Ector County Independent School District

Barbara Jordan Elementary

2019-2020 Campus Improvement Plan

Accountability Rating: C

Mission Statement

The mission of the ECISD Community, a passionate, unified, world class leader in education, is to develop world ready, life-long learners who discover their unique gifts, achieve personal success, and fuel their community by building unified, comprehensive community support and participation that fosters a standard of excellence: serving as advocate and steward for all students; ensuring relevant teaching, engaged learning, and dynamic innovation; and maximizing all available resources.

Vision

The vision of Jordan Elementary is to support and guide every student to develop his/her potential as a learner to the highest level. Jordan wants to provide every student with the opportunity to become an exemplary learner.

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Needs Assessment Overview

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Demographics

Demographics Summary

Jordan is a campus of 783 students. With 47% Economically disadvantaged and 40% at risk. 69.5% Hispanic, 24.5% White, 11% African American 2.4% Asian. 61 staff members for students. 16.8% of the staff has over 20 years experience and 10% has 6-10 years experience.

Demographics Strengths

The campus has a staff with experience and longevity with the campus

Problem Statements Identifying Demographics Needs

Problem Statement 1: The overall all performance of at risk and Eco disadvantaged students. **Root Cause**: Staff lack of understanding of student back grounds

Problem Statement 2: Jordan did not show enough growth for students in Domain 2 **Root Cause**: Math and Reading scores are not growing by 1 school year in 4th and 5th grade. Lack of monitoring of student growth during year and narrow focus to increase and all student growth Math and Reading.

Priority Problem Statements

Problem Statement 1: Jordan did not show enough growth for students in Domain 2

Root Cause 1: Math and Reading scores are not growing by 1 school year in 4th and 5th grade. Lack of monitoring of student growth during year and narrow focus to increase and all student growth Math and Reading.

Problem Statement 1 Areas: Student Achievement - Staff Quality, Recruitment, and Retention - Curriculum, Instruction, and Assessment - Demographics - 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

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline,attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Section 504 data
- Homeless data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- TTESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data

Goals

Goal 1: Jordan Elementary 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 30% to 35% across all tested grade levels and content areas by May 2020.

    Evaluation Data Source(s) 1: State Accountability 2020

    Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Jordan will implement a consistent process to dis-aggregate data and monitor data through Professional Learning Communities (PLCs).	2.4, 2.6	Teachers, Administration, Instructional Specialist	Data will reflect assessment data and data driven lessons/instruction. Students for all tested grades and content areas will achieve the Meets Standard on short cycle assessments, released test and STAAR test:				

100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue

Goal 1: Jordan Elementary 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 15% to 22% across all tested grade levels and content areas by May 2020.

Evaluation Data Source(s) 2: State Accountability 2020

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Jordan will implement a consistent process to dis-aggregate data and monitor data through Professional Learning Communities(PLCs).	2.4, 2.5, 2.6	Teachers, Principal, Assistant Principal, Instructional Specialists	Data walls will reflect assessment data and data driven lessons/instruction. Students for all tested grades and content areas will achieve the Masters Standard on short cycle assessments, released test and STAAR test: 4th & 5th student growth will be tracked by both teacher and students after every SCA & SBA.				
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Goal 1: Jordan Elementary 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 51% to 61%
4th Grade Reading from 58% to 68%
5th Grade Reading from 36% to 46%

4th Grade Writing from 27% to 37%.

