

Ector County Independent School District
Sam Houston Elementary
2021-2022 Campus Improvement Plan



Mission Statement

Sam Houston Mission

At Sam Houston Elementary, we strive to empower lifelong learners in a nurturing environment. We embrace an academic spirit of excellence by developing knowledge and skills and promoting determination, integrity, family, and community involvement.

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Comprehensive Needs Assessment

Demographics

Demographics Strengths

Sam Houston has a mobility rate of ____% for students.

Most k-5 classrooms meet the required students to teacher ratio, with 2 being above ratio.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Student demographics contribute to the lack of parental involvement in school. **Root Cause:** Lack of resources and support towards education.

Priority Problem Statements

Problem Statement 1: Student demographics contribute to the lack of parental involvement in school.

Root Cause 1: Lack of resources and support towards education.

Problem Statement 1 Areas: 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.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: Lack of rigorous Tier 1 instruction resulted in lower student performance in most core areas.

Root Cause 3: Lack of highly qualified teachers with content knowledge to engage in consistent, effective lesson planning.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: A large applicant pool of teachers does not exist in ECISD.

Root Cause 4: The high cost of living and oil industry in Odessa has limited applicant pool.

Problem Statement 4 Areas: School Processes & Programs

Problem Statement 5: Teachers receive training with no follow up trainings during the year to ensure success.

Root Cause 5: Teachers not able to develop due to lack of follow up with training, excess districts mandates and ever changing district expectation

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Student performance data indicates there is a need for alignment between teacher planning, data tracking and analysis, and student achievement.

Root Cause 6: Factors include lack of teacher retention, teachers needing support, and ensuring the DDI process and effective lesson planning are connected to student outcomes.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Self-efficacy is low for most students, low motivation

Root Cause 7: Families do not embrace growth mindsets, do not engage in conversations about excelling in school/career with students.

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Lack of student leadership on campus.

Root Cause 8: Lack of student leadership opportunities and training for staff to build student growth mindset and leadership abilities.

Problem Statement 8 Areas: Perceptions





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: Sam Houston will develop collective understanding and shared vision of Social Emotional Learning (SEL) among the adults in our organization that creates systemic change where SEL can thrive.

Evaluation Data Sources: Character Education lesson by Counselor, Leader In Me implementation in all grade levels, lower office referrals

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff will engage in Leader In Me training in July and receive coaching for successful implementation throughout the school year.</p> <p>Strategy's Expected Result/Impact: Decreased office referrals, Increased student leadership, increased student achievement</p> <p>Staff Responsible for Monitoring: Administrators, Counselor, MCLs, Teachers</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Improve low-performing schools</p> <p>Problem Statements: Perceptions 2</p>	Formative			Summative
	Oct	Jan	Mar	May

 No Progress
 Accomplished
 Continue/Modify
 Discontinue





Performance Objective 1 Problem Statements:

Perceptions
<p>Problem Statement 2: Lack of student leadership on campus. Root Cause: Lack of student leadership opportunities and training for staff to build student growth mindset and leadership abilities.</p>

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: Sam Houston will provide and safe and supportive school environment





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

Strategy 1 Details	Reviews			
<p>Strategy 1: All staff will complete required Safe School's training, Trauma, SEL, Bullying Awareness, CHAMPS and Sexual Harassment training.</p> <p>Strategy's Expected Result/Impact: Safe and supportive environment</p> <p>Staff Responsible for Monitoring: Administrators, Counselor</p> <p>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</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will be trained on CHAMPS and will utilize training in classrooms and throughout the building.</p> <p>Strategy's Expected Result/Impact: Solid classroom management systems, safe and support environment</p> <p>Staff Responsible for Monitoring: Administrators, Counselor, CHAMPS site team</p> <p>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</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Administrators will create a model school-wide Relay playbook for effective routines and procedures.</p> <p>Strategy's Expected Result/Impact: Safe and Supportive Learning environment where student needs are kept at the forefront.</p> <p>Staff Responsible for Monitoring: Administrators, MCLs, teachers</p> <p>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</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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: Sam Houston will provide differentiated processes for priority students/teachers.

Evaluation Data Sources: Observations, Student Data, Lesson Plans

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will utilize LLI intervention kits for K-3 grade. K-5th grade will utilize Imagine Learning and Literacy 60 minutes a week per program.</p> <p>Strategy's Expected Result/Impact: Increased student growth in ELAR/SLAR</p> <p>Staff Responsible for Monitoring: Administrators, MCLs, Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Performance Objective 3 Problem Statements:

Student Learning
<p>Problem Statement 2: Lack of rigorous Tier 1 instruction resulted in lower student performance in most core areas. Root Cause: Lack of highly qualified teachers with content knowledge to engage in consistent, effective lesson planning.</p>

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: Student attendance will increase from 92.9% overall in 2020-2021 to 94% overall in 2021-2022.

Evaluation Data Sources: End of year attendance report for 2021-2022

Strategy 1 Details	Reviews			
Strategy 1: Monthly celebrations will be provided to classrooms with the highest percentages and will include parents. Strategy's Expected Result/Impact: Improved attendance rate Staff Responsible for Monitoring: Administrators, Attendance Clerk, Counselor Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Problem Statements: Demographics 1 Funding Sources: supplies, goodies for celebrations - Local - \$500	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Perfect attendance shirts will be given each 9 weeks to students. Strategy's Expected Result/Impact: Improved attendance rate Staff Responsible for Monitoring: Administrators, Attendance Clerk, 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: Demographics 1 Funding Sources: t-shirts - Local - \$200	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: Student demographics contribute to the lack of parental involvement in school. Root Cause: Lack of resources and support towards education.

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 2021-22, ECISD will offer a job-embedded, personalized professional learning system for teachers and administrators.

HB3 Goal

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

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: ECISD will provide strategic staffing and compensation systems during 2021-2022.

Evaluation Data Sources: Staffing models

Equity Plan

Opportunity Culture

Teacher Incentive Allotment designations

Staffing/Payroll Reports

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: ECISD will develop a plan to increase the number of students who are Kindergarten ready and who are on grade level by grade 3.

Evaluation Data Sources: Pre-K Circle Data, MAP Growth Assessment

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: ECISD will implement innovative instructional models which enable personalized learning for all students.

Targeted or ESF High Priority

Campus Funding Summary

Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	supplies, goodies for celebrations		\$500.00
1	4	2	t-shirts		\$200.00
Sub-Total					\$700.00
Grand Total					\$700.00

Addendums