Ector County Independent School District

Blackshear Elementary Magnet

Campus Improvement Plan

2020-2021

Mission Statement

At Blackshear Magnet Elementary, we focus on making student growth through engaging learning experiences, positive relationships, two-way communication and a safe learning environment.

Vision

At Blackshear Magnet Elementary, we prepare students for college and career readiness by creating life-long learners and productive citizens.

Value Statement

We believe that....

1. All students will make one year's growth in reading and math from the beginning of the year MAP testing in K-5.

2. Fourth and fifth graders will increase by 10% of their previous year's STAAR scores in Reading and Math.

3. Teacher's will show growth in Domains 1 and 2.

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Comprehensive Needs Assessment

Priority Problem Statements

Problem Statement 1: The campus has persistently scored below the state target in the area of student achievement.
Root Cause 1: Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.
Problem Statement 1 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Running Records results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Goals

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 1: Student attendance will increase from 94% in 2019 to   95% in 2020.

   Evaluation Data Sources: Attendance final year report for 2020-2021.

   Summative Evaluation: None

Strategy 1: Blackshear Elementary School will provide incentives for perfect attendance each month and every 9 weeks in an effort to improve attendance to 95 %	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Attendance Rate of 95%	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Attendance Clerk, Teachers, Counselor				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture				
Problem Statements: School Culture and Climate 1 - Parent and Community Engagement 1				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Performance Objective 1 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 2: Provide differentiated processes for priority classrooms/students.

    Evaluation Data Sources: Lesson Plans, Walk Throughs, Student Data

    Summative Evaluation: None

Strategy 1: Provide students with instruction that is relevant and appropriate for diverse learners.	Reviews			
Strategy's Expected Result/Impact: Improvement in Student Growth	Formative			Summative
Staff Responsible for Monitoring: Leadership Team and Teachers	Oct	Jan	Mar	May
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Performance Objective 2 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 3: Embed technology for anytime, anywhere teaching and learning.

Evaluation Data Sources: Lesson Plans, Walk Throughs, Technology Lessons

Summative Evaluation: None

Strategy 1: Provide teachers with the necessary tools and training to embed technology in face to face and remote lessons.	Reviews			
Strategy's Expected Result/Impact: Students will participate in Seesaw, Google Classrooms, Imagine Learning	Formative			Summative
Staff Responsible for Monitoring: Principals, Teachers	Oct	Jan	Mar	May
Title I Schoolwide Elements: 2.4, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
Problem Statements: Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 - Technology 1				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Performance Objective 3 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 4: ECISD will provide a data structure that can be utilized and accessed to inform processes.

Evaluation Data Sources: MAP Growth Assessments, Short Cycle Unit Assessments,

Summative Evaluation: None

Strategy 1: MCLs for2nd - 5th grade will meet weekly with their team and principal to review data, create a plan of action, and discuss follow through. Principals will meet weekly with Pre-K, K and 1 where no MCL representative exists.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Improvement in identified areas of need.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: MCLs, Principals, Teachers				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction				
Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 - School Context and Organization 1				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Performance Objective 4 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 5: Develop the adult collective understanding and shared vision of Social Emotional Learning (SEL) that creates systemic change where SEL can thrive.

Evaluation Data Sources: Character Ed Lessons by Counselor 3 times month for K-5th; Lower Referral Numbers

Summative Evaluation: None

Strategy 1: Staff will engage in professional learning about SEL research and practice.	Reviews			
Strategy's Expected Result/Impact: Awareness of SEL research and practice.	Formative			Summative
Staff Responsible for Monitoring: Principals, Teachers, Counselor	Oct	Jan	Mar	May
Title I Schoolwide Elements: 2.6				
Problem Statements: Demographics 1				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Performance Objective 5 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 6: Blackshear will provide a safe and supportive learning environment.

    Evaluation Data Sources: Implement CHAMPS, Staff/Student/Parent Surveys

    Summative Evaluation: None

Strategy 1: All staff will complete required Safe School's training, Trauma, SEL, Bullying Awareness and Sexual Harassment training.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Safe and supportive environment	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principals and Leadership Team				
Title I Schoolwide Elements: 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
Problem Statements: Demographics 1				

Strategy 2: Teachers will be trained on CHAMPS and will utilize training in classrooms and throughout the building.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Safe and Supportive Environment	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Principals				
Title I Schoolwide Elements: 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 3: Administrators will model Relay School wide routines and procedures and provide coaching.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Safe and supportive learning environment	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principals and Teachers				
Title I Schoolwide Elements: 2.5 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

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Performance Objective 6 Problem Statements:

Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 1: In 2020-21, ECISD will offer a job-embedded, personalized professional learning system for teachers and administrators.

