

Comal Independent School District
Rebecca Creek Elementary
2018-2019 Campus Improvement Plan



Mission Statement

The mission of Rebecca Creek Elementary School is to successfully nurture and educate the whole child to remain a life-long learner who will positively contribute to the community.

Vision

We believe in empowering students to create, collaborate, communicate and think critically.

Culture and Commitments

Culture and Commitments

Learn and perform your job with high expectations.

Deliver exceptional customer service.

Work for the team.

Own our student performance.

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Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

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

Strategic Priorities









Strategic Priority 1: Maximize academic performance.

Performance Objective 1: Increase percentage of students meeting approaches on 4th grade writing STAAR from 66% to 75%.

Evaluation Data Source(s) 1: STAAR results, MAP Data, Common Assessments, and writing diagnostics.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
<p>Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Utilize the CTC model to continuously evaluate, refine, and implement research based writing strategies to improve writing performance.</p>	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased STAAR, MAP, and common assessment scores.				
<p>Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>2) Analyze and disaggregate student performance data including MAP Language screener results, Mock STAAR results, common assessments, and diagnostic writing.</p>	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased STAAR, MAP, Mock STAAR results, common assessments, and diagnostic writing scores.				
<p>Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) Examine student artifacts to analyze current levels of proficiency.</p>	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased STAAR, MAP, Mock STAAR results, common assessments, and diagnostic writing scores.				

<p>Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>4) Utilize Patterns of Power and writer's workshop to develop student writing fluency and conventions.</p>	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased STAAR, MAP, Mock STAAR results, common assessments, and diagnostic writing scores.				
<p>Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Use Map data to use concentrate on specific skills to close performance gaps.</p>	2.4, 2.5, 2.6	Teachers CIC Administration	Increased STAAR, MAP, Mock STAAR results, and common assessments.				
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Strategic Priority 1: Maximize academic performance.

Performance Objective 2: Increase domain 2A from an average of 54 points to an average of 65 points across all subjects.

Evaluation Data Source(s) 2: Implement and track student performance growth through MAP RIT scores, common assessments, and student artifacts.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Utilize CTC meetings to analyze data to identify and close performance gaps.	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased progress growth through MAP RIT scores, STAAR scores, common assessments, and student artifacts.				
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 2) Implementation of data to determine skills to drive small group creation and instruction.	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased progress growth through MAP RIT scores, STAAR scores, common assessments, and student artifacts.				
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 3) Archaeological "digs" to determine proficiency and plan steps for students growth.	2.4, 2.5, 2.6	Teachers CIC Administrators	Increased progress growth through MAP RIT scores, STAAR scores, common assessments, and student artifacts.				
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Strategic Priority 1: Maximize academic performance.

Performance Objective 3: Increase overall EL performance in all subject areas to 70% meeting growth on MAP?

Evaluation Data Source(s) 3: STAAR results, MAP Screener, common assessments, and student artifacts.

Summative Evaluation 3: No progress made toward meeting Performance Objective






Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Utilize CTC meetings to identify and discuss LEP students and areas of weakness.	2.4, 2.5, 2.6	Teachers CIC Administrator LPAC	STAAR results, MAP screener data, student artifacts, TELPAS, and common assessments.				
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7 2) Use research based ESL strategies to support academic vocabulary and growth with additional support provided by ESL District Coordinator.	2.4, 2.5, 2.6	Teachers CIC Administrators LPAC	STAAR results, MAP screener data, student artifacts, TELPAS, and common assessments.				
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7 3) Analyze data and document student needs to support decisions for LEP accommodations.	2.4, 2.5, 2.6	Teachers CIC Administrators LPAC	STAAR results, MAP screener data, student artifacts, TELPAS, and common assessments.				
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Strategic Priority 1: Maximize academic performance.

Performance Objective 4: Increase Science performance on approaches grade level from 82% to 85% and increase Master from 20% to 25%.

Evaluation Data Source(s) 4: STAAR Results, student artifacts, and common assessments.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Utilize district support staff to insure rigor and consistency across instruction.	2.4, 2.5, 2.6	Teacher CIC Administrators.	Increased STAAR, MAP, and common assesement scores.		 29%		
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Strategic Priority 2: Prepare classrooms and facilities for learning.

Performance Objective 1: All RCES staff will collaborate, plan, and implement systems to improve efficiency and effectiveness of campus operations.

