

**Ector County Independent School District**  
**Sam Houston Elementary**  
**2021-2022 Campus Improvement Plan**



# Mission Statement

## Sam Houston Mission

At Sam Houston Elementary, we strive to empower lifelong learners in a nurturing environment. We embrace an academic spirit of excellence by developing knowledge and skills and promoting determination, integrity, family, and community involvement.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

Sam Houston has a mobility rate of \_\_\_\_% for students.

Most k-5 classrooms meet the required students to teacher ratio, with 2 being above ratio.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** Student demographics contribute to the lack of parental involvement in school. **Root Cause:** Lack of resources and support towards education.

# Priority Problem Statements

**Problem Statement 1:** Student demographics contribute to the lack of parental involvement in school.

**Root Cause 1:** Lack of resources and support towards education.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** The campus has persistently scored below the state target in the area of student achievement.

**Root Cause 2:** Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** Lack of rigorous Tier 1 instruction resulted in lower student performance in most core areas.

**Root Cause 3:** Lack of highly qualified teachers with content knowledge to engage in consistent, effective lesson planning.

**Problem Statement 3 Areas:** Student Learning

**Problem Statement 4:** A large applicant pool of teachers does not exist in ECISD.

**Root Cause 4:** The high cost of living and oil industry in Odessa has limited applicant pool.

**Problem Statement 4 Areas:** School Processes & Programs

**Problem Statement 5:** Teachers receive training with no follow up trainings during the year to ensure success.

**Root Cause 5:** Teachers not able to develop due to lack of follow up with training, excess districts mandates and ever changing district expectation

**Problem Statement 5 Areas:** School Processes & Programs

**Problem Statement 6:** Student performance data indicates there is a need for alignment between teacher planning, data tracking and analysis, and student achievement.

**Root Cause 6:** Factors include lack of teacher retention, teachers needing support, and ensuring the DDI process and effective lesson planning are connected to student outcomes.

**Problem Statement 6 Areas:** School Processes & Programs

**Problem Statement 7:** Self-efficacy is low for most students, low motivation

**Root Cause 7:** Families do not embrace growth mindsets, do not engage in conversations about excelling in school/career with students.

**Problem Statement 7 Areas:** Perceptions

**Problem Statement 8:** Lack of student leadership on campus.

**Root Cause 8:** Lack of student leadership opportunities and training for staff to build student growth mindset and leadership abilities.





**Problem Statement 8 Areas: Perceptions**

# 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:** Sam Houston will develop collective understanding and shared vision of Social Emotional Learning (SEL) among the adults in our organization that creates systemic change where SEL can thrive.

**Evaluation Data Sources:** Character Education lesson by Counselor, Leader In Me implementation in all grade levels, lower office referrals

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Staff will engage in Leader In Me training in July and receive coaching for successful implementation throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased office referrals, Increased student leadership, increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselor, MCLs, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Problem Statements:</b> Perceptions 2</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





## Performance Objective 1 Problem Statements:

Perceptions
<p><b>Problem Statement 2:</b> Lack of student leadership on campus. <b>Root Cause:</b> Lack of student leadership opportunities and training for staff to build student growth mindset and leadership abilities.</p>

**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 2:** Sam Houston will provide and safe and supportive school environment

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All staff will complete required Safe School's training, Trauma, SEL, Bullying Awareness, CHAMPS and Sexual Harassment training.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe and supportive environment</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will be trained on CHAMPS and will utilize training in classrooms and throughout the building.</p> <p><b>Strategy's Expected Result/Impact:</b> Solid classroom management systems, safe and support environment</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselor, CHAMPS site team</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Administrators will create a model school-wide Relay playbook for effective routines and procedures.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe and Supportive Learning environment where student needs are kept at the forefront.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, MCLs, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Sam Houston will invest in cooperative learning tables and seating to more easily allow for student groupings and varied configurations.</p> <p><b>Strategy's Expected Result/Impact:</b> Safer classroom equipment that allows students to move their work areas easily. Allows for a more supportive learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Administrators</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Problem Statements:</b> Perceptions 1</p> <p><b>Funding Sources:</b> tables and new chairs - Title One School- Improvement</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Performance Objective 2 Problem Statements:**

Perceptions
<b>Problem Statement 1:</b> Self-efficacy is low for most students, low motivation <b>Root Cause:</b> Families do not embrace growth mindsets, do not engage in conversations about excelling in school/career with students.

**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 3:** Sam Houston will provide differentiated processes for priority students/teachers.

**Evaluation Data Sources:** Observations, Student Data, Lesson Plans

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will utilize LLI intervention kits for K-3 grade. PK-5th grade will utilize IStation Reading 60 minutes a week per program.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student growth in ELAR/SLAR</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, MCLs, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Performance Objective 3 Problem Statements:**

Student Learning
<p><b>Problem Statement 2:</b> Lack of rigorous Tier 1 instruction resulted in lower student performance in most core areas. <b>Root Cause:</b> Lack of highly qualified teachers with content knowledge to engage in consistent, effective lesson planning.</p>

**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 4:** Student attendance will increase from 92.9% overall in 2020-2021 to 94% overall in 2021-2022.

