



***Robert F. Hunt Elementary
Campus Improvement Plan
2019-2020
April 9, 2020***



The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

In NDISD, we believe:

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

Vision Statement: Inspiring to Dream, Working to Fulfill, Soaring to Success.

Committee Members

Principal – Teresa Beckham

Assistant Principal – Dana Yount

Counselor – Jennifer Helms

Parent Representative – Tiffany Davlin

Parent Representative – Brittany Reece

Business Representative – Alan Amos

Community Representative – Vivian Smith

Paraprofessional - Thressa Lloyd

Classroom Teacher – Ginger Pope

Classroom Teacher – Carrie Tibbets

Classroom Teacher – Cindi Turner

Classroom Teacher – Crysten Millican

Classroom Teacher – Robyn Oliver

Classroom Teacher – Brooke Barrett

Classroom Teacher – Amy Johnson

Classroom Teacher – Monica Sherman

Communities In Schools - Nancy Essary

Needs Assessment 2019-2020

The following information and data was used to set goals and objectives for the 2017-2018 school year.
The CEIC meets 2 times per year to review and/or update the plan as needed.

School Board Goals	Texas Academic Performance Reports TAPR	Program Evaluations (SPED, GT, ESL, Rtl, PK, SCE, 504)
Strategic Plan	STAAR Scores and Analysis	Surveys (Curriculum, Instruction, Technology, Professional Development)
State Accountability Report	TELPAS	School Environment
Performance Based Monitoring System	PEIMS	UIL Academic Performance
	Local Assessments	Campus communication systems

A close look at our data sources indicates the following areas as in need of improvement:

- STAAR**
 - Improve performance in all areas to include Level III Performance.
 - Improve the Postsecondary Readiness of all populations (Increase Level III Performance)
- LEP**
 - Improve services so students meet the criteria to exit from ESL services within 3 years
- Special Education**
 - Increase role in regular education intervention practices
 - Improve performance of special education students in TEKS mastery
 - Teacher training for greater understanding/implementation of inclusion practices for special education students
 - Equitable and accurate identification of students
- UIL**
 - Improve overall performance and participation in the academic competitions
- Environment**
 - Continue to maintain the physical environment
 - Continue to bridge the gaps between social, economic and cultural diversity where every student feels safe, respected and nurtured in an equitable learning community
- Instruction**
 - Increase the depth and engagement in all academic areas through use of research-based best practices
 - Continue to design and create district curriculum documents
 - Continue to transform instructional practices through technology integration
 - Reconstructing our Response to Intervention process, increasing Tier 1 strategies and continue to evaluate strategies
 - Increase data points and sources for monitoring
- Staff Development Needs**
 - Student Engagement, Technology, Data Analysis, Curriculum Design process, ELL strategies, Assessment Writing, Reaching Eco. Dis. Students, Differentiating strategies, Writing strategies
- GT**
 - All certified staff will receive the days of GT training in order to meet the needs of all students identified

Needs Assessment: TAPR=Texas Academic Performance Report, NS=Needs Survey, SP=Strategic Plan, O=Other, TEC=Texas Education Code, PEIMS=Public Education Information Management System, PBMAS=Performance Based Monitoring Analysis System, Special Population: GT=Gifted and Talented, ESL=English as a Second Language, AR=At Risk, SE=Special Education, E=Ethnicity

Local Assessments

Needs Assessment Continued

Continue to develop new summative and formative assessments that are aligned with the state curriculum, add more opportunities for online assessment and grading, and continue to review student performance data to improve instruction as needed.

The following funding sources support the strategies implemented to address the identified needs: Titles I, IIA, III, Special Education, State Special Program Funds, and local.

Area Reviewed	Summary of Strengths What were identified strengths?	Summary of Needs What were identified needs?	Priorities What are the priorities for the campus. Action steps. <i>(How will federal and state program funds be used.)</i>
Demographics	High Graduation Rate	Staffing Needs Attendance Incentives Lunch Application part of enrollment packet	A need for staff development to help meet the needs of our Eco. Dis. students. Creative meaningful attendance incentives
Student Achievement	We have a variety of resources to collect beneficial data on every child. Rated an A campus and received 4 out of 6 distinctions	Special Populations need to be monitored more closely by classroom teachers.	A need to monitor overall academic progress in all areas including special populations. Increase our academic growth component score from 76 to 85.

