

# Ector County Independent School District

## Blackshear Elementary Magnet

### 2019-2020 Campus Improvement Plan



# 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. Each person has inherent worth and unique strengths.
2. Curiosity and learning are natural and grow without limit given stimulation and nurturing.
3. People are interdependent.
4. Each individual has a responsibility to add value to self and community.
5. Individuals are accountable for their choices and actions.
6. Education creates opportunity and opportunity creates a better world.
7. Progress improves and adds value to human life.
8. Fear limits life's potential; courage inspires living.
9. There is a difference between right and wrong.
10. Values learned at home affect a lifetime.
11. Leadership is influence; everyone is a leader.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

PEIMS Attendance Rates 2017-18 93.9%

Campus Type: Elementary

Campus Size: 692

Students Grade Span: K-5th

Percent Economically Disadvantaged: 73%

Percent LEP: 26%

### Demographics Strengths

Blackshear Magnet Elementary has some mobility of students and teachers.

Our K through fifth grade classrooms meet the required student-teacher ratio.

72% of students were at the Approaches grade level in Domain II in ELA/Reading in 4th-5th graders. 73% of students were at the Approaches grade level in Domain II for 4th-5th grade students in Math.

# Student Achievement

## Student Achievement Summary

ELA/Reading:

Approaches: 56 %

Meets: 22 %

Masters: 11 %

Math:

Approaches: 54%

Meets: 20%

Masters: 9 %

Writing: 44 % Approaches Meets 17% Masters 2%

Science: 41 % Approaches 14% meets 6% masters

Students in 4th and 5th grade are making progress in Math and Reading in Domain 2. Math is at 73% and Reading is at 72%.

## Student Achievement Strengths

Student achievement strengths include progress Domain 2 in math and reading scores in 4th and 5th grade students. Math progress for all students at 73 %. Reading was at 72%.

The African American students Reading target was 62. They made growth up to 81% in Domain 3 Closing the Gaps.

The Economically Disadvantaged Reading target was 64 and they made growth up to 71% in Domain 3 Closing the Gaps.

The ELL Math target was 68% and they made growth score of 83% in Domain 3 Closing the Gaps.

The Hispanic Math target was 69% and they made growth score of 76% in Domain 3 Closing the Gaps.

Student growth was made in 4th and 5th grade.

### **Problem Statements Identifying Student Achievement Needs**

**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.

## School Culture and Climate

### School Culture and Climate Summary

Blackshear has an average student number of 692 students, 34 Classroom teachers, 2 Fine Arts teachers, 1 Physical Education teacher, an aide, and 1 Special Education teacher. We have six classrooms per grade level with two being bilingual at every level. We house 2 GT teachers, a counselor, a media specialist and a Dyslexia Interventionist.

### School Culture and Climate Strengths

Blackshear participates in all district parental involvement initiatives such as VIPS, PTA, Magnet Showoff, Performing Arts Performances and Family Math and Reading Nights. All Title One parental involvement activities are also completed, such as parent compact meetings, parent surveys and report cards, as well as Meet the Teacher, Open House, Parent Orientation Meeting and Parent Conferences by all teachers.

### Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** A conflict in the belief system towards student growth and the neighborhood community. **Root Cause:** Teachers did not embrace

growth mindset to support school community.



# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

ECISD utilizes a variety of recruiting strategies to grow staff; including, alternative certification programs, college fairs, Odessa Pathways and intrastate teacher fairs. Additionally, the district posts available positions on a variety of websites. ECISD undergoes a hiring process which ensures that candidates are credentialed for the positions they are seeking. Professional development provides staff with the tools needed to intervene and enrich the learning of all subgroups. Retention strategies include longevity pay, stipends for special program areas, and stipends for education beyond position requirement. Finally, the district uses staff recognition programs in conjunction with other retention strategies.

At Blackshear all students will be taught by highly qualified teachers and instructional paraprofessionals.

## Staff Quality, Recruitment, and Retention Strengths

Blackshear's teacher retention rate is 60%.

