

# Action Plan

Waterford Oaks  
Elementary  
2010-2011



**CEDAR HILL**  
INDEPENDENT SCHOOL DISTRICT

# ACTION PLAN

Presented and approved by faculty on (insert date here).

Presented to parents and community on (insert date here).

## Signatures

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PTO/PTA Parent Representative Date

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Teacher Representative Date

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Principal Date

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Central Office Representative Date

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Chief Academic Officer Date

The signatures of the Principal and central office representative indicate that this document has been reviewed by the central office staff and the Principal; certify that this document meets all district requirements for a Campus Improvement Plan

<b>Goal 1:</b>	Become a TEA Exemplary District for the 2010-2011 school year on our journey to becoming <u>World Class</u> by 2012
<b>Performance Goal:</b> To become a world class school district by providing World Class Priorities.	

<b>Strategy/Action</b>	<b>Person Responsible</b>	<b>Assessment</b>	<b>Resources Needed</b>	<b>Timeline</b>	<b>Status</b>
<b>Curriculum &amp; Instruction</b> 100% of staff will complete the required number of technology hours as mandated by the district.	Principal	Reports from Eduphoria Workshop	N/A	August 2010 to March 2011	
100% of staff will be trained on the CSCOPE curriculum management system	Principal	Certificate of completion and/or sign in sheets	N/A		
100 % of staff will be trained in the BOYSTOWN discipline management program	Principal	Certificate of completion And/or sign in sheets	NA	August 2010 To May 2011	
<b>Innovative Instruction</b> Implement the afterschool C.S.I Club Science Investigation	Science Cadre	Science District assessments Student Attendance sheets	Grant 461-11-6399.61- 107-1-99-BM1	September – May 2010-2011	
Implement afterschool Waterford Oaks Girls Scouts	Cheryl Hurst & Committee	Sign In Sheets	N/A	August 2010 to May 2011	
Implement after school reading book club for boys	Sandra Hogg	Attendance sheets	199-12-	September 2010 to May 2011	

Implement afterschool reading book club for girls	Janice Wessa	Attendance sheets	199-12	September 2010 to May 2011	
Implement the afterschool robotics program	Assistant Principal	Student attendance sheets	199-11 & 461		
<b>Facilities</b> Hands on activities will be provided in the science lab for all students.	Classroom Teachers	Benchmark science scores Teacher lesson plans	199-11	August 2101 To May 2011	

<b>Goal 2:</b>	Design and Implement a rigorous instructional delivery system that is data-driven an fosters student engagement
<b>Performance Goal:</b> To Improve TAKS Reading	

<b>Strategy/Action</b>	<b>Person Responsible</b>	<b>Assessment</b>	<b>Resources Needed</b>	<b>Timeline</b>	<b>Status</b>
<b>Reading - All</b> Provide professional development “Intervention to the Rescue! Call 911 for Strategies That Work in Reading”.	Principal, Literacy Coaches	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test, Classroom observations	N/A Region 10	August – June 2010-2011	
Provide a before and/or after school tutorial program and /or a Saturday School tutorial for students deficient in Reading skills in grades K-4	Principal, Literacy Coaches, Classroom Teachers	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test, Classroom observations	199- Tutoring Fund	September – May 2010-2011 Saturday School – 3 to 4 weeks prior to	

				each state assessment	
Utilize the accelerated Reading (AR) Program to encourage and motivate students to develop a love for reading thus improving literacy campus wide.	Classroom Teachers Librarian Principal	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test, Classroom observations	461-E-12-6399-00-107-0-99-000 Library/Student	August – June 2010-2011	
<b>Special Education</b> Interventions for students struggling in reading will be provided by the Literacy Labs for students in grades K-4.	Literacy Coaches, Classroom Teachers	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test, Classroom observations	IDEA Funds	August – June 2010-2011	

<b>Goal 2:</b>	Design and Implement a rigorous instructional delivery system that is data-driven and fosters student engagement
<b>Performance Goal:</b> To Improve TAKS Math	

