.	3, 4	Admin, Teachers	Certification Documents				
21) Classroom teachers will obtain 30 hours of training for GT certification with 6 hours of yearly updates.	3, 4	Admin, Teachers	Teacher certification documents, Sign in sheets				
	Funding Sources: Local Revenue						
22) Teachers will continue in Year 2 Implementation of Thinking Maps.	2, 4	Admin	Lesson Plans, Walkthroughs, Sign in Sheets				
23) Students will be exposed to post-baccalaureate options through career days and college shirt days each week.		Admin, Counselor, CIS	Campus Calendar				
24) Continue a two-way, 50/50 model dual language program at the kindergarten level, expand existing program from first grade to second grade.	2	Admin, Dual Language Teachers	Planning documents, lesson plans				
	Funding Sources: Title I - \$221129.00, Local Revenue						
25) SMART goals will be created based upon grade level TEKS, small group performance, and mini assessment data.	9	Teachers, CITs, Admin	Walkthroughs, Lesson Plans				
26) Teachers will continue implementation of Singapore math strategies.	2	CITs, Admin, Teachers, District Staff	Lesson Plans, Walkthroughs, Sign in sheets				













 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished

**Goal 2: Morningside will provide exceptional facilities for our growing student body and will foster a safe, secure and positive environment.**

**Performance Objective 1:** Students, parents, and staff input on survey will be positive and increasingly indicative of the perception of Morningside Elementary providing a safe, positive, and secure environment.

**Summative Evaluation:** 70% of respondents will report positive perceptions of the school environment.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue procedures to ensure greater understanding of personal safety, violence prevention, and intervention procedures.		Admin, Crisis Team, Teachers, Counselor	Sign in sheets, Handbooks				
2) Provide training in child abuse prevention and reporting.	4	Admin, Counselor, Nurse	Sign in sheets				
3) Form a crisis team and conduct a safety audit.		Admin, Crisis Team	Agendas, Campus Calendar				
4) Provide programs to promote safety: Red Ribbon Week events, Safe Haven, Fire Prevention Week events, Olweus Bullying prevention program	2	Admin, Teachers, Counselor, CIS	Campus Calendar				
5) Create and maintain a welcoming campus environment in which students, parents, and visitors will take pride by hosting themed nights for parent involvement academically and socially.	2	Admin, Teachers, PTA	School displays, letterhead, events				
6) Continue Olweus Bullying program.	2	Admin, Teachers, CIS, Counselor	Admin, Teachers, CIS, Counselor				
7) Counselor will conduct classroom guidance lessons following standards.		Admin, Counselor	Master calendar, Counselor Time and Task				
8) Monitor campus visitors and school safety with Raptor software.		Admin, Office Staff	Raptor Report				










9) DARE officer will conduct program with all fifth grade students during the first semester. Bullying lessons are included.	10	Teachers, Admin, Comal County Sheriff	Campus Calendar, lesson plans				
10) Parent Resource Specialist will continue implementation of WatchDog program (Fathers on campus).	6	Parent Resource Specialist	Sign in sheets; Watch Dog applications				
11) Establish a school wellness committee to ensure that students participate in their required physical activities and other activities as recommended by the SHAC.		Admin., Wellness Committee	Agendas and notes for committee meetings				
12) Students will receive age appropriate classroom guidance lessons, increasing their awareness of issues regarding sexual abuse of children		Admin., Counselor	Guidance lessons				
13) Parents and teachers will receive a pamphlet describing Counselor's services, increasing their awareness of issues regarding sexual abuse of children.		Admin., Counselor, Teachers	Pamphlet				
14) Revise Campus Safety Plan		Assistant Principal	Review of plan and submission to central office.				
15) CPI training for the prevention and intervention of aggressive or violent behaviors for key staff members		Principal	Certificate of completion				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished							

**Goal 3: Morningside will equip, train and utilize 21st Century technology in all classrooms to prepare our students for the challenges of the future.**

**Performance Objective 1:** Morningside Elementary will improve instruction and student mastery in technology by increasing the technological competency level of the staff and students.

