

Celina Independent School District

Celina Intermediate School

2014-2015 Goals/Performance Objectives/Strategies



Mission Statement

The mission of the District, as the primary educational entity, is to provide a safe, caring, structured learning environment where teachers educate and motivate students to become productive citizens of their community.

Vision

Value Statement

Table of Contents

Goals	4
Goal 1: Celina Intermediate will improve campus performance and student academic success as measured by local, state, and national standards while increasing educational opportunities for all students.	4
Goal 2: Celina Intermediate will provide a positive, safe, and orderly school climate for all on campus.	10
Goal 3: Celina Intermediate will increase community and parent involvement in the schools and communication among all stakeholders in the district.	13
Goal 4: Celina Intermediate will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations, including staff.	15

Goals

Goal 1: Celina Intermediate will improve campus performance and student academic success as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 1: The campus will expect 100% of each student group to meet Level II passing standard on all STAAR tests and increase the percent of students at Level III to 40% for all tested areas.

Summative Evaluation: 1) Student academic progress throughout school year as measured by TEKS checks, curriculum checks, teacher-made assessments, and six week grades.


2) Teams will evaluate progress towards TEKS alignment in all subject areas 3rd-4th by use of TEKS Resources and curriculum checks.

3) AWARE and other technology programs will be used to disaggregate data and assess students' progress.

4) Students prepared for STAAR exams and the data/scores reflect this.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Administer curriculum checks /TEKS checks for the analysis of student progress on state standards.	Campus administrators, District Director of Instruction, classroom teachers	Curriculum check/TEKS check data in AWARE, STAAR results				
2) Continue to develop new test strategies which are STAAR specific.	Campus administrators, District Director of Instruction, classroom teachers	New testing strategies, STAAR results				
3) Continue an increase in student instructional day by twenty minutes along with adjustments to master schedule to allow for a sixty minute intervention/enrichment block of time (ARI/AMI/Intervention).	Campus administrators, classroom teachers, pull-out teachers	Student progress in ENCORE classes, STAAR and TELPAS results				
4) Continue small group classroom instruction providing more differentiated and individualized instruction (ARI/AMI) as well as providing the opportunity to allow Intervention class , which allows students the opportunity for small group instruction, RTI.	Campus administrators, classroom teachers, pull-out teachers	Student progress on curriculum checks, TEKS checks, STAAR results				
5) Continue additional targeted vocabulary intervention for LEP students to accelerate the mastery of ELPS objectives and TEKS.	Campus administrators, ESL teachers, pull-out teacher, District Director of Curriculum	TELPAS results and improvement, STAAR results				


6) Continue vertical alignment meetings in core content areas to ensure alignment with STAAR.	Campus administrators, District Director of Instruction, classroom teachers	Lesson plans in Forethought, walk through data, meeting agendas and sign in sheets, STAAR results				
7) Continue an increase of reading fluency and comprehension with the Reading Zone program.	Campus administrators, classroom teachers	Monitor progress through Reading Zone assessment				
8) Continue to utilize Think Through Math & implement Imagine Learning to address the needs of students struggling in math & reading.	Campus administrators, classroom teachers	Monitor progress through assessments within the programs.				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: Celina Intermediate will improve campus performance and student academic success as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 2: The campus will implement programs and strategies to improve academic performance for At-Risk students.

- Summative Evaluation:** 1) Improved state assessment scores.
 2) Improved at-risk scores on curriculum checks, TEKS checks, and state reading assessments.
 3) Improved at-risk student grades.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Administer curriculum checks/TEKS checks for the analysis of student progress on state standards for at-risk students.	Campus administrators, classroom teachers, District Director of Instruction	Curriculum check and TEKS check data in AWARE, STAAR results				
2) Continue to develop new test strategies which are STAAR specific for at-risk students.	Campus administrators, classroom teachers, District Director of Instruction	New strategies implemented, students utilizing new strategies which lead to improved performance and student growth as measured on district and state assessments				
3) Teachers implement small group targeted instruction providing more individualized and differentiated instruction during core content areas as a result of the additional time to the school day and Intervention in master schedule.	Campus administrators, classroom teachers, pull-out teachers	Student growth and progress as measured by curriculum checks, TEKS checks, and STAAR				
4) Continue additional targeted vocabulary intervention for LEP students to accelerate the mastery of ELPS objectives and TEKS for at-risk students.	Campus administrators, ESL teacher, pull-out teacher, District Director of Instruction	TELPAS and STAAR student growth				
5) Continue ARI/AMI small groups to improve core content areas for targeted students.	Campus administrators, classroom teachers, pull-out teachers	Curriculum checks, TEKS checks, AWARE data, STAAR results				
6) Improve academic performance by encouraging attendance for at-risk students through incentive programs.	Campus administrators, classroom teachers, pull-out teachers	Increase scores for at-risk students				
						

Goal 1: Celina Intermediate will improve campus performance and student academic success as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 3: The campus will increase advanced academic resources to improve student performance.

