



2015-16
JEFFERSON ES
Campus
Improvement
Plan



Sherman
Independent School District

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JEFFERSON ELEMENTARY SCHOOL

Site-Based Committee Members for 2015-16

<u>Printed Name</u>	<u>Affiliation</u>
Wendy Purdy	Counselor
Jasmine Quiroz	Kinder Team Lead
Sherri Milligan	1st Grade Team Lead
Asma Anjum	2nd Grade Team Lead
Nicole Newbold	3rd Grade Team Lead
Kelly McLaughlin	4th Grade Team Lead
Rosa Abraham	Bilingual Team Lead
Lauren Hayes	ESL Support
Sebrina Stiggers	Literacy Specialist
Amy LaMondue	Language Science Teacher
Jodi Thompson	Fine Arts Team Lead
Geri King	Special Ed Teacher
Marrienne Graham	Parent
Jeanine Mauriello Boroski	Parent
Maranna Perkins	Community Rep
Julia Shahid	Community Rep
Sandy Philipose	Community Rep

2015-16 SISD District Improvement Plan

Sherman ISD Goals & Strategies for 2015-16

Strategic Plan Goal: A nurturing environment will be established in SISD.			
Annual	Sherman ISD will hire, train and retain high quality personnel in	Strategy 1	Develop and retain the highest quality staff
Annual Goal #2	Sherman ISD will demonstrate positive and proactive leadership that inspires teamwork and collaboration.	Strategy 1	Empower staff through collaboration
		Strategy 2	Recognize excellence among staff
Strategic Plan Goal: Research-based instructional practices will be used in all SISD classrooms to improve student learning and student opportunities.			
Annual Goal #3	Sherman ISD will provide a high quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.	Strategy 1	Maintain quality curriculum
		Strategy 2	Support effective instructional practices
Strategic Plan Goal: Technology will be integrated into the instruction of classrooms at all campuses.			
Annual Goal #4	Sherman ISD will continue to integrate instructional technology in classrooms at all campuses and grade levels.	Strategy 1	Analyze and monitor technology use
		Strategy 2	Integrate technology in classrooms
Strategic Plan Goal: SISD will provide a proactive approach to build and expand co-curricular and extra-curricular activities for students.			
Annual Goal #5	Sherman ISD will address the diverse needs of students to maximize their academic achievements.	Strategy 1	Increase participation and engagement
		Strategy 2	Differentiate student services
Strategic Plan Goal: SISD will provide students relevant and meaningful exposure to vocational work experiences.			
Annual Goal #6	Sherman ISD will empower, engage and equip students for success in a diverse and complex world.	Strategy 1	College and career awareness
Annual Goal #7	Sherman ISD will develop a balanced annual budget and maximize resources that are needed to achieve district priorities.	Strategy 1	Maximize financial resources to support district initiatives
Strategic Plan Goal: School facilities will be evaluated and a plan for new construction, renovations and updates will be developed.			
Annual Goal #8	Sherman ISD will continue to monitor and plan for district facility needs.	Strategy 1	Prioritize facility needs
		Strategy 2	Maintain safe and secure environment
Strategic Plan Goal: Parents and community members representative of SISD demographics will be involved in district and campus initiatives and the educational experience of students.			
Annual Goal #9	Sherman ISD will engage all community stakeholder groups to enhance educational experiences for students.	Strategy 1	Expand communications
		Strategy 2	Partner with stakeholders to advance the campus initiatives

**2015-16 Jefferson ES
Campus Improvement Plan**

No Child Left Behind Schoolwide Components

The following schoolwide components will be correlated to each activity in the District Improvement Plan in accordance with federal regulations:

- A. Comprehensive needs assessment based on student achievement**
- C. Instruction provided by “Highly Qualified” teachers**
- D. High-quality and ongoing professional development for all staff members**
- E. Strategies to attract “Highly Qualified” teachers to high-need schools**
- F. Strategies to increase parent involvement**
- G. Assisting preschool children with transition to elementary school programs**
- H. Include teachers in decisions in the use of academic assessments**
- I. Provide effective and timely assistance to students in need**
- J. Coordinate and integrate services and programs from all revenue sources**