Teachers with 0 years experience is 4%; 1-5 years 17%; 5-10 years 10%, more than 10 years 67% and 39% have a Masters Degree.

Monthly Birthday Lunches, Teacher of the week, jeans passes, positive notes in teacher boxes, postcards home, recognition of staff members, book studies, team building events and other activities to keep morale high on the campus

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1:** A large applicant pool of teachers does not exist in ECISD. **Root Cause:** The high cost of living in Odessa has limited applicant pool.

# **Curriculum, Instruction, and Assessment**

## **Curriculum, Instruction, and Assessment Summary**

Research based best practiced curriculum, instruction and assessment are integral components to meeting the educational needs of our student body. Providing an aligned curriculum for all students in all core subject areas is vital and must be reinforced within tutoring, dyslexia services, balanced literacy, guided math, Istation, Brainchild and reading services to close the achievement gap. Additionally, resource allocations in the form of textbooks, supplemental materials and classroom technology use contribute to student performance by providing tools to utilize when educating students. Teachers, dyslexia teachers, tutors and special education personnel support the programs and intervention services which allow for the opportunity to close the achievement gap. COGAT, Naglieri, STAAR, SBAs, DBAs, unit assessments, IStation, and TELPAS assessments allow for early identification of need and potential targets for intervention.

## **Curriculum, Instruction, and Assessment Strengths**

Blackshear will focus on following the District adopted textbook Scope and Sequence with fidelity. We will utilize district strategies such as KNOW SHOW when planning lessons. All teachers will utilize district planning template.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Aug. 15	3:00-4:30	Meet the Teacher /Conocer al profesor– Drop off Supplies in Rooms
Aug. 19	7:30-3:20	School Begins/Primer dia de la Escuela
Sept. 2	No School	Labor Day/No hay clases
Sept. 10	5:30-6:30	Classroom Orientation/Orientacion en el salon
Oct. 8	5:30-6:30	Reading Night/Noche de Lectura
Oct. 14	No School	Professional Development for teachers/No hay clases
Nov. 1	1:45-3:15	Fall Celebration for those who Qualify – Snacks will be sold
Nov. 4	No School	Professional Development for teachers/no hay clases
Nov. 12	9-2/5:30	I Am Thankful – Card Making 9-2 & Math & Science Night @ 5:30
Nov. 25-29	No School	Thanksgiving Holiday/Vacaciones
Dec. 10	9-2	Christmas Card Making for Parents /Hacer tarjetas de navidad
Dec. 20-Jan. 6	NO School	Winter Holidays/Vacaciones
Jan. 7	7:30-3:20	Back to School – Holidays are Over/Regresa a la Escuela
Jan. 20	No School	MLK Day/vacaciones
Feb. 5	All Day	100 <sup>th</sup> Day of School – Wear 100 – Be Creative
Feb. 11	9-2	PS I Love U for Parents – Card Making
Feb. 11	5:30-6:30	Valentine’s Family Night/noche familiar de san valentin
Feb. 14	No School	Professional Development for Teachers/no hay clases
Feb. 17	No School	Bad Weather Day/no hay clases
March 2-5	All Day	Dr. Seuss Week
March 5	1:45-3:15	Spring A Ling Celebration – Must Qualify-Snacks will be Sold
March 6-13	NO SCHOOL	Spring Break/Vacaciones de primavera
April 6-9	ALL DAY	STAAR TEST; No Visitors/No se permita visitants
April 10	No School	Good Friday/Buen Viernes/No hay clases
April 24	NO SCHOOL	Snow Day (no school if this day wasn’t used)/no hay clases
May 4-8	All Day	Teacher Appreciation Week
May 11-15	All Day	STAAR TESTING 3 <sup>rd</sup> – 5 <sup>th</sup> ; No Visitors/no ser permita visitants
May 20	9:00-1:00	FIELD DAY– Snacks will be sold/Dia de Campo
May 21	All Day	LAST DAY OF SCHOOL/Ultimo dia

## **Parent and Community Engagement Strengths**

Blackshear Elementary continues to work on closing the performance gaps with increased family and community involvement through Volunteers in Public Schools, PTA and committee involvement at the campus level. School staff, parents, families, and surrounding communities will be provided with opportunities to work together to improve family and community involvement and to support academic achievement.