Strategy/Action	Person Responsible	Assessment	Resources Needed	Timeline	Status
<b>Math - All</b> Provide professional development on “Just the Facts: Effective Strategies for Teaching Mathematics Facts”	Campus Administrator	District assessments, TAKS Results, Progress Monitoring, ITBS results Campus Developed mini assessments	Region 10	August – June 2010-2011	
Campus wide (Grades K-4) curriculum initiative will be used to develop and reinforce math	Principal Teachers	District assessments, TAKS Results, Progress	199-E-11-6399-107-0-0-11-000	August – June 2010-2011	

strategies. (Motivational Math, Measuring Up math, Target the Question, Drops in the Bucket)		Monitoring, ITBS results Campus Developed mini assessments			
Provide tutorials in Math for students in grades 3- 4 before and/or after school and/or on Saturday to ensure maximum growth and retention of TEKS and test strategies	3-4 Teachers And/or Staff Campus Administrators	TAKS Math assessment, campus developed mini assessments, district benchmarks, ITBS Data	199-11-6119-00- 107-0-24-110 Tutoring Fund	August – June 2010-2011	
<b>Special Education</b> Provide tutorials in Math for students needing addition help in grades K-2 before and/or after school to ensure maximum growth and retention of TEKS.	K-2 Teachers and/or Staff Campus Administrators	ITBS Data, District Benchmarks, campus developed mini assessments	199-11-6119-00- 107-0-24-110 Tutoring Fund	August – June 2010-2011	

<b>Goal 2:</b>	Design and Implement a rigorous instructional delivery system that is data-driven an fosters student engagement
<b>Performance Goal:</b> To Improve Student Performance in Writing	

Strategy/Action	Person	Assessment	Resources	Timeline	Status
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	Responsible		Needed		
<b>Writing- ALL</b> Provide staff development for teachers in grads K-4 on "Growing Writers: Teaching Writing in K-2"	Principal	TAKS Writing assessment, campus developed mini assessments	Region 10	August – June 2010-2011	
Students in grades K-4 will focus on one of the six traits of writing each six week period and will also utilize "The Writing Academy" curriculum	Principal All Teachers	TAKS Writing assessment, campus developed mini assessments	N/A	August – June 2010-2011	
Provide tutorials in Writing for students in grades 4 before and/or after school and/or on Saturday to ensure maximum growth and retention of TEKS and test strategies.	All Teachers And/or Staff Campus Administrators	TAKS Writing assessment, campus developed mini assessments	199-11-6119-00-107-0-24-110 Tutoring Fund	August – June 2010-2011	

<b>Goal 2:</b>	Design and implement a rigorous instructional delivery system that is data-driven and fosters student engagement
<b>Performance Goal:</b> To Implement the district curriculum - CSCOPE	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
<b>Math</b> Professional development provided to train all teachers on curriculum management system CSCOPE	Principal	Certificates of completion Sing-in sheets	NA	August 2011 to May 2011	

<b>Science</b> Provide all students with hands-on learning in the science lab or in the classroom twice weekly using the FOSS kits.	Classroom Teachers Campus Administrators	District Assessments, campus formative and summative assessments, TAKS, ITBS,	199-E-11-6399-00-107-11-157	August – June 2010-2011	
<b>ELA</b> Use “Keep On Reading Science” to address reading in the content area of science	Classroom Teachers Administrators	District Assessments, campus formative and summative assessments, TAKS, ITBS,	NA	August – June 2010-2011	
<b>Social Studies</b> Provide staff development for teachers on “Doing What Works! Best Practices in the Science Classroom” and “Teaching Science Through Literature”	Campus Administrator	District Assessments, campus formative and summative assessments, TAKS, ITBS,	Region 10 N/A	August – June 2010-2011	