**Summative Evaluation:** 100% of staff and students will participate in acquiring, strengthening, and integrating technology competencies.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Assess the level of the campus technological competency in order to improve student performance.	1	Admin., Instructional Facilitator	STAR chart, student products				
2) Implement research based technology and intensive intervention curriculum that maximizes the amount of direct assistance for every student.	2	Admin., Instructional Facilitator, Teachers	Walk-throughs, Lesson Plans, Computer Lab schedule				
3) Continue audio/visual announcements throughout the building (KROAR).		Admin., Librarian, Instructional Facilitator, Teachers	Daily announcements				
4) Provide after school and during school training sessions for staff members.	4	Admin., Instructional Facilitator, District Staff	Teacher sign-in, Varied courses				
5) Teachers and students will utilize computers on a regular basis to integrate technology applications in content areas as an instructional tool to support TEKS.	2	Admin., Instructional Facilitator, Teachers	Lesson Plans, Walk-throughs				
6) Expand the use of technology into the content areas (United Streaming, CPS systems, LCD projectors, ELMO, Student software, Mac books, and Flip Cameras).	2, 4	Admin., Instructional Facilitator, Teachers	Lesson Plans, Walk-throughs				
7) Teachers will utilize campus/teacher web pages to improve communication with staff, students, and parents.	2, 4, 6	Admin., Librarian, Teachers	Teacher web pages				
8) Use of data software to analyze assessment data for the purpose of determining instructional needs of students and evaluation of instructional practices.	8, 9	Admin., CITs, Teachers	Disaggregated data				







9) All students will have access to BrainPop in English and Spanish.	2	Admin., Teachers	Student log-in				
10) Teachers will publish Lesson Plans weekly in Forethought section of Eduphoria.		Admin., Teachers	Lesson Plan walk-throughs				
11) Teachers will use AWARE section of Eduphoria to monitor student performance data electronically.	8	Admin., CITs, Teachers	GIST Meetings, AWARE data				
12) PDAS evaluations and walkthroughs will be posted in the PDAS section of Eduphoria for teacher reflection of instructional practices		Admin.	PDAS data				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished							

**Goal 4: Morningside will foster an atmosphere where there is timely, open communication with all of our communities, parents, staff and students.**

**Performance Objective 1:** Morningside Elementary will foster collaboration among home, school, and community and instill pride and trust through ongoing and effective communication and active participation.

**Summative Evaluation:** 60% of parent/community involvement in school sponsored activities.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Communicate on a regular basis with parents: monthly newsletters, student agendas, the Monday folder, websites, teacher made newsletters, ListServe, Parent Link, Parent Connection, marquee, and regular parent conferences.	6	Admin., PTA, Teachers, Parent Resource Specialist	Communication logs, Newsletters, PTA meetings				
2) Provide opportunities for parents and community to visit, volunteer, and celebrate with students and staff: PTA programs, lunch invites, book fairs, art shows, open house, meet the teacher.	6	Admin., PTA, Teachers, Parent Resource Specialist	Sign-in sheets, Newsletters, PTA volunteer log				
3) Provide opportunities for parent education through the Parent Resource Center as needed: ESL, parenting skills, technology skills	6	Admin., Parent Resource Specialist	Sign-in sheets, course completion				
Funding Sources: Compensatory Ed. Budget - \$27879.00							
4) Maintain a PTA.	6	Admin, PTA Board	PTA meetings/events, PTA Board Meetings				
5) Include a parent representative on the Olweus Bullying program committee.	2, 6	Admin, CIS, Counselor, Team Leaders	Committee Meeting sign-in sheets				
6) Conduct a parent survey to address areas of strengths and weaknesses in order to improve achievement.	6	Admin, Parent Resource Specialist	Parent Survey				
7) Include Head Start students when distributing flyers and school information beginning in the spring semester.	7	Admin., Office Staff	Flyers, Head Start communication				

8) Invite Head Start students and parents to tour the school in late spring so that they are informed and prepared to begin the school year.	7	Admin, Office Staff	Campus calendar				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished							

**Goal 5: Morningside will strive to allocate resources in the most effective and efficient manner to support a positive learning environment, thereby maximizing student achievement.**

**Performance Objective 1:** Morningside Elementary will utilize Title funds in the most effective way in order to improve instruction.