Summative Evaluation: 1) Student service

2) Increase in number of students achieving Level III STAAR

3) Scheduled meetings and feedback from parents and students

4) Student academic success on a more advanced level on curriculum checks, TEKS checks, TELPAS, and STAAR


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Implement Think Through Math as RTI Tier II intervention program and math enrichment for grades 3-5.	Campus Administration, District Director of Instruction, math teachers, intervention teachers	Curriculum check results, TEKS check results, STAAR results, program usage				
2) Continue Read Naturally Live & implement Imagine Learning for RtI intervention and enrichment, as well as, special needs students in grades 3-5.	Campus Administration, Classroom teachers	Curriculum Check data, TEKS check data, STAAR results, program usage				
3) GT students will create individual projects aligned with state GT guidelines.	Campus Administration, GT lead teachers at each grade level	GT product fair, student individual projects completed				
4) Continue to utilize AWARE and other technology programs to assist with data disaggregation and monitoring of student progress.	Campus Administration, District Director of Instruction, classroom teachers	Curriculum Check data, TEKS check data, iStation data, STAAR results, campus meetings and sign in sheets where program utilized for student data				
5) Align assessments to TEKS/STAAR in all core areas and continue vertical meetings across grade levels in core academic subjects with specific discussions on rigor.	Campus Administration, District Director of Instruction, Classroom teachers	STAAR results, lesson plans, walk-through data, curriculum check results, TEKS check results, aligned assessments created/updated, meeting agendas and sign -in sheets				
6) Extend the use of StemScopes to grades 3 and 4 to provide consistency and continuity in science instruction as well as provide enrichment of science curriculum.	Campus Administration, District Director of Instruction, science teachers	lesson plans, walk-through data, curriculum check data, TEKS check data, STAAR results for grade 5 science, program usage				

7) Implement Imagine Learning in grades 3-5 as diagnostic reading instrument.	Campus Administration, District Director of Instruction, reading teachers	iStation student data, improved STAAR reading scores				
8) Schedule and staff attend professional development opportunities which promote critical thinking skills in at-risk groups.	Campus Administration, District Director of Instruction, classroom teachers	Teacher lesson plans, walk-through data, improved student success in curriculum check data, TEKS check data, six week grades, STAAR and TELPAS results				
9) Continue Target Reading Program for all students.	Campus Administrators, classroom teachers	Target Reading assessments				

Goal 1: Celina Intermediate will improve campus performance and student academic success as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 4: The campus will increase awareness of and attend to the needs of diverse learners.

- Summative Evaluation:** 1) Increased parent and community involvement in campus and student activities.
 2) Increased student engagement in the classroom.
 3) Increased student success on STAAR/TELPAS.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Conduct professional development on strategies to assist diverse learners in achieving higher-level comprehension skills.	Campus Administration, classroom teachers	Increased student motivation, increased student success on all assessments, walk-through data indicating implementation of strategies learned in training				
2) Continue the vocabulary programs implemented in order to bridge the gaps in academic vocabulary of our diverse learners.	Campus Administration, classroom teachers	Increased student motivation, increased student success on all assessments, implementation of vocabulary programs				
3) Continue parent conferences to beginning, middle, and end of the year for all students.	Campus Administration, classroom teachers	Increased student motivation, increased parent communication, student growth in academic areas, sign in sheets documenting conferences conducted with parents				
4) Continue positive phone calls to parents with the implementation of "Bobcat Heart" awards.	Campus Administration, classroom teachers	Phone logs by teachers documenting parent contact, increased student motivation, student growth in all academic areas, increased parent communication indicated on parent involvement survey in spring 2013				
5) Continue "Little Things Can Make a Difference" program throughout the campus.	Campus Administration, classroom teachers	Increased student motivation, increased student success on all assessments				
6) Continue Reading Zone program to increase fluency and comprehension.	Campus Administrators, classroom teachers	Monitoring Reading Zone levels through Reading Zone assessments				
7) SIOP training will be available for all staff.	Campus Administrators, classroom teachers	Certification and implementation of training into classrooms				
						

Goal 1: Celina Intermediate will improve campus performance and student academic success as measured by local, state, and national standards while increasing educational opportunities for all students.