**2015-16 Jefferson Elementary
Campus Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Point Person	Timeline	Budget Amount	Fund Code(s)
Strategic Plan Goal: A nurturing environment will be established in Jefferson ES.							
Annual Goal 1: Jefferson ES will hire, train and retain high quality personnel in a supportive working environment.							
1	1	E	1. Campus administration will seek faculty input and will hire highly qualified faculty and staff.	Tammy MacDonald	2015-2016	NA	NA
1	1	E	2. Utilize the Gallup Teacher Insight with all applicants to identify candidates with talent for teaching.	Tammy MacDonald	2015-2016	NA	NA
Annual Goal 2: Jefferson ES will demonstrate positive and proactive leadership that inspires teamwork and collaboration.							
Strategy 1: Empower staff through collaboration							
2	1	D	Lead teachers will participate in district DLT meetings and be given opportunities to share with peers.	Tammy MacDonald	2015-16	NA	NA
2	1	D	Teachers will participate in campus Teaching & Learning Rounds.	Tammy MacDonald	2015-16	NA	NA
2	1	D	Power Teams will be established to address the needs of the campus	Tammy MacDonald	2015-16	NA	NA
2	1	D	Staff will participate in monthly collaborative vertical team meetings.	Tammy MacDonald	2015-15	NA	NA
Strategy 2: Recognize excellence among staff							
2	2	E	Nominate staff for district/community awards	Tammy MacDonald	2015-16	NA	NA
2	2	E	Recognize staff in campus-wide motivational programs: (Ex: Eggs-ceptional staff notes; weekly shout-outs in staff news)	Tammy MacDonald	2015-16	NA	NA

**2015-16 Jefferson Elementary
Campus Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Point Person	Timeline	Budget Amount	Fund Code(s)
Strategic Plan Goal: Research-based instructional practices will be used in all Jefferson ES classrooms to improve student learning and student opportunities.							
Board Goal 3: Jefferson ES will provide a high quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.							
Strategy 1: Maintain quality curriculum							
3	1	B	Utilize TRS TEKS Resource System , Scope & Sequence, and SISD Pacing Calendar for all subjects.	Tammy MacDonald	2015-16	NA	NA
3	1	B	Monitor the implementation of the SISD Guide for Teaching and Learning.	Tammy MacDonald	2015-16	NA	NA
Strategy 2: Support effective instructional practices							
3	2	C	Differentiated instruction to meet the needs of all students	Tammy MacDonald	2015-16	NA	NA
3	2	D	Provide time for teachers to collaborate and plan with teams.	Tammy MacDonald	2015-16	NA	NA
3	2	C, D	Utilize the Instructional Coach to assist with the implementation of best practices in the classroom through modeling, guidance, and informal observations of teachers.	Tammy MacDonald Janna Graham	2015-16	NA	NA
3	2	B	Use data driven analysis of benchmarks, district assessments, and campus observational tools to support effective instructional practices.	Tammy MacDonald	2015-16	NA	NA
3	2	B, C	Use of research based quality instructional practices: Daily 5, SIOP strategies, ESL strategies, Thinking Maps, Anchor Charts, Gomez & Gomez model for dual language program.	Tammy MacDonald	2015-16	NA	NA

**2015-16 Jefferson Elementary
Campus Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Point Person	Timeline	Budget Amount	Fund Code(s)
Strategic Plan Goal: Technology will be integrated into the instruction of all classrooms .							
Annual Goal 4: Jefferson ES will continue to integrate instructional technology in all classrooms.							
Strategy 1: Analyze and monitor technology use							
4	1	B	Monitor and document technology use through PDAS and lesson plans.	Tammy MacDonald	2015-16	NA	NA
4	1	C	Refer to the technologist's weekly log.	Tammy MacDonald Sarah Tollison	2015-16	NA	NA
Strategy 2: Integrate technology in classrooms							
4	2	C, D	Implement the Technology DLTs recommendations.	Tammy MacDonald	2015-16	NA	NA
4	2	C, D	Use the campus technologist to instruct technology lessons and support the teachers in implementing new technology in the classrooms.	Tammy MacDonald Sarah Tollison	2015-16	NA	NA
4	2	C	Utilize social media such as Pinterest, Twitter, and Facebook to integrate technology in the classrooms.	Tammy MacDonald	2015-16	NA	NA
Strategic Plan Goal: Jefferson ES will provide a proactive approach to build and expand co-curricular and extra-curricular activities for students.							
Annual Goal 5: Jefferson ES will address the diverse needs of students to maximize their academic achievements.							
Strategy 1: Increase Participation and Engagement							
5	1	I, J	Promote attendance, punctuality, and dependability through appropriate communication with all stake-holders.	Tammy MacDonald	2015-16	NA	NA