\*Continue Meet the Teacher Night, Parent Orientation, Parent meetings for special area activities, AVID parent involvement activities, Parent Utility training for Title 1 school, Parent Compact, Magnet Contract, PTA Board will meet and set goals, Continue Blackshear Twitter, Facebook, VIPS Recruiting event, Magnet Show Off, and Book Fair.

# **School Context and Organization**

## **School Context and Organization Summary**

Blackshear will ensure that every instructional classroom is outfitted with a standardized technology equipment and that teachers are trained on how to utilize instructional technology in their classroom, such as Chromebook Carts, Smartboards, Google Expedition and Ipads.

Blackshear utilizes technological programs to promote student learning and close the achievement gaps. Every classroom classroom is equipped with access to Brainchild, Think Through Math, IStation, and HMH to assist with tutorials and intervention. E-books provides online books available to students at school and home. Blackshear has a computer lab, projector, SmartBoard and document camera in each classroom. Teachers are provided the opportunity to gain training to checkout their own classroom laptop and are trained on how to use them to enhance instruction.

## **School Context and Organization Strengths**

Blackshear continues to move forward with technological changes as they arise- having improved our infrastructure to be technology friendly. Blackshear replaces classroom and computer lab computer systems on a scheduled basis and increases access to new technology programs as they are developed. ECISD employs instructional technologists to provide training and support for best instructional practices.

Every classroom will have a working smart board installed, at least 3 computers and document camera as well as an overhead projector. In every general education class there will be at least 3 iPads with a docking station. Each grade level has up to 2 Chromebook Carts.

# Technology

## Technology Summary

All classrooms have In Focus projectors, Smart boards, and Elmos. Each grade level has 1-2 Chromebook Carts to be used by teachers on that grade level. The equipment was used to teach interactive lessons and reinforce skills and points of interest in preparation for grade level TEKS and STAAR. At the current time we are have at least 4 ipads in all grade level classrooms.

Students have district access to IStation, Think Through Math, and Brainchild. Teachers are provided with laptops and are trained on how to use them to enhance instruction. We also have 9 Chromebook carts with 30 laptops that are accessible for student use.

## Technology Strengths

Blackshear replaces classroom and computer lab computer systems on a scheduled basis and increases access to new technology programs as they are developed. ECISD employs instructional technologists to provide training and support for best instructional practices.

The technology specialist provides monthly assistance for teachers on campus.

# 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

**Problem Statement 2:** A large applicant pool of teachers does not exist in ECISD.

**Root Cause 2:** The high cost of living in Odessa has limited applicant pool.

**Problem Statement 2 Areas:** Staff Quality, Recruitment, and Retention

**Problem Statement 3:** A conflict in the belief system towards student growth and the neighborhood community.

**Root Cause 3:** Teachers did not embrace growth mindset to support school community.

**Problem Statement 3 Areas:** School Culture and Climate

**Problem Statement 4:** The campus has persistently scored below the state target in the area of student achievement.

**Root Cause 4:** Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.

**Problem Statement 4 Areas:** Demographics

**Problem Statement 5:** The campus has persistently scored below the state target in the area of student achievement.

**Root Cause 5:** Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.

**Problem Statement 5 Areas:** Student Academic Achievement





# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## 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
- PBMAS data

## Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- 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: Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.**

**Performance Objective 1:** Students achieving the Meets Standard on state assessments will increase from 20% to 25% across all tested grade levels and content areas by May 2020.