Performance Objective 5: The campus will implement programs and strategies to improve academic performance for ESL students.

Summative Evaluation: 1) Improved state assessment scores. 2) Improved ESL scores on TELPAS. 3) Improved ESL scores on curriculum checks, TEKS checks, and state assessments.




Goal 2: Celina Intermediate will provide a positive, safe, and orderly school climate for all on campus.

Performance Objective 1: The campus will enhance the effective discipline and crisis management plan.

Summative Evaluation: 1) Decrease office referrals
 2) Continue improvement of campus lockdown and crisis management procedures
 3) Continued evaluation and improvement of student security/safety procedures

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue R-time student character development/behavior program.	Campus Administration, classroom teachers	Decreased office referrals, improved safety and lockdown drill results, improved student security/safety procedures				
2) Continue staff development on student safety and classroom management - during beginning of school year professional development.	Campus Administration, classroom teachers	Decreased office referrals, improved safety and lockdown drill results, improved student security/safety procedures				
3) Continue to evaluate and improve Positive Behavior Management.	Campus Administration, classroom teachers	Decreased office referrals, improved safety and lockdown drill results, improved student security/safety procedures				
4) Continue to evaluate and improve campus safety drills and student lockdown procedures.	Campus Administration, classroom teachers	Improved drill results, improved student security/safety procedures				
5) New updated emergency operation plan.	Campus administration, classroom teachers	Improved communication & drills				
6) Positive referral from teachers through "Bobcat Heart" awards.	Campus administration, classroom teachers	Decrease office referrals and positive parent communication.				
7) Continue modeling & advocating anti-bullying behavior.	Campus administration, classroom teachers	More awareness and less misconduct				


8) Continue with updated security measures (Raptor, Go Kits in each class, new emergency operations plan, walkie/talkie, camera system, secure entry, storefront).	Campus administration, classroom teachers	Improved security and safety of staff, students, and all stakeholders				
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 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 2: Celina Intermediate will provide a positive, safe, and orderly school climate for all on campus.

Performance Objective 2: The campus will promote positive staff morale and student character development.






- Summative Evaluation:** 1) Decreased office referrals.
 2) Decreased reports of incidents of bullying.
 3) Improved student motivation and attitude.
 4) Improved staff and campus morale.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue R-time student character and behavior program.	Campus Administration, classroom teachers	Improved student and staff morale and motivation, decreased office referrals, improved parent communication				
2) Continue positive communication with parents by positive phone calls and use of "Little Things Mean a Lot" cards.	Campus Administration, classroom teachers	Improved student and staff morale and motivation, decreased office referrals, improved communication with parents				
3) Continued improvement and expansion of FCA, Student of the Month, Flag Corps, and Ecology Club.	Campus Administration, classroom teachers	Improved student and staff morale and motivation, decreased office referral, improved communications with parents				
4) Continue student recognition and reward celebration through Positive Referrals/Bobcat Heart and Student of the Month program.	Campus Administration, classroom teachers	Improved student and staff morale and motivation, decreased office referral, improved communication with parents				
5) Continued expansion of Sunshine Committee activities for staff.	Campus Administrations, classroom teachers	Improved student and staff morale and motivation, decreased office referral, improved communications with parents				
						

Goal 3: Celina Intermediate will increase community and parent involvement in the schools and communication among all stakeholders in the district.

Performance Objective 1: The campus will work to increase parental and community involvement at all campus events.

- Summative Evaluation:** 1) PTA update of membership totals
2) Increased parent communication and participation in campus activities