**2015-16 Jefferson Elementary
Campus Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Point Person	Timeline	Budget Amount	Fund Code(s)
5	1	I	Celebrate learning through positive learning experiences: PBIS, assemblies, and recognition ceremonies.	Tammy MacDonald	2015-16	NA	NA
Strategy 2: Differentiate student services							
5	2	B, C, I, J	Continue to support and implement special programs: RtI, Counseling, Special Education, Dyslexia, PBIS, 504, Character Ed, Anti-Bullying, GT, bilingual/ESL, REACH, etc.	Tammy MacDonald Wendy Purdy	2015-16	NA	NA
Strategic Plan Goal: Jefferson ES will provide students relevant and meaningful exposure to vocational work experiences.							
Annual Goal 6: Jefferson ES will empower, engage and equip students for success in a diverse and complex world.							
Strategy 1: College and Career Awareness							
6	1	J	Promote college awareness activities throughout the year.	Tammy MacDonald	2015-16	NA	NA
Annual Goal 7: Jefferson ES will develop a balanced annual budget and maximize resources that are needed to achieve district priorities.							
Strategy 1: Maximize financial resources to support campus and district initiatives							
7	1	J	Maintain a balanced campus budget and activity fund.	Tammy MacDonald	2015-16	NA	NA
7	1	J	Continue to seek funding from grants and outside sources.	Tammy MacDonald	2015-16	NA	NA

**2015-16 Jefferson Elementary
Campus Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Point Person	Timeline	Budget Amount	Fund Code(s)
Strategic Plan Goal: School facilities will be evaluated and a plan for new construction, renovations and updates will be developed.							
Annual Goal 8: Jefferson ES will continue to monitor and plan for district facility needs.							
Strategy 1: Prioritize facility needs							
8	1	I, J	Continue upgrades and renovations to make the building in A.D.A. compliance and maximize safe, usable space.	Tammy MacDonald	2015-16	TBD	TBD
Strategy 2: Maintain safe and secure campus environment							
8	2	I, J	Follow campus and district emergency management plan, including the use of materials such as walkie talkies and Raptor and conducting background checks on volunteers.	Tammy MacDonald	2015-16	NA	NA
8	2	I, J	Practice emergency drills and procedures according to recommended timelines.	Tammy MacDonald	2015-16	NA	NA
Strategic Plan Goal: Parents and community members representative of Jefferson ES demographics will be involved in campus initiatives and the educational experience of students.							
Annual Goal 9: Sherman ISD will engage all community stakeholder groups to enhance educational experiences for students.							
Strategy 1: Expand Communications							
9	1	F, J	Use social media, campus websites, public information officer, marquees, flyers, Blackboard Connect, newsletters, calendars, and teacher web-pages.	Tammy MacDonald	2015-16	NA	NA

**2015-16 Jefferson Elementary
Campus Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Point Person	Timeline	Budget Amount	Fund Code(s)
Strategy 2: Partner with stakeholders to advance the campus initiatives							
9	2	G	Host campus visits with pre-school campus for prospective students to transition to elementary school.	Tammy MacDonald	2015-16	NA	NA
9	2	J	Provide opportunities for students and parents to be involved with the school and education through parent involvement activities such as: Title 1 Parent Information Night, Bilingual Parent Information Night, grade-levels, musicals, art shows, math night, science night, volunteer programs, Book Fairs, and Fall Community Involvement Block Party.	Tammy MacDonald	2015-16	NA	NA
9	2	I, J	Continue partnership with parents, students, and community members, including Partners in Education, Achieve Academy, Sherman Education Foundation, Austin College, and other community partners.	Tammy MacDonald	2015-16	NA	NA