**Evaluation Data Source(s) 1:** State Accountability 2019, 2020

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b>            Improve low-performing schools            Build a foundation of reading and math</p> <p>1) 1. Focus on building a strong foundation in K-2 Reading and Math.</p> <p>2. Utilize formal and informal assessments to identify students at approaches level. Identify areas of need to ensure they make adequate growth to achieve Meets standard.</p> <p>3. Disaggregate data in PLCs to monitor student growth.</p> <p>4. Ongoing training on lesson planning for teachers.</p>	2.4, 2.5, 2.6	Administrators Instructional Specialists Teachers	<p>Growth from Approaches to Meets Standard by 2020 STAAR.</p> <p>Follow district's scope and sequence and lesson plans with fidelity.</p> <p>STAAR released assessments will show a 2-3% growth from previous year STAAR score.</p>				
<b>Problem Statements:</b> Student Academic Achievement 1							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May

**Performance Objective 1 Problem Statements:**





<b>Student Academic Achievement</b>
<p><b>Problem Statement 1:</b> The campus has persistently scored below the state target in the area of student achievement. <b>Root Cause 1:</b> Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.</p>

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 2:** Students achieving the Masters Standard on state assessments will increase from 9% to 19% across all tested grade levels and content areas by May 2020.

**Evaluation Data Source(s) 2:** State Accountability 2019, 2020

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b>            Improve low-performing schools            1) 1. Utilize formal and informal assessments to identify students at the Meets standard. Utilize small group instruction and rigorous Tier 1 instruction to ensure student growth from Meets to Masters.            2. Disaggregate data in PLCs to ensure progress is on track to Masters standard.</p>	2.4, 2.5	Administrators IS Teachers	Growth from Meets to Masters on STAAR 2020				
<b>Problem Statements:</b> Demographics 1							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished         </div> <div style="text-align: center;">  = Continue/Modify         </div> <div style="text-align: center;">  = No Progress         </div> <div style="text-align: center;">  = Discontinue         </div> </div>							

**Performance Objective 2 Problem Statements:**

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

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 3:** Students achieving the Meets Standard on the state assessments in Reading and Writing will increase by 10% by May 2020.

3rd Grade Reading from 20% to 30%

4th Grade Reading from 6% to 16%

5th Grade Reading from 23% to 33%

4th Grade Writing from 17% to 27%.

**Evaluation Data Source(s) 3:** State Accountability 2019, 2020

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p>1) 1. Blackshear teachers and instructional staff will follow the district's ELAR scope and sequence and lesson plans with fidelity. Administrators will ensure teachers consistently implement lessons and will monitor the implementation of (k- 5th grade) well-developed and explicitly taught word structures.</p> <p>2. Instructional Specialists and administrators will provide ongoing lesson planning in PLCs.</p>	2.4, 2.5, 2.6	<p>Teachers, Administrators, Instructional Specialists and , Reading Coaches</p> <p>Evaluation Data Source: Weekly review of lesson plans for K 5th, quarterly reviews of unit assessments, SBAs, DBAs, weekly walkthroughs, monthly IStation Lexile levels (K-8th), monthly Brainchild monitoring, monthly Professional Learning Communities (PLCs), Individual Education Plan (IEP) review each grading period, LPAC as needed, Summative evaluation STAAR, TELPAS, T-TESS</p>	<p>Istation letter knowledge and phonemic awareness levels will increase by:</p> <p>Kindergarten:            3% by March 2019            3% by May 2019            3% by Oct 2019            3% by Dec 2019            3% by March 2020            3% by May 2020</p> <p>2nd - 5th grade:            % meets standard on unit assessments will increase by:            3% by March 2019            3% by May 2019            3% by Oct 2019            3% by Dec 2019            3% by March 2020            3% by May 2020</p>				

**Problem Statements:** Student Academic Achievement 1

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

**Performance Objective 3 Problem Statements:**

<b>Student Academic Achievement</b>
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<p><b>Problem Statement 1:</b> The campus has persistently scored below the state target in the area of student achievement. <b>Root Cause 1:</b> Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.</p>
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**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 4:** Students achieving the Meets Standard on state assessments in Math will increase by 10% in each tested grade level by May 2020.


3rd Grade Math from 13% to 23%

4th Grade Math from 16% to 26%

5th Grade Math from 28% to 38%

**Evaluation Data Source(s) 4:** 2020 State Accountability

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b> Improve low-performing schools</p> <p>1) 1. Blackshear teachers and instructional staff will follow the district's Math scope and sequence and lesson plans with fidelity. Administrators will ensure teachers consistently implement lessons and will monitor the implementation of (k- 5th grade) MATH curriculum.</p> <p>2. Instructional Specialists and administrators will provide ongoing lesson planning in PLCs.</p> <p>3. We will utilize student assessment data to form tutoring/intervention groups for students to grow to meets status in math by using teacher tutoring, day tutors, and after school tutoring.</p>	2.4, 2.5	Teachers Administrators Ins. Specialists	Increase meets percentage by 10% by May 2020.				
<b>Problem Statements:</b> Demographics 2							
							

**Performance Objective 4 Problem Statements:**



## Demographics

**Problem Statement 2:** The campus has persistently scored below the state target in the area of student achievement. **Root Cause 2:** Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 5:** Students achieving the Meets Standard on state assessments in Science will increase by 10% by May 2020. 5th Science from 14% to 24%.

**Evaluation Data Source(s) 5:** 2020 State Accountability

**Summative Evaluation 5:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b>            Improve low-performing schools            1) 1. Follow the District's Scope and Sequence K-5 in Science with fidelity.            2. Utilize PLCs for planning of instruction guided by Instructional Specialists.            3. We will utilize student assessment data to form intervention groups for students to grow to meets standard in Science.            4. Disaggregate Science data in PLCs to ensure growth is made .</p>	2.4, 2.5	Administrators Teachers Ins. Specialists	10% increase in the Meets Standard on state assessments in Science by May2020				
<b>Problem Statements:</b> Student Academic Achievement 1							

**Performance Objective 5 Problem Statements:**

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

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 6:** ECISD retention rates will be 0.1% below state average in all grade levels K-8 by 2020.

**Evaluation Data Source(s) 6:** District PEIMS Retention Report

**Summative Evaluation 6:**

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 7:** Blackshear student attendance rate will increase from 93% to 95% by May 2020 (State average was 95.7% in 2017).

**Evaluation Data Source(s) 7:** District attendance reports

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b> Improve low-performing schools</p> <p>1) 1. Attendance team will meet every 6 weeks to monitor student attendance. They will ensure Contacts and Contracts are in place.</p> <p>2. Teachers will contact parents when a student is absence. Contact will be documented in Eduphoria Aware.</p> <p>3. Counselor will complete contracts on students with excessive absences by meeting with parents. Strategies for improving attendance will be shared with parents.</p>	2.5, 2.6	Counselor Teachers Clerk Administrators	Student attendance rate will increase from 93% to 95% by 2020.				

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 8:** Coordinated School Health requirements in fitness assessment and physical activity levels will be met by 2020-21 in all district physical education classes.

**Evaluation Data Source(s) 8:** FitnessGram Annual Report

**Summative Evaluation 8:**

**Goal 1:** Blackshear will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

**Performance Objective 9:** English Learners achieving Advanced and Advanced High Composite Level scores will increase by 5 percentage points for the academic year 2019-2020.

TELPAS Advanced Level from 37.86% to 42.86%

TELPAS Advanced High Level from 9.9% to 14.9%

**Evaluation Data Source(s) 9:** TELPAS ratings 2020

**Summative Evaluation 9:**

## Goal 2: Blackshear will work to retain and recruit highly qualified employees who demonstrate the ability to work together to meet District goals and improve student learning.