<b>Goal 2:</b>	Design and implement a rigorous instructional delivery system that is data-driven and fosters student engagement
<b>Performance Goal:</b> Increase the commended performance rate on the reading, writing, and math TAKS to 30%	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
<b>Advanced Academic</b> Provide professional development on differentiation of instruction and the 5-E model of instruction to enhance instruction and meet students at their readiness level.	Principal Region 10	Certificate of completion and/or sign in sheets		August 2010 to May 2011	



<p><b>TAKS – Commended Performance</b></p> <p>Provide staff development for teachers in grads K-4 on “Growing Writers: Teaching Writing in K-2” to improve the level of commended performance.</p>	Principal	TAKS Writing assessment, campus developed mini assessments	Region 10	August –June 2010-2011	
<p>Provide tutorials in Math for students in grades 3- 4 before and/or after school and/or on Saturday to ensure maximum growth and retention of TEKS and test strategies</p>	3-4 Teachers And/or Staff Campus Administrators	TAKS Math assessment, campus developed mini assessments, district benchmarks, ITBS Data	199-11-6119-00- 107-0-24-110 Tutoring Fund	August – June 2010-2011	
<p>Provide a before and/or after school tutorial program and /or a Saturday School tutorial for students deficient in Reading skills in grades K-4</p>	Principal, Literacy Coaches, Classroom Teachers	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test, Classroom observations	199-11-6119-00- 107-0-24-110 Tutoring Fund	September – May 2009-2010 Saturday School – 3 to 4 weeks prior to each state assessment	
<p><b>ITBS</b></p> <p>Provide rigorous instruction to students on a consistent basis using CSCOPE. Administration will conduct 3 minute walk throughs to ensure consistency.</p>	Campus Administrators	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test	NA	August – June 2010-2011	

<b>Goal 2:</b>	Design and implement a rigorous instructional delivery system that is data-driven and fosters student engagement
<b>Performance Goal:</b> To design and implement a campus-level staff development program	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
<b>Staff Development</b> Provide professional development “Intervention to the Rescue! Call 911 for Strategies That Work in Reading”.	Principal, Literacy Coaches	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test, Classroom observations	N/A Region 10	August – June 2009-2010	
Provide rigorous instruction to students on a consistent basis using CSCOPE. Administration will conduct 3 minute walk throughs to ensure consistency.	Campus Administrators	Formative Assessment, Mini Assessments, Reading TAKS test, ITBS Test	NA	August – June 2010-2011	

<b>Goal 2:</b>	Design and implement a rigorous instructional delivery system that is data-driven and fosters student engagement
<b>Performance Goal:</b> School Climate: Improve parent participation and involvement by 25%	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
<b>School Climate</b> Parent activity nights will be campus sponsored to improved parent involvement. (TAKS/ Curriculum Night, Literacy Night, Math Night, Health & Fitness , Science Night, Family Character Night,)	Principal Teachers	Sign – in Sheets	NA	Various nights during the school year	

Provide Informative presentations at PTA meetings based on survey of interests.	PTA President Principal Counselor	Sign – in Sheets	PTA Funds	Various Nights during the school year	
Invite parents and students from Pre-K to Kinder roundup	Teachers & Principal	Sign-in Sheets	N/A	August	

<b>Goal 2:</b>	Design and implement a rigorous instructional delivery system that is data-driven and fosters student engagement
<b>Performance Goal:</b> Technology: 100% of staff will complete the CSCOPE Training, Required Professional development hours in technology; and received a refresher on the components in Eduphoria	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
<b>Technology</b>					
Provide refresher course to all staff member on the components in Eduphoria.	Principal	Sign – in Sheets	NA	September 2009	
Provide training of all teachers on SCSOPE	Principal	Sign – in Sheets	NA		

<b>Goal 3:</b>	Recruit, Develop and Retain Highly Qualified Employees
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**Performance Goal:** 100% of teachers recruited and hired will be highly qualified.