**2015-16 Jefferson ES
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Performance Targets						
Jefferson ES STAAR Results						
Percent at Phase-In 1 Level II or Above (Passing)						
Subject	Students	Test	2013	2014	2015	2016 (Target)
All	All	STAAR	79%	87%	84%	85
All	Afr Americ	STAAR	81%	*	*	*
All	Hispanic	STAAR	76%	87%	84%	85
All	White	STAAR	83%	88%	89%	90
All	Two or More	STAAR	67%	*	*	*
All	SpEd	STAAR	*	73%	*	*
All	EcoDis	STAAR	76%	86%	82%	83
All	LEP	STAAR	56%	82%	79%	80
Reading	All	STAAR	86%	91%	92%	93
Reading	Afr Americ	STAAR	85%	*	*	*
Reading	Hispanic	STAAR	83%	91%	89%	90
Reading	White	STAAR	94%	94%	100%	100
Reading	Two or More	STAAR	*	*	*	*
Reading	SpEd	STAAR	*	86%	*	*
Reading	Eco Dis	STAAR	85%	90%	91%	92
Reading	LEP	STAAR	56%	87%	76%	80
Math	All	STAAR	65%	84%	84%	85
Math	Afr Americ	STAAR	69%	*	*	*
Math	Hispanic	STAAR	67%	84%	87%	87
Math	White	STAAR	63%	82%	89%	90
Math	Two or More	STAAR	*	*	*	*
Math	SpEd	STAAR	*	*	*	*
Math	Eco Dis	STAAR	61%	84%	82%	83
Math	LEP	STAAR	44%	82%	85%	87
Writing	All	STAAR	89%	83%	76%	80
Writing	Afr Americ	STAAR	91%	*	*	*
Writing	Hispanic	STAAR	82%	83%	75%	80
Writing	White	STAAR	100%	83%	78%	85

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Writing	Two or More	STAAR	*	*	*	*
Writing	SpEd	STAAR	*	*	*	*
Writing	Eco Dis	STAAR	86%	83%	74%	80
Writing	LEP	STAAR	71%	73%	76%	80
2015 Accountability Distinction Summary						
Index		Test	State Target	Campus		
1-Student		STAAR	60	**85		
2-Student Progress		STAAR	30	28		
3-Closing Perf. Gaps		STAAR	28	**48		
4- Postsecondary		STAAR	12	**36		
*Unavailable due to small groups/confidentiality						
**Distinction						

**2015-16 Jefferson ES
Campus Improvement Plan**

2015-16 SISD Needs Assessment Summary			
Needs Assessment Meeting:		5/13/15, 9/8/15	
Needs Assessment Team:		T. MacDonald, W. Purdy, J. Quiroz, N. Newbold, J. Mauriello, A. LaMondue, K. McLaughlin, G. King, S. Stiggers, M. Perkins, L. Hayes, M. Graham, J. Thompson, R. Abraham	
Demographics			
Strengths	Needs	Priorities	Data Source
Our bilingual enrollment continues to be at maximum capacity.	Continue to support our bilingual staff and students with research based language acquisition practices.	With 83% of all gen. ed. Teachers being ESL certified, the remaining 17% need to be ESL certified by May 2016.	Current enrollment and HR certification report
Student Achievement			
Strengths	Needs	Priorities	Data Source
In 3rd grade, 86% of the students met Level II and 24% met level III in STAAR reading.	Continue to support teachers and students in meeting expectations on all STAAR assessments.	With 88% of the 3rd grade Spanish test takers meeting Level II and 25% meeting Level III, we need to support the bilingual teacher by providing appropriate bilingual materials, interventions in order to surpass current scores and increase Level III percentages.	STAAR Results
In 4th grade, 92% of the students met Level II and 35% met Level III in STAAR reading.	Continue to support teachers and students in meeting expectations on all STAAR assessments.	The Index 2 campus score was 28. Increase the % of Met or Exceed Progress to a minimum of 75% of all students by closing the gap between STAAR and Index 2. Focus on high impact teaching strategies to increase student growth and more enrichment and rigorous teaching strategies to get the high performing students, including GT to make growth.	STAAR Results and 2015 Index 2 calculation report
School Culture and Climate			
Strengths	Needs	Priorities	Data Source