**Performance Objective 1:** By May 2021, the Blackshear teacher turnover rate will decrease from 40% to 20% .

**Evaluation Data Source(s) 1:** TAPR

System Data

Exit Survey Data

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<b>TEA Priorities</b> Recruit, support, retain teachers and principals 1) 1) Instructional Support Specialist and Curriculum Facilitators will work with teachers and campus leaders to provide job embedded training on instructional best practices.	2.4, 2.5	Principal	20% decrease in teacher turnover rate				
<b>Problem Statements:</b> Staff Quality, Recruitment, and Retention 1							

**Performance Objective 1 Problem Statements:**

<b>Staff Quality, Recruitment, and Retention</b>
<b>Problem Statement 1:</b> A large applicant pool of teachers does not exist in ECISD. <b>Root Cause 1:</b> The high cost of living in Odessa has limited applicant pool.

**Goal 2:** Blackshear will work to retain and recruit highly qualified employees who demonstrate the ability to work together to meet District goals and improve student learning.

**Performance Objective 2:** Blackshear will reduce teacher vacancies from an average of 14 in 2018-19 to less than 7 by the start of the 2020-21 school year.


**Evaluation Data Source(s) 2:** Entry Survey Data

Exit Survey Data


TAPR Report - Retention

**Summative Evaluation 2:**

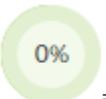
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<b>TEA Priorities</b> Recruit, support, retain teachers and principals 1) 1. Outstanding Employee recognition twice a month for those who demonstrate characteristics outlined in the District's mission.	2.5, 2.6	Principal	Create a positive culture and a sense of Team				




= Accomplished



= Continue/Modify



= No Progress





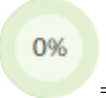

= Discontinue

### Goal 3: Blackshear will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.

**Performance Objective 1:** Improve customer service and community perceptions of ECISD from XX to an 80% as measured by a district created Customer Service Survey by 2024.

**Evaluation Data Source(s) 1:** Pre and Post Surveys  
District/Campus Customer Satisfaction Feedback

**Summative Evaluation 1:**



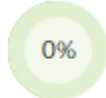

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) 1) 1. Increase use of Parent Link, Open House, Family Education Nights and other school activities to target parent partnerships. 2. Meet the Teacher August 15 3. Math/ Science Night- Sept. Parents will be shown how to engage their child with math board games, dice, cards, and objects in the home. 4. Reading Night Oct. 5. VIP recruitment Aug - Nov 6. I am Thankful for.. Parent card making Nov 8. Christmas cards.. Dec 9. Student Led Conference- 1 per semester 10. P.S I love you...Feb 11. Open house....March 12.13. Field Day in May 15. Awards Ceremony every 9 weeks	3.2	K-5 teachers and staff administrators IS Parents Summative: Parent surveys,	Increase parent and community involvement and voice.				
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**Goal 3:** Blackshear will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.

**Performance Objective 2:** Encourage partnerships with community health-based agencies and individuals as educational resources to improve the wellness of Blackshear students, faculty, staff, and their families.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b>            Improve low-performing schools            1) 1. Hold College Day visits to OC.            2. AVID Celebration at OC in April            3. Betenbough Homes has become a partner to Blackshear. They are involved in Teacher Appreciation week.            4. Partnership with West Texas Credit Union for staff appreciation.            5. Complex Community Federal Credit Union teacher appreciation snacks and back to school school supplies for teachers.            6. Employee of the bi-Week Sept. 2019 - May 2019.            7. Fall celebration for students who met criteria.            8. Monthly staff potlucks Sept-May.            9. Monthly Birthday celebrations 2nd Friday of the month. Positive Notes to staff.</p>	3.1	FTE Principal AP Counselor	Create a positive culture for all stakeholders.				
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## Goal 4: Blackshear will provide and promote a safe climate that is conducive to learning.

**Performance Objective 1:** Special programs will be offered to support the unique needs of students at various social/ emotional levels of functioning in order to promote a safe climate that is conducive to learning.