Evaluation Data Sources: Learning Management System (LMS)
Employee Performance Evaluations
Staff Retention Rates
Eduphoria STRIVE
Staff Exit Survey Data

Summative Evaluation: None

Strategy 1: Campus administrators will conduct a minimum of five documented walkthroughs and or observation and feedback meetings per week.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Improved learning time	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Leadership Team and Principals				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				
Problem Statements: School Context and Organization 1				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Performance Objective 1 Problem Statements:

Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 2: Blackshear's teacher retention rate will increase from ____% in 2020 to ____(+0.6% min.)__in 2021.

    Evaluation Data Sources: End of Year Teacher Retention Rate

    Summative Evaluation: None

| Strategy 1: Relay coaching will be implemented by Leadership Team and MCLs through the use of Observation and Coaching to identify areas of need in instruction and promote teacher growth.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Grow Highly Effective Teachers	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Leadership Team, MCLs, and Principals				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction				
Problem Statements: Staff Quality, Recruitment, and Retention 1				
0% No Progress 100% Accomplished → Continue/Modify ✘ Discontinue				

Performance Objective 2 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 1: 3rd grade reading "Meets" percentages will increase from 21% (2019 STAAR) to 26% as measured by the 2021 STAAR assessment.

Evaluation Data Sources: Short Cycle Assessments, District Benchmarks, STAAR 2021 results

Summative Evaluation: None

Strategy 1: Blackshear will follow district curriculum, scope and sequence and balanced literacy program to ensure student growth.	Reviews			
Strategy's Expected Result/Impact: Meets from 21% to 26%	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers, MCLs, Principals	Oct	Jan	Mar	May
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
Problem Statements: Student Achievement 1				
0% No Progress　　100% Accomplished　　→ Continue/Modify　　✗ Discontinue				

Performance Objective 1 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 2: 3rd grade math "Meets" percentages will increase from 14% (2019 STAAR) to 19% as measured by the 2021 STAAR assessment.

> **Evaluation Data Sources:** Short Cycle Assessments, District Benchmarks, STAAR 2021 results

> **Summative Evaluation:** None

Strategy 1: Blackshear will follow district curriculum, scope and sequence and Number Talks to ensure student growth.			Reviews			
Strategy's Expected Result/Impact: Meets from 14% to 19%			**Formative**			**Summative**
Staff Responsible for Monitoring: Teachrs, MCLs and Principals			**Oct**	**Jan**	**Mar**	**May**
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction						
Problem Statements: Demographics 1 - Student Achievement 1						
0% No Progress	100% Accomplished	Continue/Modify	Discontinue			

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: The campus has persistently scored below the state target in the area of student achievement. **Root Cause:** Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 3: The percentage of students that Met Standard on all subjects/grades tested will increase from 20% (2019 STAAR) to 25% as measured by the 2021 STAAR assessment.

Evaluation Data Sources: STAAR Results

Summative Evaluation: None

Strategy 1: Blackshear will follow district curriculum, scope and sequence, balanced literacy and Number Talks to ensure student success.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Meets for all subjects/grades will rise from 20% to 25%	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principals, MCLs and Teachers				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
Problem Statements: Student Achievement 1				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Performance Objective 3 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 4: The percentage of students meeting or exceeding the growth target will increase from 72% (2019 STAAR) to 77% as measured by the 2021 STAAR assessment.

Evaluation Data Sources: STAAR Results

Summative Evaluation: None

Strategy 1: Blackshear will follow district curriculum, literacy block and Number Talks to ensure student growth.			Reviews			
Strategy's Expected Result/Impact: Meeting or Exceeding growth from 72% to 75%			Formative			Summative
Staff Responsible for Monitoring: MCLs, Principals and Teachers			Oct	Jan	Mar	May
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction						
Problem Statements: Student Achievement 1						
0% No Progress	100% Accomplished	Continue/Modify	Discontinue			

Performance Objective 4 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 5: The percentage of students reading on grade level in grades K-2 will increase 4% from the BOY MAP to EOY MAP assessment.

Evaluation Data Sources: MAP Growth

Summative Evaluation: None

Strategy 1: Blackshear will follow district curriculum and literacy blocks to ensure student success		Reviews			
Strategy's Expected Result/Impact: 4% increase in BOY to EOY MAP		Formative			Summative
Staff Responsible for Monitoring: Teachers, MCLs, and Principals		Oct	Jan	Mar	May
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction					
Problem Statements: School Context and Organization 1					
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue					

Performance Objective 5 Problem Statements: