

2003-2004
Campus Improvement Plan

Goal 1: We will align and strengthen the curriculum to ensure that we become a global leader in educational excellence. (Curriculum Strategy Plan)

Objective 1: Establish K-5 instructional practices that enhance mastery of all TAKS objectives in reading and writing. (Strategic Plan 3.7)

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1 Each grade level will incorporate the Six Traits of Writing into their curriculum. (Strategic Plan 3.7)	Writing Samples	All students	Classroom Teachers	Fall 2003	Write Traits	Lesson Plans Writing Samples
2 Identify all students in grades 3-5 not meeting minimum standards on TAKS reading and writing.	TAKS data	3-5 Students	Staff	Fall 2003- Spring 2004	TAKS data	Campus list of students and TAKS results
3 Provide tutoring for all students in grades 3-5 who did not meet minimum expectations in reading/writing.	TAKS data	3-5 Students	3-5 Teachers	Fall 2003- Spring 2004	Classroom Teacher	Work Samples
4 Grades 3-5 will give a practice TAKS test using a released version to identify areas of need and students at risk of failing TAKS	Released Version of TAKS test	3-5 Students	3-5 Teachers	Fall/Spring 2003-2004	Released TAKS test	Results of Practice Test
5. Identify all students in grades K-2 not meeting literacy expectations & provide appropriate intervention.	Teacher administered district assessment	K-2 students	K-2 teachers	Fall/Spring 2003-2004	Teachers MTA & Literacy teachers Special Ed. Teachers	End of year literacy assessment data
6. Increase the percentage of students achieving "commended" status in grades 3-5 for TAKS reading and grade 4 for TAKS writing	Spring 2003 TAKS results	3-5 students	3-5 teachers	Spring 2004	classroom teachers Pamela Crites Literacy Teacher	Spring 2004 TAKS results

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Campus Improvement Plan

Goal 1: We will align and strengthen the curriculum to ensure that we become a global leader in educational excellence. (Curriculum Strategy Plan)

Objective 2: Establish K-5 instructional practices that enhance mastery of all TAKS objectives in mathematics (Strategic Plan 3.7)

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1 Each grade level will provide weekly problem solving opportunities in the classrooms.	TAKS data; Teacher Observation	All students	Classroom Teachers	Fall 2003-Spring 2004	Various Problem Solving Resources	Teacher Observations
2 Identify all students in grades 3-5 not meeting minimum standards on TAKS math.	TAKS data	3-5 Students	Staff	Fall 2003-Spring 2004	TAKS data	Campus list of students and TAKS results
3 Provide tutoring for all students in grades 3-5 who did not meet minimum expectations in math.	TAKS data	3-5 Students	3-5 Teachers	Fall 2003-Spring 2004	Classroom Teacher	Work Samples
4 Grades 3-5 will give a practice TAKS test using a released version to identify areas of need and students at risk of failing TAKS	Released Version of TAKS test	3-5 Students	3-5 Teachers	Fall/Spring 2003-2004	Released TAKS test	Results of Practice Test
5. Increase the number of students achieving "commended" status in grades 3-5 in TAKS mathematics	Spring 2003 TAKS results	3-5 students	3-5 teachers	Spring 2004	3-5 teachers TAKS materials Released 2003 TAKS test James Ashby	Results of spring 2004 TAKS test

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Goal 1: We will align and strengthen the curriculum to ensure that we become a global leader in educational excellence. (Curriculum Strategy Plan)

Objective 3: Establish K-5 instructional practices that enhance mastery of all TAKS objectives in science (Strategic Plan 3.7)

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1 K-5 will incorporate hands-on, inquiry-based science instruction.	Strategic Plan	All students	Classroom Teachers	2003-2004	District Inquiry-Based Science Program	Teacher Observations
2 Reorganize/combine resources to develop a more user-friendly science laboratory	Science Curriculum; Materials Inventory	All students	3 rd and 5 th grade teachers	Fall 2003-Spring 2004	Inventoried materials; 3 rd & 5 th teachers; equipment	User-friendly Science Lab
3 Provide resources to meet curriculum needs that address science TEKS	TEKS	All students	All staff	Fall 2003-Spring 2004	Campus Fund Title Funds	Items purchased
4 Grade 5 will give a practice TAKS test using a released version to identify areas of need and students at risk of failing TAKS	Released Version of TAKS test	Grade 5 Students	Grade 5 Teachers	January/ February 2004	Released TAKS test	Results of Practice Test
5. Increase the number of students achieving "commended" status in grade 5 in TAKS science	Spring 2003 TAKS results	Grade 5 students	Grade 5 teachers	Spring 2004	TAKS materials 5 th grade teachers	Results of 2004 TAKS Science Test

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Goal 1: We will align and strengthen the curriculum to ensure that we become a global leader in educational excellence. (Curriculum Strategy Plan)

Objective 4: Meet all compliance guidelines related to state compensatory education students.

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1 Identify K-5 at-risk students	TAKS data DRA/Assess. Literacy Assess.	At-Risk students	Classroom Teachers Literacy Teacher	Fall 2003	Literacy Teacher Classroom Teachers Summer Literacy Program	Literacy Assessment data TAKS data
2 Provide appropriate intervention for At-Risk students	At-Risk data/PEIMS	At-Risk Students	Classroom teachers Literacy teacher	Fall 2003-Spring 2004	Literacy Teacher Classroom Teachers Summer Literacy Program Tutoring	Literacy Assessment data TAKS data
3 Purchase appropriate materials to benefit at-risk students using SCE monies	At-Risk data PEIMS	At-Risk students	Classroom teachers Principal	Fall 2003-Spring 2004	SCE funds - \$2,373.25	Purchase Orders

2003-2004
Campus Improvement Plan

Goal 1: *We will align and strengthen the curriculum to ensure that we become a global leader in educational excellence. (Curriculum Strategy Plan)*

Objective 5: 100% of 3rd grade students will pass TAKS reading. (Strategic Plan 3.7)

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1 K-3 teachers will continue to assess, monitor, and provide interventions to meet literacy goals	DRA/Assess. Literacy Assess.	K-3 Students	K-3 teachers literacy teacher MTA teacher	Fall/Spring 2003-2004	Literacy & MTA teachers Pamela Crites	Literacy Assessment data
2 K-2 students will be identified and given opportunity to attend summer literacy program	Literacy Assessment	All identified students at risk	K-2 teachers	Spring 2004	Literacy Teacher K-2 teachers	Literacy Assessment data

2003-2004
District Improvement Plan

Goal 2: Model & reinforce the CISD identified character traits throughout the district in order to help students avoid inappropriate social behavior & make healthy life choices. (Character Strategic Plan)

Objective 1: Establish a caring school community that supports character development. (Strategic Plan 5.2)

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1. Provide opportunities for students that support character development	Plan II Action steps 1-9	All students	All staff	2003-2004	Counselor, peer tutoring, staff, spirit day, character program, conflict wheel	Observation Spirit day recognition, certificates
2. Provide team building activities for staff that focus on building positive interpersonal relationships, communication, and collaboration.	Plan II Action Step 4	All staff	All staff	2003-2004	Staff activities Book studies Faculty celebrations Faculty Meetings	Agenda
3. Recognize students that demonstrate character traits.	Plan II Action Step 8	All students	Staff Principal Ast. Principal Counselor	2003-2004	District character traits DeVry T-shirts Area Business Coupons	Posting of traits Spirit day List of students recognized
4. Provide team building activities for students that focus on building positive interpersonal relationships, communication, and collaboration.	Plan II Action Step 3	All students	Staff ,Parents Counselor Principal Ast. Principal	2003-2004	Buddy System, Pine cove, Class meetings, Wee deliver, Recycling, Greeters, Spirit day	Agendas, class lesson plans

2003-2004
District Improvement Plan

Goal 3: Develop & implement a citizenship program so that each student engages in meaningful annual service to the community. (Service Action Plan)

Objective 1: Assess community need to determine diverse service opportunities. (Strategy Plan 7.1)

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1. Implement service learning opportunities in grades K & 2.	Strategic Plan 7.1	Lyn Baldwin Kindergarten 2 nd grade	School Community	2003-2004	Volunteers, staff, members of the community	observation, lesson plans, newsletters, websites, Spirit Day recognition
2. Provide students & staff an avenue to propose new service opportunities.	Strategic Plan 1 Action Step 3	Lyn Baldwin Kindergarten 2 nd Grade	School Community	2003-2004	Volunteers, staff, members of the community	lesson plans, school bulletin boards, newsletters
3. Provide campus liaison for district service learning coordinator	Strategic plan 7.1	Lynd Baldwin Kindergarten 2 nd Grade	Janell Thach	2003-2004	Lyn Baldwin	Lesson plans, school bulletin boards, newsletters
4. Establish partnerships with service agencies and/or non-profit organizations	Action step 1	DeVry	School community DeVry	2003-2004	Volunteers, staff, members of the community	Observation, lesson plans, newsletters, websites, spirit day recognition

2003-2004
Campus Improvement Plan

Goal 4: We will integrate technology into every facet of the educational experience to achieve the mission and objectives: Technology Strategy Plan

Objective 1: Increase staff level of technology integration proficiency - Strategic Plan 3A

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
All certified teachers will be assessed to determine current proficiency level	Strategic Plan	Tech Committee, Lab Tech	All Certified Teachers	School Year 03/04	Assessment Instrument made by James Ashby	Completed assessment instrument
All certified teachers will participate in ongoing, self-paced training to increase proficiency levels	Strategic Plan	Tech Committee, Lab Tech, Teachers	All Certified Teachers	School Year 03/04	System developed by Tech Department	Teacher participation through levels of program

2003-2004
Campus Improvement Plan

Goal 4: We will integrate technology into every facet of the educational experience to achieve the mission and objectives: Technology Strategic Plan

Objective 2: Provide teachers, students, and parents with an electronic forum that facilitates collaborative teaching and learning- Strategic Plan 2A

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
All 2-5 th grade teachers will attend EDP gradebook training and implement usage	Strategic Plan	Classroom teachers 2-5	All Certified Teachers	School Year 03/04	Tech Committee, Lab Tech, EDP training	Completed training and implementation
All staff members will be trained on district portal system and will use on daily basis	Strategic Plan	Tech Committee, Lab Tech, Teachers, Staff	All Staff	School Year 03/04	Portal System, Tech Committee, Lab Tech	Staff use of portal
All classroom teachers will develop a web page to share current classroom information	Strategic Plan	Classroom Teachers	Classroom Teachers	School Year 03/04	Tech Committee, Lab Tech,	Web Pages
Each team will evaluate parental use/satisfaction with web page	Strategic Plan	Classroom Teachers	Classroom Teachers	School Year 03/04	Classroom Teachers	Completed surveys and resulting changes made to web pages

2003-2004
Campus Improvement Plan

Goal 4: We will integrate technology into every facet of the educational experience to achieve the mission and objectives: Technology Strategic Plan

Objective 3: Ensure the availability of computer hardware- Strategic Plan 1

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
We will work with the technology department to determine equipment needs for students and staff members at Austin Elementary	Strategic Plan	All Students All Staff	Chad Branum Tech Committee, Principals	School Year 03/04	District Funding for Equipment	Needs assessment results from the district
We will use PTO funds and district matching funds to purchase additional technology hardware.	Strategic Plan	All Students, All Staffs, PTO	Chad Branum, Tabitha B. Committee, Principals	School Year 03/04	District Matching Funds of \$20,000 PTO funds - \$20,000	Purchase of computers and equipment

2003-2004
Campus Improvement Plan

Goal 5: Attract, retain and develop a diverse, highly qualified, innovative and visionary staff - Staff Strategic Plan

Objective 1: Implement specific recruiting practices for attracting qualified staff - Strategic Plan 4.1

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
At least five staff members from Austin Elementary will be provided to serve at the reinstated Job Fair	District Job Fair Guidelines Action Step 1	Campus Staff	All staff	Spring '04	Judy Denman	Job Fair Attendance Form

2003-2004
Campus Improvement Plan

Goal 5: Attract, retain and develop a diverse, highly qualified, innovative and visionary staff - Staff Strategic Plan

Objective 2: Update the CISD hiring process for attracting qualified staff. - Strategic Plan 4.2

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Supply one member for the committee to revise the screening process form.	Action Step 2	Campus staff	All staff	10/04 - 11/04	Judy Denman	Job fair screening form
Principal will provide written, positive feedback to interviewed applicants.	Action Step #5	Principal	Principal	Spring	Judy Denman	Feedback form

2003-2004
Campus Improvement Plan

Goal 5: Attract, retain and develop a diverse, highly qualified, innovative and visionary staff - Staff Strategic Plan

Objective 3: Establish incentive programs to retain quality staff - Strategic Plan 4.4

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide job share opportunities as educationally appropriate	Action step 4	ESL Teachers	Principal	2003-2004	Judy Denman	Job assignment

2003-2004
Campus Improvement Plan

Goal 5: Attract, retain and develop a diverse, highly qualified, innovative and visionary staff - Staff Strategic Plan

Objective 4: Establish a staff development program consistent with current National Staff Development Council Standards - Strategic Plan 4.5

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
1. Provide mentors for newly hired staff	Action step 4&5	new staff	New Teacher committee	2003-2004	Kayla Simons	New teacher committee agenda