School Culture and Climate	Staff Pride ISS Aide Extra Days for Planning Visibility of Administrators	Communication Administration Availability Administration Interaction with Students	A need to improve communication.
Staff Quality/Professional Development	All paraprofessionals are qualified. All teaching staff is GT trained.	A better recruitment process/tools to receive more applications. Volunteer paperwork is too lengthy. Staff participation in the hiring process.	Staff participation in the hiring process. Finding ways to improve the number of applicants.
Curriculum, Instruction, and Assessment	Curriculum Data Walks Embracement of Flexible Seating Intervention Instruction	Common Assessments Vertical Alignment - Writing Differentiation Strategies	Vertical Alignment Differentiation Strategies Common Assessments
Family and Community Involvement	Watch D.O.G.S. CIS United Fund Angel Tree	Longer times with Watch D.O.G.S. in classrooms Get parents in the building	Increase our community outreach
School Context and Organization	Week-at-a-Glance Teacher Voice Involving everyone	Vertical Alignment Meetings Input from SRO for the traffic concerns	Vertical Alignment Meetings
Technology	Technology staff is a strength by being able to diagnose/repair problems quickly. Teachers able to get	New charging carts. Online resources purchased by district not compatible with Mac/Ipads. Website blocker.	A need in professional development in the use/incorporation of technology.

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	<p>immediate feedback because of technology. We have a 1 to 1 ratio with Ipad's. Use technology in all core areas. We have a guest network for personal devices. Free technology staff on each campus. Technology is overall Proficient.</p>	<p>Student keyboarding skills need to be improved. More discipline on the care of Ipad's. The expense of repairs has drastically increased. Teach technology TEKS. Learn to store doc in either Google cloud or Google Office 365 PD on the new technology TEK support for resources.</p>	
<p>Attendance</p>	<p>Overall, our attendance is very good and stays in about the 96th percentile.</p>	<p>Incentives need to be more immediate. Parents need to be notified more frequently to help get students to school everyday, on time, and without leaving early.</p>	<p>A need to increase overall attendance and to notify parents more frequently concerning absenteeism.</p>

District Goals

As set by the District Board of Trustees

Fall 2017, Revisited Spring 2018

President Jeff Hamilton, Vice President Donald Willeford, Secretary Karen Holt, Dwayne Leach, Becky Smith, Jodie Starks, and Andrew Wright

Goal 1: Increase the level of engagement so that every child can reach his/her highest level of individual potential.

Goal 2: Create a positive atmosphere and culture that promotes the recruitment and retention of highly qualified employees.

Goal 3: Seek out and maximize financial resources.

Goal 4: Build and maintain equitable facilities in order to optimize student performance.

Goal 5: Create consistent, purposeful communication with the community.

Goal 1	Increase the level of engagement so that every child can reach his/her highest level of individual potential.					
Objective 1	Increase our Academic Growth Component Score from 76 to 85.					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Time line	Formative Evaluation
Professional development that meets the instructional needs of students. <ul style="list-style-type: none"> Grade-Level or Subject Professional Conferences Vertical Meetings RTI/Data Meetings Grade-Level Meetings Workshops Media Platform - One Platform Book Studies Data Walks/Learning Keys 	NS SP TEC AR SE	ALL	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionist	May 20 20	PD Plans, Agendas/Sign-In Sheets, Certificates
Continue to utilize ELL coach to support ESL teachers in providing research based instructional strategies and pulling out students for small group instruction.	TAPR, ESL, TELPAS, PBMAS, AR, SP	ELL	Local Budget FTE 1.35 \$79,000	Principal Assistant Principal ESL Teachers ELL Coach	Ongoing	TELPAS STAAR
Continue to provide opportunities for tutorials for At-Risk students.	SP, AR	AR	SCE \$3,500	Principal Assistant Principal Counselor Teachers Interventionist	May 20 20	Data analysis from common assessments Tutorial logs
Increase student attendance rate from 96% to 98% through the use of incentives.	SP, TAPR, PEIMS, NS	ALL	Local Budget Activity Account	Principal Assistant Principal Counselor Teachers CIS PEIMS Clerk	May 20 20	Assessment results Attendance Records Campus Schedules

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Continue to develop campus wide discipline plan. Continue with the Eagle Essentials, PBIS, and Restorative Practices.	PEIMS, TEC, ESSA	ALL	Local Budget	Principal Assistant Principal Counselor Teachers CIS	Ma y 20 20	Discipline Reports Training Logs Agendas
Continue to refine Rtl process in an effort to accelerate all students.	TEC, ESSA Title	ALL	Local Budget Federal and State Funds FTE 3.87 \$139,373	Principal Assistant Principal Counselor Teachers Interventionist	On goi ng	Local and state assessment results Report cards
Continue to provide full day Pre-Kindergarten education services for students who qualify.	SP Title	AR	Local Budget State Funds	Principal Pre-K Teachers	On goi ng	Formative Assessment Enrollment
Continue to build our system of monitoring the progress of all students, including special populations.	TAPR NS PEIMS OnDataSuite	ALL	Local Budget Federal and State Funds	Principals Teachers Interventionist Counselor	On goi ng	Progress Monitoring Data Points (STAAR, TELPAS)
Continue with the curriculum writing process.		All	Local Budget	Principal Teachers Curriculum Director	On goi ng	

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Goal 2	<i>Create a positive atmosphere and culture that promotes the recruitment and retention of highly qualified employees.</i>					
Objective 1	<i>Successfully combine east and west campus.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
<p>Continue growing a supportive culture and atmosphere that promotes job satisfaction by implementing activities and procedures that promote a positive, productive workplace that will attract and retain “highly qualified” staff, such as:</p> <ul style="list-style-type: none"> ● Incorporate team-building socials/competition ● Provide mentor for new teachers ● Special Treats/Jeans passes, etc. ● Improve communication ● Vertical Academic Teaming ● Hiring Committee 	<p>Staff surveys T-TESS TAPR NS</p>	<p>All Staff</p>	<p>Local Budget Activity Fund</p>	<p>Principal Assistant Principals Counselor Lead Teachers Sunshine Committee Teachers</p>	<p>Ongoing</p>	<p>T-TESS Evaluations Staff Survey</p>

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Continue calibrating training on new teacher evaluation system – T-TESS. (Specifically – professional growth)	TEC T-TESS	All Certified staff	Local Budget	Principal Assistant Principals	May 2020	T-TESS Walk-thrus & Observations
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Goal 3	Seek out and maximize financial resources					
Objective 1	<i>Research and identify the resources, inside and outside the district, to implement the strategic plan.</i>					
Objective 2	<i>Utilize resources to accomplish the strategic plan.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to analyze current spending and budget prioritization practices.	SP	All	Local budget	Principal	Ongoing	Budget Reports
Continue to ensure all students are being identified and accurately coded.	SP TAPR	All	Local Budget Federal and State Funds	Principal Fed/State Program Director PEIMS Personnel Counselors	Ongoing	Student Reports PEIMS
Continue to work with PTO in raising funds for campus and student activities	SP TAPR NS	All	PTO Activity Account (O) Time	Principal Staff PTO Board	Ongoing	Budget Reports

Goal 4	Build and maintain equitable facilities in order to optimize student performance
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Objective 1	<i>Analyze facility needs and develop a plan of action.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Update crayon columns.	NS	ALL	Local Budget	Maintenance	May 2020	Visual
Create an outdoor learning space	NS	ALL	Local Budget PTO	Principal PTO	May 2020	Visual
Continue beautification of Campus	NS	All	Local Budget PTO	Principal	May 2020	Visual
Update furniture.	NS	ALL	Local Budget PTO	Principal PTO	Ongoing	Visual Invoice
Increase technological devices in K-2	NS	ALL	Local Budget	Principal Technology	Ongoing	Invoice
Pave Basketball Pad	NS	ALL	Local Budget	Principal	Ongoing	Invoice Visual

Goal 5	Create consistent, purposeful communication with the community.
Objective 1	Increase community engagement opportunities.

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Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Provide opportunities for families to celebrate student success .	NS TEC	All	Local Budget	Principals Teachers Counselors	Ongoing	Agendas Sign-In Sheets
Utilize school events to strengthen school/family/community partnerships .	NS TEC	All	Activity Accounts CIS \$18,500	Principals Teachers Counselors	Ongoing	Agendas Sign-In Sheets
Math is a Big Deal	NS	ALL	Activity	Principals Staff	May 2021	Agenda - Parent/Staff/Student Survey

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