

Nimitz Elementary Campus Improvement Plan 11-12

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Reviewers:

Strategic Objective/Goal 1:	SAFE SCHOOLS					
Performance Objective 1:	Utilize Positive Behavioral Supports to implement a consistent school-wide plan for fostering social, emotional, and behavioral growth.					
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation
1. Post school wide behavioral expectations in common areas such as hallways, bathrooms, and the cafeteria.	Ensure that materials are created and posted by August, 2011					
	(Title I SW: 1,4) (Target Group: All) (NCLB: 4)	Stehling, Charlotte	8/22/2011	5/31/2012	(O)Positive Behavioral Support Initiatives, (O)Time and Effort	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.
2. Reward students with Keystone Keys to be used in the school store for the purchase of school supplies and gifts for family members and friends.	Ensure that Key Store is stocked, and teachers are trained on reasons to give keys by September 2011.					
	(Title I SW: 1,4) (Target Group: All) (NCLB: 4)	Stehling, Charlotte	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds, (L)School Store, (O)Discipline Data, (O)Positive Behavioral Support Initiatives, (O)Time and Effort	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.

3. Share a thought for the day during daily announcements related to the Character Counts pillar of the week, and implement "Caught with Character" program in which students who display good character are recognized.	Acquire materials and train teachers on Caught With Character referral processes by August 2011.					
	(Title I SW: 1,4) (Target Group: All) (NCLB: 4)	Ivy, Wade	8/22/2011	5/31/2012	(L)Awards/Incentives, (L)General Operating Funds, (O)Discipline Data, (O)Positive Behavioral Support Initiatives, (O)Time and Effort	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.
4. Implement an In-School Suspension program that provides for disciplinary consequences, cooling off time, lunch/recess detention, and parent phone calls for minor disciplinary infractions and incomplete homework.	Track phone log and detention data by grade level, and individual student to determine if discipline strategies are effective.					
	(Title I SW: 6) (Target Group: AtRisk) (NCLB: 4)	Stehling, Charlotte; Reyes, Christine	8/22/2011	5/31/2012	(F)Federal Funds, (L)Call - in Logs, (L)Contact with Parents, (L)General Operating Funds, (O)Discipline Data, (O)Positive Behavioral Support Initiatives, (O)Time and Effort	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.
5. Utilize on-campus specialists and community resources to teach conflict resolution and work with students in need of social,emotional, and behavioral assistance.	N/A					
	all students	Stehling, Charlotte; Pace, Dana; Wrase, Micah	8/22/2011	5/31/2012	(F)Federal Funds, (L)Attendance Reports, (L)Behavior Plan, (L)Call - in Logs, (L)Contact with Parent	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.
6. Utilize the Student Assistance Team to provide support to teachers by use of behavior specialists, school psychologists, and counselors to create and monitor student behavior and/or counseling plans.	Conduct training on referral process by September 2011.					
	(Title I SW: 1) (Target Group: ECD, AtRisk)	Stehling, Charlotte; Ivy, Wade; Pace, Dana	8/22/2011	5/31/2012	(F)Federal Funds, (L)At-Risk Reports, (L)Attendance Reports, (L)Student Assistance Team (SAT) Referral Materials, (L)Test Data, (O)Discipline Data, (O)Time and Effort, (O)TPRI	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.

7. Implement a Peer Mediation Program where students facilitate resolving disputes between each other.	Train staff, identify and train student mediators, and begin program by December, 2011						
	(Title I SW: 1) (Target Group: ECD, AtRisk)	Stehling, Charlotte; Rich, Cheryl	10/10/2011	5/31/2012	(L)At-Risk Reports,(L)Student Assistance Team (SAT) Referral Materials, (O)Discipline Data, (O)Time and Effort,	In May 2012, conduct a comparison study between 1st semester and 2nd semester discipline data. Our goal is to see a 10% drop in discipline referrals the second semester.	
Strategic Objective/Goal 2:	ACADEMIC ACHIEVEMENT						
Performance Objective 1:	Make instructional decisions based on student academic performance data.						
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation	
1. Each grade level will analyze STAAR (TEKS item analysis), STAAR-like tests, and I-Nova data by grade level and individual students to determine the learning needs of grade level classrooms and individual students.	Provide Spring 2011 testing data to teachers by August 2011. Provide Inove data by September, 2011						
	(Title I SW: 1,4,8) (Target Group: All) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(F)TEKS Aligned Curriculum, (L)Lesson Plans, (L)TAKS Disaggregated Data, (L)Test Data, (O)Benchmark Data	By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.	
2. Create and regularly meet in subject specific vertical teams that will examine student data trends to determine strengths and weaknesses in the aligned vertical curriculum, identify best instructional practices, determine needs for instructional materials, and recommend training.	Schedule meeting dates and times by September, 2011.						
	Title I SW: 1,4,8) (Target Group: All) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(F)TEKS Aligned Curriculum, (L)Relevant Curriculum, (L)TAKS Data, (L)Test Data, (O)Benchmark Data, (O)Classroom Teachers, (O)Kilgo , (O)Ramirez Reports, (O)TPRI	By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.	
3. Examine results of TPRI, Star test results, and early reading inventories to identify kinder, 1st, and 2nd grade students at-risk of failing STAAR reading and math in the third grade.	Provide end of year data sheets to current year 1-3 teachers by August, 2011. Ensure that initial screeners are administered by September, 2011.						
	(Title I SW: 1,4,8) (Target Group: AtRisk)	Ivy, Wade; Keller, Lisa; Hale, Robin	8/22/2011	5/31/2012	(L)TAKS Data, (O)Benchmark Data, (O)Kilgo , (O)Ramirez Reports, (O)TPRI	By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.	

