

Sherman Independent School District
Neblett Elementary School
2022-2023 Campus Improvement Plan

Accountability Rating: Not Rated



Mission Statement

Neblett Elementary will provide a safe, supportive learning environment that allows for individual differences. With the support and assistance of administrators, parents, and the community, educators will strive to ensure that students achieve maximum success.

Vision

A Community of Excellence:
Everyone, Everywhere, Everyway

School Motto

It's Your Journey
Dream Big Work Hard!

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Goals





Goal 1: Sherman ISD will hire, train and retain high-quality personnel in a supportive working environment.

Performance Objective 1: 100% of our teachers will receive continued support through Professional Learning Communities (PLC) opportunities that will model expectations of Tier 1 lessons using authentic collaboration.

High Priority





HB3 Goal

Evaluation Data Sources: PLC Agendas, Lesson Plans, Data Dig Templates

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will be provided with support from Principal, Vice-Principal, and Instructional coach with guidance on how to unpack the standard and create a lesson plan using the expected resources from the district.</p> <p>Strategy's Expected Result/Impact: Teachers will utilize the backward design process to create lesson plans. Implementation of these lessons will be observed in walkthroughs.</p> <p>Staff Responsible for Monitoring: Principal - Santos Flores Vice Principal - Jackie Newkirk Instructional Coach - Ashley Woods</p> <p>Targeted Support Strategy</p>	Formative			Summative
	Dec	Mar	May	June
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Goal 2: Sherman ISD will demonstrate positive and proactive leadership that inspires teamwork and collaboration.

Performance Objective 1: All campus leaders including principal, assistant principal, instructional coach, counselor, and team leaders will participate in a Targeted Improvement Plan that will facilitate capacity building for all staff members





Strategy 1 Details	Reviews			
<p>Strategy 1: All leaders will implement RELAY Graduate School of Leadership and Effective School Framework models and exemplar practices</p> <p>Strategy's Expected Result/Impact: All leaders will successfully implement coaching and feedback models and complete the milestones of the TIP plan and support their campuses in meeting state accountability standards</p> <p>Staff Responsible for Monitoring: Principal will monitor TIP Plan</p> <p>Principal, Assistant Principal, and Instructional Coach will track progress of coaching and feedback</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Dec	Mar	May	June
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Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices, and resources to ensure progress in student achievement.

Performance Objective 1: 100% of all teachers will create an objective driven daily lesson plan to close achievement gaps and drive instructional practices

High Priority

Evaluation Data Sources: Lesson plan tracker and lesson plans in Forethought

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement lesson plan template that meets the ESF success criteria and administrators will use a lesson plan tracker and feedback form</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Administrators and Instructional Coach will use Feedback form and Tracker</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The Instructional Coach will provide professional development depending on teacher needs and support them in PLC, new teacher support, lesson planning, and lesson plan monitoring</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June
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Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices, and resources to ensure progress in student achievement.

Performance Objective 2: 100% of all teachers will participate in data driven instruction to focus on student achievement, instructional practice, and close achievement gaps

High Priority

Evaluation Data Sources: MAP, Istation, BAS, Benchmarks, and STAAR assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will design and implement instruction that meets the ESF success criteria. Administrators will use a MAP, Istation, benchmark and STAAR data</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Administrators will use MAP, Istation, benchmark, and STAAR data to monitor student progress</p> <p>PLC to monitor teacher instruction aligned with DDI</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will use data driven instruction to create and implement instruction that meets the ESF success criteria and administrators will use MAP, Istation, benchmarks, BAS, and STAAR</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Administrators will use MAP, Istation, benchmark, BAS, and STAAR data to monitor student achievement</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Goal 4: Sherman ISD will continue to integrate instructional technology in classrooms at all campuses and grade levels.





Goal 5: Sherman ISD will address the diverse needs of students to maximize their academic achievements.

Performance Objective 1: All African American, Special Education, and Economically Disadvantaged students will meet their federal accountability growth target in Domain 1, Student Achievement, on 2019-2020 STAAR assessment

Evaluation Data Sources: STAAR data for 2019-2020

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize the DDI process to analyze individual and sub-student group student data to measure student performance and growth</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coach</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide additional, targeted intervention support in reading and math utilizing part-time tutoring personnel.</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Principal, assistant principal, instructional coach</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June





Strategy 3 Details	Reviews			
<p>Strategy 3: The REACH teacher will provide intervention Response to Intervention (RTI) and research based instructional strategies for tier 2 and tier 3 instruction</p> <p>Strategy's Expected Result/Impact: 45% or more of all student groups will be at the Meets Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: principal will monitor student progress during PLC and weekly CORE SIT Team meetings</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: The ESL teachers will provide LEP students with targeted instruction through small groups provided by English as a Second Language Program as well as classroom accommodations</p> <p>Strategy's Expected Result/Impact: 45% or more of all students in LEP will be at the MEETS Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 5 Details	Reviews			
<p>Strategy 5: Teacher will provide Gifted and Talented students with enriched curriculum in the GT pullout</p> <p>Strategy's Expected Result/Impact: 45% or more of all students in Gifted and Talented will be at the MEETS Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 6 Details	Reviews			
<p>Strategy 6: Teachers will provide targeted academic intervention and differentiated instructional support for students served through special education</p> <p>Strategy's Expected Result/Impact: 45% or more of all students in special education will be at the MEETS Standard Level standard on all EOY assessments</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Goal 6: Sherman ISD will empower, engage and equip students for success in a diverse and complex world.