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
Hire teachers that are highly qualified	Principal Campus	Teacher qualification	N/A	As Needed	

**Goal 3:** Recruit, Develop and Retain Highly Qualified Employees

**Performance Goal:** Maintain a teacher retention rate of 90%

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
Assign campus mentors and advisors to provide assistance, modeling observations, information and support to new teachers while fostering an environment of respect and professionalism.	Mentor & Campus Administrators	90% satisfaction on staff survey	Tx Bess Training	August – June 2010-2011	
New teachers will meet with the campus administrator formally and informally to discuss strengths, weaknesses and concerns. Professional development will be provided as needed to improve instruction.	Campus Administrators	90% satisfaction on staff survey	NA	August – June 2009-2010	
Teachers will receive notes or tokens of appreciation; newsletter will recognize teacher birthdays and give special recognition,	Campus Administrators	90% satisfaction on staff survey	NA	August – June 2009-2010	

<b>Goal 3:</b>	Recruit, Develop and Retain Highly Qualified Employees
<b>Performance Goal:</b> Develop New Teachers	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
Assign campus mentors and advisors to provide assistance, modeling observations, information and support to new teachers while fostering an environment of respect and professionalism.	Mentors & Administrators	90% satisfaction on staff survey	Tx Bess Training	August – June 2010-2011	
New teachers will meet with the campus administrator formally and informally to discuss strengths, weaknesses and concerns. Professional development will be provided as needed to improve instruction.	Campus Administrators	90% satisfaction on staff survey	NA	August – June 2009-2010	

<b>Goal 5</b>	Align the budget process to achieve district goals
<b>Performance Goal:</b> Campus budget will be aligned with campus needs.	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
SBDM and Team leaders will have input in the development of the campus budget	Principal	Sign-in sheets Meeting agenda	N/A	August 2010 To May 2010	
Team leaders will have input on the use of student activity funds	Principal	Meeting agenda and sing-in sheets	NA	August 2010 To May 2010	
Goods and services will be purchased and requisitioned in a timely manner based on campus needs.	Principal & Campus Secretary	Campus budget reports	NA	August 2010 To May 2010	

<b>Goal 6:</b>	Safety and Student Management
<b>Performance Goal:</b> Student attendance for the year will be 97%.	

Strategy/Action	Person(s) Responsible	Assessment	Resources Needed	Timeline	Status
Students with perfect attendance will be recognized each 6 weeks and at the end of year awards ceremony.	Principal, Counselor, Attendance Clerk,	Attendance Report	461-E-11- 6399-00-107- 99-000	August - June Each Six Weeks	

	Assistant Principal				
Inform parents about attendance procedures, guidelines, consequences, and truancy laws.	Counselor Attendance Clerk	Campus Attendance Records		August – June 2010-2011	
Attendance committee will meet to review students with excessive absences, and parent will be contacted regarding excessive tardies and absences	Principal, Counselor, Attendance Clerk, Teachers	97% of students will be in attendance  Attendance Report	N/A	August – June 2010-2011	

<b>Goal 6:</b>	Expect, promote and support a safe and orderly learning environment
<b>Performance Goal:</b> To reduce the number of referrals and fights by 10%	

<b>Strategy/Action</b>	<b>Person Responsible</b>	<b>Assessment</b>	<b>Resources Needed</b>	<b>Timeline</b>	<b>Status</b>
Provide classroom, small group and individual guidance lessons on character education	Counselor	Guidance Schedule Discipline Reports	N/A	August – June 2010-2011	
Daily character announcements focusing on a character trait associated with the Six Pillars of Character	Principal Counselor	Discipline Reports	N/A	August – June 2010-2011	
Implement Safety Patrol to ensure an orderly environment before, during and after school and to also provide student opportunities for leadership	Assistant Principal PE Teacher Teachers	Discipline Reports	461-E-11- 6399-00-107- 99-000	October– June 2010-2011	
Ensure that all staff receives training on Boys Town the district wide discipline program.	All Staff	Discipline Reports Proof of Attendance	N/A	August – June 2010-2011	