Evaluation Data Source(s) 1: Campus operations will be measured by meeting notes and procedural documents.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
<p>Critical Success Factors CSF 6</p> <p>1) Train all staff on the Emergency Operation Plan. This includes "Love you guys" training along with campus wide safety drills.</p>		Administrators Law Enforcement CISD Safety and Security	All staff trained Monthly/Semester documentation of drills with debrief for improvement.				
<p>Critical Success Factors CSF 6</p> <p>2) Create a secure campus and continually monitor for safety and security concerns with appropriate staff on duty and the use of cameras.</p>		Administrators Sr. Associate Staff	Administrator actions Safety Reports				
<p>Critical Success Factors CSF 3 CSF 4 CSF 6</p> <p>3) Campus will be routinely inspected by administrators and head custodian to ensure that facilities are maintained and in excellent condition at all times.</p>		Custodial Administrators Sr. Associate	Well maintained building that fosters education.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>= Accomplished</p> </div> <div style="text-align: center;"> <p>= Continue/Modify</p> </div> <div style="text-align: center;"> <p>= No Progress</p> </div> <div style="text-align: center;"> <p>= Discontinue</p> </div> </div>							

Strategic Priority 2: Prepare classrooms and facilities for learning.

Performance Objective 2: Implement restorative discipline to increase classroom instructional time

Evaluation Data Source(s) 2: Less office referrals

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 1) Campus will practice restorative discipline to create a responsive classroom environment.	2.5, 2.6	Teachers Administrators	Less office referrals and more instructional time.				
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 2) Conduct daily Classroom meetings from 7:45-8:00 to increase social emotional connections.		Teachers Administrators	Students will feel a greater connection to their school community with increased social/emotional skills.				
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Strategic Priority 3: Embrace choice.

Performance Objective 1: Develop ongoing opportunities to strengthen the emotional, social, and physical development of the whole student by providing leadership and extra curricular activities both during and after school.

Evaluation Data Source(s) 1: Club rosters, counseling logs. and student participation.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
<p>Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>1) Students will be providing with mentoring opportunities that include: Bobcat Buddies, Canine Classmate, Kid Hope Mentors, RSVP tutors, CIS Mentor, and Pals.</p>	2.4, 2.5	Counselor CIS Administrators	Increase student's connection to the school community.				
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>2) Students will participate in counseling program that offers classroom guidance, small group counseling and individual counseling opportunities.</p>	2.4, 2.5, 2.6	Administrators Counselor CIS Nurse	Students will develop social and emotional skills.				
<p>Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>3) Leadership and extra curricular activities will be available to students before, during and after school. These opportunities will include Safety Patrol, FLL, Chess Club, Flag Crew, Running Club, Leadership Club, Strings, and Hawk News Crew.</p>	2.5	FLL Sponsors Safety Patrol Sponsors Strings Director Chess Club Sponsors Sr. Associate Leadership Sponsors Hawk News Director	Students will feel confident and invested in their school community.				
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Strategic Priority 3: Embrace choice.

Performance Objective 2: RCES will encourage partnerships along home, school, and community while instilling trust and confidence through continuous effective communication.

Evaluation Data Source(s) 2: Increased membership in PTA enrollment

Social Media reports

Parent Engagement Survey

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) With ongoing communication and planning with PTA, our collaborative events will encourage additional community and parent volunteerism.</p> <p>Events: Grandparents Lunch Family Picnics Coffees with Principals Watch Dog Kickoff Math is a Big Deal Trunk or Treat Homecoming Parade April Fling into Spring Field Day Awards Assemblies</p>	3.1, 3.2	Administrators PTA FEA Specialist	Increased Parent and Community Involvement.				
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Strategic Priority 4: Recruit, develop, and coach talent.

Performance Objective 1: Implement new processes to foster a commitment among staff of high expectations and customer service.

Evaluation Data Source(s) 1: OHI data
 QILT PD
 Parent Survey

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 1) Conduct 1:1 meetings with staff to get to know staff goals and interests.	2.5	Administrators	To build trust and confidence among colleagues.				
Critical Success Factors CSF 6 CSF 7 2) Schedule and plan for Meet and Greet to welcome new staff and families to the RCES community.		Administrator Sr. Associate CICs	To build strong relations among our RCES family.				
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Strategic Priority 4: Recruit, develop, and coach talent.

Performance Objective 2: Increase staff content knowledge to improve instruction and build leadership.

Evaluation Data Source(s) 2: Student growth measured by MAP data, Common Assessments, STAAR

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	May
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 1) Campus Instructional Coaches will lead CTC meetings to build content knowledge.	2.4, 2.5, 2.6	CICs Administrators	Increased student achievement.				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7 2) Build leadership through staff committees: positive behavior plans, assemblies, social, and team leader.	2.5	CICs Administrators Counselor	Encourage leadership growth through collaboration with peers.				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 3) Collaboration with district level support staff to increase rigor and insure consistency of instruction.	2.4, 2.5	CICs Administrators Counselor	Increased student achievement				
= Accomplished = Continue/Modify = No Progress = Discontinue							