Performance Objective 2:	Provide specific and targeted intervention to student who are at-risk of failing the STAAR test.					
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation
1. Utilize the Student Assistance Team to collect data, plan, and monitor intervention plans for students at risk of failing the STAAR test.	Provide training in referral procedure and team processes by September, 2011.					
	Title I SW: 1,9) (Target Group: AtRisk) (NCLB: 1)	Stehling, Charlotte; Ivy, Wade; Pace, Dana	8/22/2011	5/31/2012	(F)Federal Funds, (L)At-Risk Reports, (L)Attendance Reports, (L)Student Assistance Team (SAT) Referral Materials, (L)Test Data, (O)Discipline Data, (O)Time and Effort, (O)TPRI	By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.
2. Utilize Reading specialists, special education teachers, instructional aides, and grade level teachers to work with struggling students using available intervention programs, before and after school tutoring, and mentoring.	Ensure that students are identified and plugged into the appropriate interventions by September, 2011.					
	(Title I SW: 1,9) (Target Group: AtRisk) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(F)Federal Funds, (L)Tutors	By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.
Performance Objective 3:	Provide enrichment and extension activities to identified Gifted and Talented and high achieving students.					
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation
1. Utilize differentiation and extension strategies with students who exhibit mastery of skills currently being taught, and/or sustained high academic success.	Ensure that all teachers have appropriate training in differentiation techniques by August, 2011.					
	(Title I SW: 1) (Target Group: GT) (NCLB: 1)	Ivy, Wade; Rich, Cheryl	8/22/2011	5/31/2012	(L)Challenge Lab, (L)General Operating Funds	By May, 2012, all students and accountable sub-groups beat the STAAR state averages in "commended performance" by 5 percentage points.
2. Utilize the Challenge Lab to extend lessons, provide for independent and small group study, meet the social/emotional needs of GT identified students.	Ensure that teachers are trained in proper use of the Challenge Lab and know their GT identified students by August, 2011.					
	(Title I SW: 1) (Target Group: GT) (NCLB: 1)	Ivy, Wade; Rich, Cheryl	8/22/2011	5/31/2012	(L)Challenge Lab, (L)General Operating Funds	By May, 2012, all students and accountable sub-groups beat the STAAR state averages in "commended performance" by 5 percentage points.

3. Provide enrichment through art club, orchestra, Dynamic Dolphins, and Honor Choir.	Identify eligible students and begin programs by October, 2011.						By May, 2012, all students and accountable sub-groups beat the STAAR state averages in "commended performance" by 5 percentage points.
	(Title I SW: 1) (Target Group: All, GT) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds		
Performance Objective 4:	Provide students and their families information and resources that encourage and improve physical health in order to ensure high academic performance and healthy life styles.						
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation	
1. Promote student health by providing direct instruction in hand washing, bathing, dental health, and other personal hygiene topics.	Plan calendar for classroom instruction by September 2011.						By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.
	(Title I SW: 1,4,8) (Target Group: All) (NCLB: 1)	Seibel, Merri Jean	8/22/2011	5/31/2012	Lesson Plans, Federal Funds, Local Operating Funds		
2. Provide families with information and intervention plans to assist children who are overweight or obese that include dietary goals, as well as home and school activity levels.	Identify students in need of an intervention plan by October, 2011.						Measure a level of health and fitness for identified students that is improved from the beginning of the year to the end of the year as evidenced by weight, and performance on Texas Fitnessgram.
	(Title I SW: 1,4,8) (Target Group: All) (NCLB: 1)	Seibel, Merri Jean; Pace, Dana; Stehling, Charlotte; Smith, Mary	8/22/2011	5/31/2012	SAT, Feferal Funds, Local Funds		
3. Provide for basic needs of food and clothing for students in need by way of the Food for Kids program and the Dolphin Cove.	Organize both programs and identify students in need by September, 2011.						By May 2012, ensure that 90% of all students and sub groups pass STAAR, or STAAR Modified reading, writing, math, and science tests.
	Title I SW: 1,4,8) (Target Group: All) (NCLB: 1)	Seibel, Merri Jean	8/22/2011	5/31/2012	PTO, Food For Kids		
Strategic Objective/Goal 3:	ATTENDANCE AWARENESS						
Performance Objective 1:	Work with families to decrease student absenteeism and tardies.						
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation	

