

# **Ector County Independent School District**

## **Gale Pond Alamo Elementary**

### **2021-2022 Campus Improvement Plan**

**Accountability Rating: Not Rated: Declared State of Disaster**



# Mission Statement

*We exist to prepare all students to be self-navigating critical thinkers for life.*

## Vision

*To be the premier school in ECISD providing an excellent and innovative education for success in life.*

## Value Statement

**Goals:** Intense Focus on Student Achievement----High-Performing Collaborative Team-----Efficient Operations  
Safe Learning and Working Environments -----Sustained Community Engagement

# Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Priority Problem Statements	5
Goals	6
Goal 1: Foundational Excellence: GP Alamo STEAM will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.	7
Goal 2: Invest in Talent: GP Alamo STEAM will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.	10
Goal 3: Learning Journey: GP Alamo STEAM 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.	11
Addendums	14

# Comprehensive Needs Assessment

Revised/Approved: August 19, 2021

## Demographics

### Demographics Summary

GP Alamo STEAM Academy is a Title 1 campus located in Odessa, Texas. We are a 100% magnet campus with a focus in STEAM education. In years prior we have been an extended year / extended day campus in which intersessions as well as magnet hour was offered to students. Due to COVID, 2020-2021 we followed the standard schedule of ECISD. In the upcoming school year, we will add back the magnet hour, while following the district calendar of 180 days of instruction. Because of our magnet focus and being a School of Choice, we have very low student mobility which is been below 15% for the last 7 years.

Enrollment for the 2020-2021 school year was 398 students. Projected enrollment for the upcoming 2021 school year is 362.

Our campus serves students in Pre K - 5th grade. The grade breakdown is:

- Pre K - 9.8%
- Kinder - 14.3%
- First - 16%
- Second - 17%
- Third - 16%
- Fourth - 15%
- Fifth - 12%

Our ethnic breakdown is as follows:

- White - 13%
- Hispanic - 82%
- Black / African American - 4%
- Two or more races - 1%

Special Populations breakdown:

- At risk - 37%
- Economically Disadvantaged - 59%
- LEP - 17% (Bilingual - 12%, ESL - 0.3%)
- Gifted and Talented - 11%
- Dyslexic - 2%

In 2020-2021 we had 85 FTEs. For the 2021-2022 school year we will have 17 classroom teachers with 3 of those being in combined bilingual classrooms. This will be down from 22 classroom teachers in 2020-2021. Our teacher years of service breakdown is:

- Beginning - 7%
- 1-5 years - 39%
- 6-10 years - 14%
- 11-20 years - 19%
- + 20 years - 21%

Our teacher retention rate is 79%.

This past year our campus participated in MAP testing for the first time. Our growth from Fall to Spring has the following breakdown:

- Kinder - 74% (met growth projection)
- First - 65%
- Second - 77%
- Third - 79%
- Fourth - 76%
- Fifth - 75%

For 2021 STAAR had 43% of 5th grade meet growth in Math and Reading, 37% of 4th grade, and 43% of 3rd. When looking at meets our campus had the following successes: (the state percentage is in parenthesis)

- 5th: Math - 56% (43%), Reading - 32% (45%)
- 4th: Math - 24% (35%), Reading - 45% (36%)
- 3rd: Math - 44% (30%), Reading - 49% (38%)

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Because of the state of the district, we have been told to combine our bilingual classes. As a result, we only have 3 bilingual positions and only one certified teacher at this time. **Root Cause:** There is a district wide shortage in bilingual teachers.

**Problem Statement 2:** Our SPED population has increased by 27% in the last year. We have 13 students who are being served in either inclusion / resource. **Root Cause:** Accurate identification and timely intervention of students. Providing strong Tier 1 instruction to all students and ensuring that RTI is done consistently and with fidelity. 5 of our new SPED students were obtained in the lottery as we were working this past year to increase capacity in 3rd grade.

**Problem Statement 3:** Our economically disadvantaged population is currently at 59% which is a 7% increase from the previous year. **Root Cause:** Impacts and residual effects of COVID on the general population as well as the oil field demographic.





# Priority Problem Statements

# Goals

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

**Performance Objective 1:** GPA STEAM will provide a rigorous, relevant and engaging curriculum to all students daily.

**Evaluation Data Sources:** NWEA MAP Beginning, Middle, and End of Year Assessments  
District Benchmarks/State Assessments/PK Circle Assessment /TEKS Based Grading

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will be engaged in rigorous Reading and Math Tier One Instruction. Students will be assessed with multiple measures to ensure a consistent learning gain to meet individual learning targets and growth.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of all students will make one year progress according to multiple data sources in reading and math.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Administrators; All Support Staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrators will conduct walkthroughs and implement the T-TESS rubric training and monitor student data and lesson delivery in order to provide real time feedback and data reviews to ensure the fidelity of instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> All teachers will reach the proficient level or above on their T-TESS evaluations to increase student growth of a year or beyond by May 2022.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Teacher, Instructional Coach and Curriculum and Instruction</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</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:** GP Alamo STEAM will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

**Performance Objective 2:** GP Alamo STEAM will provide and safe and supportive school environment.



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

**Performance Objective 3:** GP Alamo STEAM will build a district-wide awareness and commitment to develop, implement and integrate SEL initiatives district wide.

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

**Performance Objective 4:** GP Alamo STEAM will embed technology for anytime, anywhere teaching and learning.

**Goal 2:** Invest in Talent: GP Alamo STEAM 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, GP Alamo STEAM 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 3:** Learning Journey: GP Alamo STEAM 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:** GP Alamo STEAM 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: GP Alamo STEAM 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:** GP Alamo STEAM will implement innovative instructional models which enable personalized learning for all students.

**Targeted or ESF High Priority**

**Goal 3:** Learning Journey: GP Alamo STEAM 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 3:** GP Alamo will increase a sense of belonging, engagement, and overall student attendance from 97% in 2021 to 98.5% by May 2022.

**Evaluation Data Sources:** Weekly attendance document provided by the Community Outreach Center.

# Addendums