**Evaluation Data Source(s) 1:** Program rosters, attendance data, completion and graduation rates

### Summative Evaluation 1:



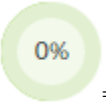

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b>            Improve low-performing schools            1) All Blackshear campus staff will be trained yearly during campus Professional Development concerning ECISD suicide prevention response procedures.</p> <p>Students will attend guidance lessons bi-weekly that address social emotional topics presented by the counselor.</p> <p>Guidance and training on suicide and violence will be sought from SAS counselor</p>	2.6	Principal, Counselor, SAS Counselor	<p>100% of staff will be trained in suicide prevention.</p> <p>Review discipline referrals, drop-outs, attendance and other evidence of unresolved conflict &amp; training mechanisms used to provide guidance for suicide prevention, violence prevention and intervention and harassment and dating violence.</p>				
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**Goal 4:** Blackshear will provide and promote a safe climate that is conducive to learning.

**Performance Objective 2:** Blackshear will ensure training for 100% of the staff will occur annually to promote the safety of all students.

**Evaluation Data Source(s) 2:** Staff sign-in, archived training documents

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<b>TEA Priorities</b> Recruit, support, retain teachers and principals Improve low-performing schools 1) Blackshear staff will be have a refresher on CHAMPS, PBIS and Capturing Kids Heart throughout the year to ensure all students needs are meet.	2.5, 2.6	Campus Administration, CHAMPS Team that was retrained at beginning of the year.	Help decrease office referrals and improve student/staff relationship				
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**Goal 5: Blackshear will utilize financial resources in a responsible and data-driven manner to support student learning.**

**Performance Objective 1:** Equitable and data driven budgeting will be utilized to determine priority for "options" submitted by departments and approved by the Board no later than June 18, 2019. (Options are funding above department allotments for additional identified needs. )

**Evaluation Data Source(s) 1:** Budgets, 5 year trends, Needs as requested by options list provided by departments, and district approved staff ratios

**Summative Evaluation 1:**

**Goal 5:** Blackshear will utilize financial resources in a responsible and data-driven manner to support student learning.

**Performance Objective 2:** All 2019-2020 requests for professional development will include an implementation plan that reflects the financial impact from the initial training to follow up training for years 2 and 3 and include planning for new employees.

**Evaluation Data Source(s) 2:** Professional Development Plans

**Summative Evaluation 2:**

**Goal 6: Blackshear will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.**

**Performance Objective 1:** 100% of Blackshear's improvement plan will be aligned to the district improvement plan by August 2019.

**Evaluation Data Source(s) 1:** 2019-2020 Campus improvement Plans

**Summative Evaluation 1:**



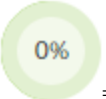

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<b>TEA Priorities</b> Improve low-performing schools 1) The campus improvement plan will created and updated with the campus administrators and CIT team through the year.		CIT, Campus Administrators	The campus improvement plan will be completed by August 2019 and reviewed regularly with the CIT and staff				

**Goal 6:** Blackshear will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

**Performance Objective 2:** Increase the use of digital tools and strategies using cloud-based applications by 2020.

**Evaluation Data Source(s) 2:** Usage reports

**Summative Evaluation 2:**



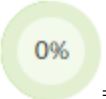

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<b>TEA Priorities</b> Recruit, support, retain teachers and principals Improve low-performing schools 1) Blackshear will work with the Instructional Technology Specialist to train the staff during PLC or after school trainings on digital tools to help enhance student learning with technology.		Campus Administrators, Instructional Technology Specialist					
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**Goal 6:** Blackshear will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

**Performance Objective 3:** Increase the use of parent portal activity from 37% to 60% by 2020.

**Evaluation Data Source(s) 3:** txConnect administrator reports.

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<p><b>TEA Priorities</b>                      Improve low-performing schools                      1) Ensure parents are given their students parent portal access throughout the year and training by the office staff if needed.                      Explain the benefits of parent portal access to the students guardians.</p>		Campus Administrators, Office Staff	Parent will be more more aware of students learning, grades, and attendance through parent portal.  This will also help ensure registration runs smooth summer 2020.				
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