Evaluation Data Source(s) 3: State Accountability 2020

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Build a foundation of reading and math 1) 1) 1) (Foundational Language Skills) Jordan will develop, consistently implement, and monitor the implementation of (K - 5th grade) well-developed and explicitly taught word structures. Jordan will implement HMH (100% of purple band), guided reading, in school tutoring & a dedicated reading coach. Jordan will implement HMH writing that will be incorporated in ELA.	2.4, 2.5, 2.6	Teachers, Principal, Assistant Principal, Instructional Coaches Evaluation Data Source: Weekly review of lesson plans (artifacts) for K -5th, quarterly reviews of unit assessments, benchmarks, weekly walkthroughs, monthly IStation Lexile levels (K-5th), 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	Istation letter knowledge and phonemic awareness levels will increase by: Kindergarten: 3% by Oct 2019 4% by Dec 2019 4% by March 2020 5% by May 2020 2nd - 5th grade: % meets standard on unit assessments will increase by: 3% by Oct 2019 5% by Dec 2019 5% by March 2020 5% by May 2020				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 1: Jordan Elementary 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 42% to 52%
4th Grade Math from 35% to 45%
5th Grade Math from 31% to 48%

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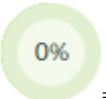
Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) The students in K-5 will increase their ability to demonstrate conceptual understanding. Jordan will utilize Instructional coach to work with teachers to improve math instruction in the classroom.	2.4, 2.5, 2.6	Campus Administration	Improved lesson plans; Walk-through data; PLCs; unit assessments, T-TESS data; State assessments Students achieving the Meets Standard on unit assessments, released test and STAAR test: 2019-2020 unit assessments +10% March 2020 released test +10% May 2020 STAAR test +15%				
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Goal 1: Jordan Elementary 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 5% by May 2020.
5th Science from 43% to 48%.

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
1) Teachers will plan and implement standards based lessons that include authentic, real-world connections and opportunities for transfer, while providing a variety of processing opportunities.	2.4	Campus Administration, Classroom Teachers	A 5% increase in percentage of students that Meets Standard on District and State Assessments. Students achieving the Meets Standard on unit assessments, released test and STAAR test: 2019-2020 unit assessments +5% March 2020 released test +5% May 2020 STAAR test +5%				

100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue	

Goal 1: Jordan Elementary 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: Jordan retention rates will be 0.1% below state average in all grade levels K-5 by 2020.

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

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Before a student is retained in grades K-5, the teacher and campus administrator will work collaboratively to review the students entire body of work. (Other data points will include: attendance records, student work samples, current RtI documentation, instructional services, parent communication logs, and report card grades.)	2.4, 2.6	Campus administration	Teacher and administrator will collaboratively evaluate multiple data points to make a decision that is in the best interest of each individual student.				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 1: Jordan Elementary 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: Jordan student attendance rate will increase from 95.4% to 96% 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
1) Jordan will follow matrix of roles and responsibilities for elementary staff., Jordan will have a weekly award for the class with the highest attendance, Jordan will have 9 week and EOY attendance parties.	2.4, 2.5, 2.6	Campus Administration, teachers and attendance clerk	Employees will follow specific responsibilities at each level				
100% = Accomplished		→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 1: Jordan Elementary 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 Jordan physical education classes.

Evaluation Data Source(s) 8: FitnessGram Annual Report

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Jordan Physical Education classes will meet the state required 50% moderate to vigorous physical activity in each class period as recommended by SHAC.	2.4, 2.5	Campus Administration and PE Coach	Improved fitness assessment scores, increased physical activity and healthier students. FitnessGram Annual Report				
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✕ = Discontinue	

Goal 1: Jordan Elementary 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 47% to 52%
TELPAS Advanced High Level from 6% to 11%

Evaluation Data Source(s) 9: TELPAS ratings 2020

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Build a foundation of reading and math 1) Jordan will reinforce and monitor the consistent implementation of the linguistic sequence across grades K-5. The language framework sets the necessary instructional minutes in each language for the bilingual classroom. Teachers will also allocate in their schedule and teach the 45 minutes of ESL instruction in their classroom.	2.4	Teachers, Principal, Assistant Principal, Instructional Coaches	EL students will display a 5% increase in Advanced and Advanced High composite ratings as measured by the 2020 TELPAS assessment. The following data sources will be used as progress monitoring: bilingual classroom schedules, quarterly review of lesson plans (artifacts) for K through 5th grade, quarterly reviews of unit assessments, benchmarks, weekly walkthroughs, monthly IStation Lexile levels (K-5th), monthly Professional Learning Communities, LPAC identification decision process.				
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✗ = Discontinue	

Goal 2: Jordan Elementary will work to retain and recruit highly qualified employees who demonstrate the ability to work together to meet District goals and improve student learning.
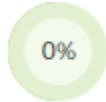
Performance Objective 1: By May 2021, the Jordan teacher turnover rate will decrease from 14% to 12% (state turnover rate is 16.6%).

