

Ector County Independent School District

Blackshear Elementary Magnet

Improvement Plan

2020-2021



Mission Statement

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

Vision

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

Value Statement

We believe that...

1. All students will make one year's growth in reading and math from the beginning of the year MAP testing in K-5.
2. Fourth and fifth graders will increase by 10% of their previous year's STAAR scores in Reading and Math.
3. Teacher's will show growth in Domains 1 and 2.

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Comprehensive Needs Assessment

Priority Problem Statements

Problem Statement 1: The campus has persistently scored below the state target in the area of student achievement.

Root Cause 1: Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.

Problem Statement 1 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

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

Student Data: Assessments

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





Goals

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

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

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





Summative Evaluation: None

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| Strategy 1: Blackshear Elementary School will provide incentives for perfect attendance each month and every 9 weeks in an effort to improve attendance to 95 % | |
| Strategy's Expected Result/Impact: Attendance Rate of 95% | Formative |
| Staff Responsible for Monitoring: Attendance Clerk, Teachers, Counselor | Oct |
| Title I Schoolwide Elements: 2.4, 2.5, 2.6 | Jan |
| TEA Priorities: Improve low-performing schools | Mar |
| ESF Levers: Lever 3: Positive School Culture | Summative |
| Problem Statements: School Culture and Climate 1 Parent and Community Engagement 1 | May |
| Funding Sources: None | |
|  No Progress  Accomplished  Continue/Modify  Discontinue | |

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

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





Summative Evaluation: None

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| Strategy 1: Provide students with instruction that is relevant and appropriate for diverse learners. | |
| Strategy's Expected Result/Impact: Improvement in Student Growth | Formative |
| Staff Responsible for Monitoring: Leadership Team and Teachers | Oct |
| Title I Schoolwide Elements: 2.4, 2.5, 2.6 | Jan |
| TEA Priorities: Improve low-performing schools | Mar |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction | Summative |
| Problem Statements: Curriculum, Instruction, and Assessment 1 School Context and Organization 1 | May |
| Funding Sources: None | |
|  No Progress  Accomplished  Continue/Modify  Discontinue | |

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

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

Summative Evaluation: None

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Strategy 1: Provide teachers with the necessary tools and training to embed technology in face to face and remote lessons. | |
| Strategy's Expected Result/Impact: Students will participate in Seesaw, Google Classrooms, Imagine Learning | Formative |
| Staff Responsible for Monitoring: Principals, Teachers | Oct |
| Title I Schoolwide Elements: 2.4, 2.6 | Jan |
| TEA Priorities: Improve low-performing schools | Mar |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction | Summative |
| Problem Statements: Curriculum, Instruction, and Assessment 1 School Context and Organization 1 Technology 1 | May |
| Funding Sources: None | |
|  No Progress  Accomplished  Continue/Modify  Discontinue | |

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


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


Summative Evaluation: None

Strategy 1: MCLs for 2nd - 5th grade will meet weekly with their team and principal to review data, create a plan of action, and discuss follow through. Principals will meet weekly with Pre-K, K and 1 where no MCL representative exists.

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| Strategy's Expected Result/Impact: Improvement in identified areas of need. | Formative |
| Staff Responsible for Monitoring: MCLs, Principals, Teachers | Oct |
| Title I Schoolwide Elements: 2.4, 2.5, 2.6 | Jan |
| TEA Priorities: Build a foundation of reading and math, Improve low-performing schools | Mar |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction | Summative |
| Problem Statements: Student Achievement 1 Curriculum, Instruction, and Assessment 1 School Context and Organization 1 | May |
| Funding Sources: None | |

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

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

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

Summative Evaluation: None

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| Strategy 1: Staff will engage in professional learning about SEL research and practice. | | |
| Strategy's Expected Result/Impact: Awareness of SEL research and practice. | | Formative |
| Staff Responsible for Monitoring: Principals, Teachers, Counselor | | Oct |
| Title I Schoolwide Elements: 2.6 | Problem Statements: | Jan |
| TEA Priorities: None | Demographics 1 | Mar |
| ESF Levers: None | Funding Sources: | Summative |
| | None | May |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | |





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

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

Summative Evaluation: None

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|---------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Strategy 1: All staff will complete required Safe School's training, Trauma, SEL, Bullying Awareness and Sexual Harassment training. | |
| Strategy's Expected Result/Impact: Safe and supportive environment | Formative |
| Staff Responsible for Monitoring: Principals and Leadership Team | Oct |
| Title I Schoolwide Elements: 2.6 | Jan |
| TEA Priorities: Improve low-performing schools | Mar |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Summative |
| | May |
| Strategy 2: Teachers will be trained on CHAMPS and will utilize training in classrooms and throughout the building. | |
| Strategy's Expected Result/Impact: Safe and Supportive Environment | Formative |
| Staff Responsible for Monitoring: Teachers and Principals | Oct |
| Title I Schoolwide Elements: 2.5, 2.6 | Jan |
| TEA Priorities: Improve low-performing schools | Mar |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Summative |
| | May |

Strategy 3: Administrators will model Relay School wide routines and procedures and provide coaching.