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Campus Improvement Plan**

More than 90% of the staff report a positive work environment, support, teamwork, and open communication between other staff members as well as campus administration.	Continue to support and include all staff in the decisions that affect the campus.	Increase collaborative activities to build a sense of unification across all grade levels and schedule regular staff functions that increase and sustain staff morale.	2014 Climate Survey and Staff Input
Staff Quality, Recruitment and Retention			
Strengths	Needs	Priorities	Data Source
Campus PDAS summative reports have an above average of Proficient scores across all domains.	Continue to provide support and reflective feedback during walk-throughs.	Provide just-in-time feedback to teachers struggling in any domain. Provide instructional support through the Instructional Coach as well as the C & I department.	PDAS and observational data
Curriculum, Instruction and Assessment			
Strengths	Needs	Priorities	Data Source
All teachers attended summer workshops and periodic professional development sessions in order to increase knowledge and skills to fully implement district initiatives for Curriculum, Instruction, and Assessments.	Continue to support teachers in fully utilizing the curriculum and supporting standards.	Provide regularly scheduled Vertical Team Meetings to conduct PLCs that provide time and collaboration for teachers. Examine data to identify areas in need of support and training.	2014 Climate Survey, Staff Input, and benchmarks

**2015-16 Jefferson ES
Campus Improvement Plan**

Family and Community Involvement			
Strengths	Needs	Priorities	Data Source
Jefferson ES has a rich history and reputation of being a multi-generational school.	Continue to nurture the family-like atmosphere of the school where everyone feels they belong.	Increase parent involvement by having more evening activities and student performances. Blend activities with community information nights to draw parents in. Increase fine arts involvement with musicals and art shows to highlight student talents and increase a sense of family pride.	2014 Climate Survey, Staff Input and observations
School Context and Organization			
Strengths	Needs	Priorities	Data Source
DLT members share and reflect on their workshops. Vertical Team members respect the input from other professionals and are willing to share and receive suggestions to improve teaching and learning.	Maintain a schedule of Vertical Team meetings and opportunities for reflection and implementation of ideas from others.	Stay focused on best practices and strategies for increasing student success. Monitor Vertical Team collaboration for positive interactions.	Team Minutes and observations
Technology			
Strengths	Needs	Priorities	Data Source
The campus received new computers the summer of 2015.	Utilize the campus technologist to support classroom teachers during dedicated lab time.	Increase the use of technology within instruction to support and enhance the curriculum. Train teachers on the use of new apps and technology and expect them to use it on a regular basis as evidenced through campus walks. Need fully functional ipads, apps, software, and hardware.	Teacher input and observations

**2015-16 Jefferson ES
Campus Improvement Plan**

Sherman ISD -- Index of Account Numbers -- Fund Codes		
Fund Code	State or Federal	Name of Grant
199	State	General Fund
206	Fed	McKinney-Vento Education for Homeless Children and Youth
211	Fed	ESEA Title I, Improving Basic Programs
212	Fed	Title I-C, Migrant Programs
224	Fed	IDEA - B Formula (Special Education)
225	Fed	IDEA - B Preschool (Special Education)
240	Fed	National School Lunch and Breakfast Program (Food Service)
244	Fed	Carl Perkins Vocational Education Basic Grant
255	Fed	Title II, Part A, Teacher and Principal Training
263	Fed	Title III, Part A, Limited English Proficiency
286	Fed	Title VII Indian Education Grant
315	Fed	IDEA - B Part B Discretionary (Special Education)
316	Fed	IDEA - B Formula Deaf (Special Education)
317	Fed	IDEA - B Preschool Deaf (Special Education)
340	Fed	IDEA - H Early Intervention Deaf (Special Education)
385	State	Visually Impaired
393	State	Texas Success in Schools
394	State	Pregnancy Education and Parenting Grant
397	State	Advanced Placement Incentives
435	State	Regional Day School for the Deaf (Special Education)
483	State	E-Rate Technology Funds
484	State	Partners in Education
Grant Names: ESEA (Elementary and Secondary Education Act) and IDEA (Individuals with Disabilities Act).		