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to improve group emails to parents from homeroom teachers.	Campus Administration, classroom teachers	Increased parent contact - conferences, calls, student planners, and emails, increased parent attendance at campus events				
2) Continue listserv for parents to subscribe to in order to receive additional campus information.	Campus Administration, classroom teachers, Technology Director	Listserv established through website, parent access of listserv for information which would lead to increased parent communication, increase participation in PTA, and increase in attendance at campus events				
3) Continue evaluation and expansion of teacher websites.	Campus Administration, Technology Curriculum Coach, Classroom Teachers	Websites updated with pertinent parent information, parents accessing websites more frequently indicated on campus parent involvement survey in the spring, increased parent attendance at campus events, increased parent contact				
4) Continue "Little Things Mean a Lot" program.	Campus Administration, Classroom Teachers	Increased parent contact - conferences, calls, student planners, and email, increased parent attendance at campus activities				
5) Continue campus communication (Reminder 101, school messenger, District & Campus Newsletter, Campus website).	Campus administration, classroom teachers	Increase parent contact, increase parent involvement, establishes means of delivering pertinent information				
6) Continue to work with PTA to expand community involvement (Muffins with Mom, Donuts with Dad, Book Fair, staff lunches provided by PTA parents)	Campus administration, classroom teachers	Increase parent/community communication and participation in PTA and increase in attendance at campus events				
7) Continue Principal/Counselor Coffee	Campus administration	Increase in parent attendance, participation and communication				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: Celina Intermediate will increase community and parent involvement in the schools and communication among all stakeholders in the district.

Performance Objective 2: The campus will improve two-way communication among all stakeholders.

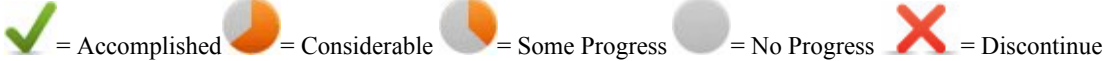
Summative Evaluation: 1) Parent feedback to campus

2) Parent use of website "hits"

3) Increase in use of parent portal

4) Increase parent response on student planners


5) Increase parent response to teacher emails

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue the "parent response" section of student planners.	Campus Administration, Classroom Teachers	Increase parent use of student planners, increase in positive parent comments on teacher communication				
2) Continue parent conferences to beginning, middle, and end of year for all students.	Campus Administration, Classroom Teachers	Increase in positive parent comments on teacher communication, classroom teacher documentation of conferences with parents				
3) Continue specific list of "Ways of Communicating with Your Child's Teacher" with agenda at parent informational meetings.	Campus Administration, classroom teachers	Increase in positive parent comments on teacher communication				
4) Continue to provide information to parents on team/individual teacher websites.	Campus Administration, Technology Curriculum Coach, Classroom Teachers	Increase in positive parent comments on teacher communication, websites accessed and updated				
5) Continue Principal/Counselor Coffee.	Campus administration	Positive parent comments				
6) Continue Facebook page for C.I.S. campus and updates as information is provided.	Counselor	Increase positive communication with parents and community				
						

Goal 4: Celina Intermediate will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations, including staff.

Performance Objective 1: The campus will hire the most qualified staff to fill all district positions.

- Summative Evaluation:** 1) Highly Qualified Report, TEA, and Region 10 support
 2) Evaluate number and placement of student teachers.
 3) Applicants recommended for hire will be highly qualified.
 4) Standards for positions will include highly qualified status. Consideration will be given to internal highly qualified staff for new positions.
 5) Elementary and Secondary students have a successful year with Ready, Set, Teach program.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Implement & continue to evaluate and expand Ready, Set, Teach program.	Campus Administration, District Director of Instruction, RST Instructor	Teacher surveys, student surveys, class observation data				
2) Continue to promote and seek use of student teachers.	Campus Administration, classroom teachers, Central Office Administration (HR)	Increased numbers of student teacher placements				
3) Continue paneled interviews for hiring qualified teachers.	Campus administration, classroom teachers	Highly qualify teachers on staff.				
4) Continue incentive program for teachers and students for excellence in attendance.	Campus Administration, District Administration	Increase in attendance, decrease in absenteeism				
						

Goal 4: Celina Intermediate will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations, including staff.

Performance Objective 2: The campus will improve job specific training as needed for all staff.

Summative Evaluation: 1) Evidence of use of current and/or effective teaching methods

2) Principals' evaluation of staff

3) Staff input

4) Teachers feel supported and trained in assigned duties

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to provide for specific staff development as needed.	District Director of Instruction, Campus Administration, classroom teachers, identified classroom teachers	Classroom walk-through data and observations, increased academic performance of diverse learners as measured by multiple assessments, certificates of participation in staff development/trainings				
2) Continue to provide ongoing staff development in critical needs areas.	District Director of Instruction, Campus Administration, classroom teachers, identified classroom teachers	Teacher input, classroom walk-through observation data, increased academic performance of diverse learners as measured by multiple assessments, certificates and evidence of training				
3) Continue to mentor new staff.	Campus administration, classroom teachers	Retention of teachers and staff				