Performance Objective 1: 100% of all staff will utilize Boys Town and PBIS practices to ensure all students have a consistent, positive, and orderly environment





Evaluation Data Sources: 30 day tracker, Formspace office referral

Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers will implement Boys Town strategies in the classrooms to develop student behavior consistency across the campus</p> <p>Strategy's Expected Result/Impact: Behavior referrals will show a reduction of 10% over the 2018-2019 school year and instructional time will be maximized</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	May	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Kindergarten teachers will provide additional targeted Boys Town and CHAMPS training for kindergarten students during Kindercamp.</p> <p>Strategy's Expected Result/Impact: Kindergarten students will be more confident on the first day of school with behavioral routines and procedures</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and Kindergarten Teachers</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 6: Sherman ISD will empower, engage and equip students for success in a diverse and complex world.

Performance Objective 2: The campus will provide opportunities for 100% of students kindergarten through 4th grade to participate in clubs, field trips, or extracurricular activities

Evaluation Data Sources: master calendar, club rosters, special Olympics roster, field trip agendas


Strategy 1 Details	Reviews			
<p>Strategy 1: Master schedule will allow for 3rd and 4th grade students to participate in clubs during school hours</p> <p>Strategy's Expected Result/Impact: Increased student interest and participation in athletics, fine arts, and STEM activities</p> <p>Staff Responsible for Monitoring: principal will monitor club plans and schedule</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	May	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Grade levels will provide field trip opportunities for 100% of students to support the grade level curriculum</p> <p>Strategy's Expected Result/Impact: Enrichment of grade level curriculum</p> <p>Staff Responsible for Monitoring: Principal and Teacher Leaders</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 6: Sherman ISD will empower, engage and equip students for success in a diverse and complex world.


Performance Objective 3: Incoming kindergarten and outgoing 4th grade students will participate in transition activities and parent meetings


Evaluation Data Sources: parent survey, OUTLOOK calendar

Strategy 1 Details	Reviews			
<p>Strategy 1: Field trip is scheduled for 4th grade students transitioning to Dillingham. Kindercamp and Fred Douglas field trips are scheduled to transition pre k students into kindergarten</p> <p>Strategy's Expected Result/Impact: Students will be more comfortable entering our campus and transitioning to the new campus</p> <p>Staff Responsible for Monitoring: Principal, Kindergarten Teachers, 4th grade Teachers</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	May	June

 0% No Progress

 100% Accomplished

 Continue/Modify

 Discontinue

Goal 7: Sherman ISD will develop a balanced annual budget and maximize resources that are needed to achieve district priorities.





Goal 8: Sherman ISD will continue to monitor and plan for district facility needs.

Goal 9: Sherman ISD will engage all community stakeholder groups to enhance educational experiences for students.

Performance Objective 1: Increase parent and community involvement in order to enrich the educational experience for students. Staff, students, parents and community will feel welcome and be encouraged to actively participate in our school.

Evaluation Data Sources: documentation of communication efforts. Participation in campus event, activities and feedback will be an indicator of communication effectiveness

Strategy 1 Details	Reviews			
<p>Strategy 1: Invite parents to develop parent, student and campus partnerships through participation in scheduled parent conferences, parent compacts, and</p> <p>Strategy's Expected Result/Impact: 100% of parents will feel welcome to participate in various activities throughout the year</p> <p>Staff Responsible for Monitoring: all teachers, principal, assistant principal, and counselor</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct Family Information Nights with relevant programs and information for families</p> <p>Strategy's Expected Result/Impact: Increase family response to school sponsored events and increase parent engagement in student's educational experience</p> <p>Staff Responsible for Monitoring: principal, assistant principal, ESL teacher</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	May	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Staff and community will be involved in the collaboration process regarding the Campus Improvement Plan and the Targeted Improvement Plan</p> <p>Strategy's Expected Result/Impact: Design and implement plans to improve student academic performance and support the district strategic plan</p> <p>Staff Responsible for Monitoring: principal will monitor time lines and communication process</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Targeted Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Teachers will be provided with support from Principal, Vice-Principal, and Instructional coach with guidance on how to unpack the standard and create a lesson plan using the expected resources from the district.