**Summative Evaluation:** 90% of all students will meet expectations of all state and district assessments.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Three highly qualified Campus Instructional Teachers will continue to provide services to students and to support teachers with best classroom practices.	3, 10	Admin.	Teacher Certification				
	Funding Sources: Title I - \$221129.00						
2) SBDM committee will evaluate and analyze the use of funds and provide feedback for use of any additional funds.	10	Admin., CITs, Team Leaders, SBDM Committee	Campus Materials, Staff Development				
3) A Parent Resource Specialist will be hired to support parents and serve as a parent/school liason.	6	Admin.	Hiring Notes, Parent Involvement programs				
4) Provide tutors for students at-risk of not meeting state standards for STAAR in reading, math, writing, and science.	9	Admin., CITs, Teachers	Disaggregated data, Campus Calendar				
	Funding Sources: Compensatory Ed. Budget, Title I						
= Discontinue               = No Progress               = Some Progress               = Considerable               = Accomplished							

**Goal 6: Morningside Elementary will recruit, develop, retain and reward exceptional staff to maximize the learning of each student.**

**Performance Objective 1:** Morningside Elementary will recruit and retain teacher of highly qualified status.

**Summative Evaluation:** 100% of teachers and staff will meet Highly Qualified status.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Ensure that new teachers participate in the CISD mentoring program.	3	Admin., Mentor Teachers	Sign-in sheets, Campus Calendar				
2) Interview candidates who are certified and meet HQ status, and monitor placement of teachers so that certifications meet subject area/grade level taught.	3	Admin., Team Leaders	Hiring notes, Teacher certifications				
3) Utilize district level coordinators, campus staff, and specialists for support of new teachers.	3, 5	Admin, CITs, Mentor Teachers	Staff Development, Planning Days, Team Meetings				
4) Monitor job performance of substitutes, student teachers, and long term substitutes for consideration in the hiring process.	3, 5	Admin., CITs, Team Leaders	Walk-throughs, Teacher recommendations				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished							

**Goal 7: Comal ISD will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.**

**Goal 8: Comal ISD will provide exceptional facilities for our growing student body and will foster a safe, secure, and positive learning environment.**

**Goal 9: Comal ISD will equip, train, and utilize 21st Century technology in all classrooms to prepare our students for the challenges of the future.**

# State Compensatory

## Budget for Morningside Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
30	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$27,879.00
<b>6100 Subtotal:</b>		<b>\$27,879.00</b>
<b>6200 Professional and Contracted Services</b>		
30	6219 Professional Services	\$22,000.00
<b>6200 Subtotal:</b>		<b>\$22,000.00</b>
<b>6300 Supplies and Services</b>		
30	6399 General Supplies	\$152.00
<b>6300 Subtotal:</b>		<b>\$152.00</b>

**Personnel for Morningside Elementary:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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# Campus Funding Summary

<b>Title I</b>					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	10			\$221,129
1	1	19			\$221,129
1	1	24			\$221,129
5	1	1			\$221,129
5	1	4			\$0
<b>Sub-Total</b>					<b>\$884,516</b>
<b>Local Revenue</b>					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	1			\$0
1	1	2			\$0
1	1	15			\$33,825
1	1	21			\$0
1	1	24			\$0
<b>Sub-Total</b>					<b>\$33,825</b>
<b>Compensatory Ed. Budget</b>					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	17		30	\$27,879
4	1	3			\$27,879
5	1	4			\$0
<b>Sub-Total</b>					<b>\$55,758</b>
<b>Grand Total</b>					<b>\$974,099</b>