1. Make families aware of attendance laws, and the importance of being at school and on time by contacting absent students on a daily basis, sending letters, and visiting the homes of chronically absent students.	Provide information to parents about attendance requirements at Meet the Teacher in August, 2011.						
	(Title I SW: 1,6) (Target Group: AtRisk) (NCLB: 1,5)	Ivy, Wade	8/22/2011	5/31/2012	(L)Attendance Reports, (O)Time and Effort		Achieve an Average Daily Attendance (ADA) rate of 98% during the 2011-2012 school year.
2. Effectively utilize direct intervention for chronic absentees (attendance committee, attendance officer, court system).	Monitor student absences on a weekly basis.						
	(Title I SW: 1,6) (Target Group: AtRisk) (NCLB: 1,5)	Stehling, Charlotte; Garces, Sandra	8/22/2011	5/31/2012	(O)Time and Effort		Achieve an Average Daily Attendance (ADA) rate of 98% during the 2011-2012 school year.
3. Recognize students and classes with high attendance through awards, assemblies, and announcements.	Collect perfect attendance information every six weeks.						
	(Title I SW: 1) (Target Group: All) (NCLB: 1,5)	Stehling, Charlotte; Baskin, Melody	8/22/2011	5/31/2012	(L)General Operating Funds		Achieve an Average Daily Attendance (ADA) rate of 98% during the 2011-2012 school year.
4. Ensure that 95% or more of our students participate in applicable state STAAR testing by communicating the importance of testing, taking advantage of state allowed make up days, and making phone calls to the parents of students absent on testing day.	By February 2012, ensure that procedures are in place to track attendance on test days, and make contact with absent students to verify illness.						
	(Title I SW: 2,6) (Target Group: All) (NCLB: 1)	Ivy, Wade; Pace, Dana; Garces, Sandra	8/22/2011	5/31/2012	(F)Title I Part A (Schoolwide), (L)Attendance Reports, (L)Call - in Logs, (L)Test Data		By May 2012, determine if the 95% participation goal was met.
Strategic Objective/Goal 4:	PARENT COMMUNICATION						
Performance Objective 1:	Make information regarding programs, activities, and individual student progress available to all parents.						
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation	

1. Publish and distribute monthly newsletters, information sheets, and notes home. Utilize technology such as the automated call out system, Nimitz web-site, and principal's blog.	Assign specific tasks to appropriate staff to ensure activities are completed.						By May 2012, CIT and Nimitz staff review parent involvement policy and determine that activities were completed and appraise their effectiveness.
	(Title I SW: 1,6) (Target Group: All) (NCLB: 1,5)	Ivy, Wade; Pace, Dana	8/22/2011	5/31/2012	(L)General Operating Funds, (O)Time and Effort		
Performance Objective 2:	Provide activities that parents can attend which will increase knowledge of curriculum, parenting skills, and how to help their child be successful in school.						
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation	
1. Provide parent training concurrently with Family Night activities, and inform parents of off-campus opportunities for parental training as needed.	Assemble family night planning committees and determine available outside resources by October, 2011.						By May 2012, CIT and Nimitz staff review parent involvement policy and determine that activities were completed and appraise their effectiveness.
	(Title I SW: 1,6) (Target Group: All) (NCLB: 1,5)	Stehling, Charlotte	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds, (O)Time and Effort		
2. Provide opportunities for parents to be oriented with the school and its programs through Meet the Teacher, Family Reading, Math and Science Nights, parent conferences, School Compact, PTO meetings, Parents in Specials weeks, Carnival, Walk-a-Thon, field trips, and awards assemblies.	Assemble planning committees by October, 2011.						By May 2012, CIT and Nimitz staff review parent involvement policy and determine that activities were completed and appraise their effectiveness.
	(Title I SW: 1,6) (Target Group: All) (NCLB: 1,5)	Ivy, Wade; Stehling, Charlotte	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds, (O)Time and Effort		
3. Provide transition activities for Headstart students entering Kindergarten and 5th grade students entering 6th grade.	Schedule transition meetings with the ECC and BT Wilson by March, 2012.						By May 2012, CIT and Nimitz staff review parent involvement policy and determine that activities were completed and appraise their effectiveness.
	(Title I SW: 1,6,7) (Target Group: All) (NCLB: 1,5)	Ivy, Wade; Heimann, Brenda; Harmon, Jim	8/22/2011	5/31/2012	(O)Time and Effort		