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------------------------------------------------------------|
| Strategy's Expected Result/Impact: Safe and supportive learning environment | | Formative Oct Jan Mar Summative May |
| Staff Responsible for Monitoring: Principals and Teachers | | |
| Title I Schoolwide Elements: 2.5 | Problem Statements: None | |
| TEA Priorities: Improve low-performing schools | Funding Sources: None | |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | | |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | |

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

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

Evaluation Data Sources: Learning Management System (LMS)

Employee Performance Evaluations

Staff Retention Rates

Eduphoria STRIVE

Staff Exit Survey Data

Summative Evaluation: None

Strategy 1: Campus administrators will conduct a minimum of five documented walkthroughs and or observation and feedback meetings per week.

Strategy's Expected Result/Impact: Improved learning time

Staff Responsible for Monitoring: Leadership Team and Principals

Title I Schoolwide Elements: 2.4, 2.5, 2.6

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Problem Statements:

School Context and Organization 1

Funding Sources:

None

Formative

Oct


Jan


Mar


Summative

May

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

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

Evaluation Data Sources: End of Year Teacher Retention Rate

Summative Evaluation: None

Strategy 1: Relay coaching will be implemented by Leadership Team and MCLs through the use of Observation and Coaching to identify areas of need in instruction and promote teacher growth.

Strategy's Expected Result/Impact: Grow Highly Effective Teachers

Staff Responsible for Monitoring: Leadership Team, MCLs, and Principals

Title I Schoolwide Elements: 2.4, 2.5, 2.6

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

Problem Statements:

Staff Quality, Recruitment, and Retention 1

Funding Sources:

None

Formative

Oct

Jan

Mar

Summative

May



No Progress



Accomplished



Continue/Modify







Discontinue

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

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

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





Summative Evaluation: None

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------|
| Strategy 1: Blackshear will follow district curriculum, scope and sequence and balanced literacy program to ensure student growth. | | |
| Strategy's Expected Result/Impact: Meets from 21% to 26% | Formative Oct Jan Mar Summative May | |
| Staff Responsible for Monitoring: Teachers, MCLs, Principals | | |
| Title I Schoolwide Elements: 2.4, 2.5, 2.6 TEA Priorities: Build a foundation of reading and math, Improve low-performing schools | | Problem Statements: Student Achievement 1 |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction | | Funding Sources: None |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | |

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

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





Summative Evaluation: None

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Strategy 1: Blackshear will follow district curriculum, scope and sequence and Number Talks to ensure student growth. | |
| Strategy's Expected Result/Impact: Meets from 14% to 19% | Formative |
| Staff Responsible for Monitoring: Teachrs, MCLs and Principals | Oct |
| Title I Schoolwide Elements: 2.4, 2.5, 2.6 | Jan |
| TEA Priorities: Build a foundation of reading and math, Improve low-performing schools | Mar |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction | Summative |
| Problem Statements: Demographics 1 Student Achievement 1 | May |
| Funding Sources: None | |
|  No Progress  Accomplished  Continue/Modify  Discontinue | |
| Demographics | |
| Problem Statement 1: The campus has persistently scored below the state target in the area of student achievement. Root Cause: Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth. | |

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

Evaluation Data Sources: STAAR Results





Summative Evaluation: None

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| Strategy 1: Blackshear will follow district curriculum, scope and sequence, balanced literacy and Number Talks to ensure student success. | | |
| Strategy's Expected Result/Impact: Meets for all subjects/grades will rise from 20% to 25% | Formative Oct Jan Mar Summative May | |
| Staff Responsible for Monitoring: Principals, MCLs and Teachers | | |
| Title I Schoolwide Elements: 2.4, 2.5, 2.6 TEA Priorities: Build a foundation of reading and math, Improve low-performing schools | | Problem Statements: Student Achievement 1 |
| ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction | | Funding Sources: None |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | |

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

Evaluation Data Sources: STAAR Results





Summative Evaluation: None

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

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

Evaluation Data Sources: MAP Growth

Summative Evaluation: None

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

Campus Funding Summary

Addendums