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
1) 1) Instructional Support Specialist will work with teachers and campus leaders to provide job embedded training on instructional best practices. Jordan Administrators, Instructional coach and mentors will support all 1st year teachers and long term subs, with discipline and instruction.	2.4, 2.5, 2.6	Campus Administration	10% increase in students' passing rates on STAAR exams. 2% decrease in teachers leaving Jordan.				
100% = Accomplished ➡ = Continue/Modify 0% = No Progress ✗ = Discontinue							

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

Performance Objective 1: Improve customer service and community perceptions of Jordan from 60% 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:
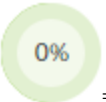
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Ensure Campus Improvement Team by ensuring proper membership and consistent meeting times to improve community engagement.	3.1	Campus Administrators	Increasing parent and community voice in campus decision making				
Engage parents in both academic and show events. Encourage parents to join PTA and VIP.	**Funding Sources**: Title One School-wide - 0.00						

100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue

Goal 4: Jordan Elementary 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
1) Suicide prevention education and support will be offered through School Guidance and SAS counseling services. Counselors will collaborate with ECISD police as needed. Parent/guardian notification procedures will be reviewed and updated. School counselor will be trained yearly in ECISD crisis response procedures . All campus staff will be trained yearly during campus Professional Development concerning ECISD suicide prevention response procedures. Jordan will participate in Red Ribbon Week, SEL strategies, drug prevention programs.	2.4	Campus Administrators and Counselor	100% of campus students and staff will be trained in suicide prevention and trauma situations				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 4: Jordan Elementary will provide and promote a safe climate that is conducive to learning.

Performance Objective 2: Jordan 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
1) Teacher discipline management programs will be focused to CHAMPS/PBIS. Teachers and administrators will be trained annually.	2.5, 2.6	Campus Administration	A decrease in office referrals which will increase the amount of instructional time for students.				

100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue

Goal 5: Jordan Elementary 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 campus administration. (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:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Jordan will use data and student needs to determine best practices for fund allocation.	2.4, 2.5, 2.6	Campus Administration	Funds being used areas like targeting students in need of assistance of growth from one school year.				
Funding Sources: Title One School-wide - 0.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

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

Performance Objective 1: Jordan's campus 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
1) Jordan CIT on writing the CIP by August 2019.	2.4	Campus Admin, CIT	Jordan's Campus Improvement Plan will be complete and aligned by August 2019.				
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✗ = Discontinue	

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

Performance Objective 2: Jordan will increase the use of parent portal activity by 2020.

    Evaluation Data Source(s) 2: txConnect administrator reports.

    Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Jordan parents will be shown the advantages and how to use parent portal.	3.1, 3.2	Campus Administration	More parental involvement in student attendance and grades because of availability of information.				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

2019-2020 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Scott Houston	principal
Administrator	Jennifer Bizzell	Assistant Principal
Classroom Teacher	Cynthia Rodgers	Kinder teacher
Classroom Teacher	Angie Kirk	1st grade
Classroom Teacher	Terri Rubio	2nd
Classroom Teacher	Deana Eaton	3rd
Classroom Teacher	Shannon Teeters	4th
Classroom Teacher	Kary Bailey	5th
Classroom Teacher	BreAnne Harewerth	Music
Paraprofessional	Darla Townsend	Clerk
Parent	Rachel Sparks-Glass	Parent

Campus Funding Summary

Title One School-wide					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
3	1	1			$0.00
5	1	1			$0.00
				Sub-Total	$0.00
				Grand Total	$0.00