Strategic Objective/Goal 5:	STAFF TRAINING					
Performance Objective 1:	Provide staff training to help meet the needs of high achieving students and those who are identified Gifted and Talented.					
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation
1. Require core academic teachers to acquire 30 hours of G.T. foundational training if not already trained, and all teachers to maintain their 6-hour updates as required by law.	Identify teachers in need of training by October, 2011.					
	(Title I SW: 1,3,5) (Target Group: GT) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(L)General Operating Funds	By May, 2012, staff training will have been provided to ensure campus initiatives.
2. Provide opportunities for teachers to share and develop high quality differentiated lessons for GT and high achieving students.	Plan methods of training and discussion by October, 2012.					
	(Title I SW: 1,4) (Target Group: All) (NCLB: 1)	Ivy, Wade; Rich, Cheryl	8/22/2011	5/31/2012	(L)Lesson Plans, (O)Classroom Teachers, (O)Time and Effort	Staff training will be provided to ensure campus initiatives by May, 2012.
Performance Objective 2:	Provide training in technology that allows teachers to effectively and efficiently utilize district provided hardware and software applications.					
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation
1. Utilize Atomic Learning as way for teachers to build their personal level of knowledge in common software applications.	Ensure that teachers know how to access Atomic Learning and are aware of the available topics by October, 2012.					
	(Title I SW: 4) (Target Group: All) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds	By May, 2012, staff training will have been provided to ensure campus initiatives.
2. Provide training and on-going support to teachers who are given Smart Boards, Slates, document cameras, projection devices and new software.	Determine who has various technologies and their need for training by October, 2011.					
	(Title I SW: 4,8) (Target Group: All) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds, (L)Relevant Staff Development	By May, 2012, staff training will have been provided to ensure campus initiatives.
Performance Objective 3:	Provide training that helps teachers to identify and respond to whole class and individual student progress toward STAAR goals.					
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation

1. Require selected teachers to participate in district wide curriculum alignment meetings and Margaret Kilgo Data Driven Decision Making training to ensure a deep understanding of how the state curriculum and the STAAR test are aligned.	Determine faculty to be trained, and schedule training by September, 2011.						
	(Title I SW: 1,4,8) (Target Group: All) (NCLB: 1)	Ivy, Wade	8/22/2011	5/31/2012	(L)General Operating Funds, (L)TAKS Data, (L)Test Data, (O)Kilgo , (O)Time and Effort		By May, 2012, staff training will have been provided to ensure campus initiatives.
2. Provide training and implement the Aware and Inova Plus programs.	Schedule training by October, 2012.						
	(Title I SW: 1,2,3,4,10) (Target Group: All, ECD, LEP, SPED) (NCLB: 1,2,5)	Ivy, Wade	8/22/2011	5/31/2012	(F)Federal Funds, (F)Special Ed Funds, (F)Title I		By May, 2012, staff training will have been provided to ensure campus initiatives.
3. Provide training opportunities that will ensure special education staff are up to date on curriculum and testing standards, as well as best instructional practices in resource and inclusion classrooms.	Determine training needs by August, 2011						
	(Title I SW: 1,3,5) (Target Group: GT) (NCLB: 1)	Ivy, Wade; Young, Jennifer	8/22/2011	5/31/2012	Federal Funds, Local Funds, Needs Assessment		By May, 2012, staff training will have been provided to ensure campus initiatives.
Strategic Objective/Goal 6:	TEACHER RECRUITING						
Performance Objective 1:	Support district-wide initiatives to attract and retain highly qualified teachers and staff.						
Activity/Strategy	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources - Material/Fiscal	Evaluation	
1. Encourage and provide training opportunities to attract and retain highly qualified teachers and para-professionals in order to meet the requirements of "No Child Left Behind".	By August, 2011, verify the qualifications of each teacher and para-professional upon employment and yearly to ensure they are highly qualified.						
	(Title I SW: 1,2,3,4) (Target Group: All) (NCLB: 1,3)	Ivy, Wade	8/22/2011	5/31/2012	(F)Federal Funds, (L)General Operating Funds		At the end of 2011- 2012 school year, 100% of teachers and para-professionals will be "highly qualified" according to the guidelines of the "No Child Left Behind" legislation.

2. Provide a mentor to every new teacher.	Develop the mentoring plan, and assign mentors to new teachers by September, 2011.					
	(Title I SW: 1,2,3) (Target Group: All) (NCLB: 1,3)	Ivy, Wade	8/22/2011	5/31/2012	(L)General Operating Funds	At the end of 2011- 2012 school year, 100% of teachers and para-professionals will be "highly qualified" according to the guidelines of the "No Child Left Behind" legislation.