**Evaluation Data Sources:** End of year attendance report for 2021-2022

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monthly celebrations will be provided to classrooms with the highest percentages and will include parents. <b>Strategy's Expected Result/Impact:</b> Improved attendance rate <b>Staff Responsible for Monitoring:</b> Administrators, Attendance Clerk, Counselor <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Problem Statements:</b> Demographics 1 <b>Funding Sources:</b> supplies, goodies for celebrations - Local - \$500	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Perfect attendance shirts will be given each 9 weeks to students. <b>Strategy's Expected Result/Impact:</b> Improved attendance rate <b>Staff Responsible for Monitoring:</b> Administrators, Attendance Clerk, Counselor <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Problem Statements:</b> Demographics 1 <b>Funding Sources:</b> t-shirts - Local - \$200	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Performance Objective 4 Problem Statements:**





<b>Demographics</b>
<b>Problem Statement 1:</b> Student demographics contribute to the lack of parental involvement in school. <b>Root Cause:</b> Lack of resources and support towards education.

**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 2021-22, ECISD 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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> MCLs will tailor job embedded professional learning opportunities toward teacher needs based on student performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement and performance.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Multi-Classroom Leaders</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, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Performance Objective 1 Problem Statements:**

Student Learning
<p><b>Problem Statement 2:</b> Lack of rigorous Tier 1 instruction resulted in lower student performance in most core areas. <b>Root Cause:</b> Lack of highly qualified teachers with content knowledge to engage in consistent, effective lesson planning.</p>

**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 2:** Sam Houston will increase the teacher retention rate from 60% in 2021 to 70% in 2022.

**Evaluation Data Sources:** Retention rates for End of Year data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Sam Houston will provide strategic staffing systems through the incorporation of Opportunity Culture model.</p> <p><b>Strategy's Expected Result/Impact:</b> Opportunity Culture Survey will show successful implementation results. Improved teacher retention rates.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Multi-Classroom Leaders</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 3</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Leader In Me adult action team will facilitate the use of staff boosters to encourage the implementation of the 7 Habits and a growth mindset.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased morale and effective implementation of Leader In Me campuswide.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Lighthouse Coordinators</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Perceptions 1</p> <p><b>Funding Sources:</b> - Title One School-wide</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Performance Objective 2 Problem Statements:**

<b>School Processes &amp; Programs</b>
<p><b>Problem Statement 3:</b> Student performance data indicates there is a need for alignment between teacher planning, data tracking and analysis, and student achievement. <b>Root Cause:</b> Factors include lack of teacher retention, teachers needing support, and ensuring the DDI process and effective lesson planning are connected to student outcomes.</p>
<b>Perceptions</b>
<p><b>Problem Statement 1:</b> Self-efficacy is low for most students, low motivation <b>Root Cause:</b> Families do not embrace growth mindsets, do not engage in conversations about excelling in school/career with students.</p>

**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:** Sam Houston will increase the percentage of students showing growth on EOY MAP assessments from 41% in 2021 to 52% in 2022.

**Evaluation Data Sources:** Reading and Math MAP Growth Assessment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Grade levels will implement Leveled Literacy Intervention for students performing below grade level.  <b>Strategy's Expected Result/Impact:</b> Increased Reading Performance and abilities.  <b>Staff Responsible for Monitoring:</b> Administrators, MCLs, Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b>  <b>Levers:</b> Lever 5: Effective Instruction  <b>Problem Statements:</b> Student Learning 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> A Day-time tutor will be hired to support the implementation of Reading Intervention using LLI in order to reach more students this year.  <b>Strategy's Expected Result/Impact:</b> Increased Reading performance in grades 2 - 5 according the MAP MOY and EOY  <b>Staff Responsible for Monitoring:</b> Administrators, MCLs.  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF</b> <b>Levers:</b> Lever 5: Effective Instruction  <b>Problem Statements:</b> Student Learning 1  <b>Funding Sources:</b> Day tutor - Title One School- Improvement - \$15,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Performance Objective 1 Problem Statements:**

<b>Student Learning</b>
<p><b>Problem Statement 1:</b> The campus has persistently scored below the state target in the area of student achievement. <b>Root Cause:</b> Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.</p>

**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 2:** The percentage of 3 - 5 grade students that Met Standard on all subjects/grades tested on STAAR will increase from 22% in 2021 to 40% in 2022.

**Evaluation Data Sources:** 2022 STAAR results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Sam Houston teachers will follow the district provided curriculum and framework with fidelity. <b>Strategy's Expected Result/Impact:</b> Increase in quality tier 1 instruction and student performance. <b>Staff Responsible for Monitoring:</b> Administrators, MCLs, classroom teachers. <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools <b>Problem Statements:</b> Student Learning 2	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a consistent process to disaggregate and monitor data through effective PLCs. <b>Strategy's Expected Result/Impact:</b> PLC agendas, DDI processes <b>Staff Responsible for Monitoring:</b> Administrators, MCLs, team teachers <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>Problem Statements:</b> Student Learning 1	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Performance Objective 2 Problem Statements:**

<b>Student Learning</b>
<p><b>Problem Statement 1:</b> The campus has persistently scored below the state target in the area of student achievement. <b>Root Cause:</b> Teachers do not fully understand how to analyze formative and summative data for the purpose of achieving maximum student growth.</p>
<p><b>Problem Statement 2:</b> Lack of rigorous Tier 1 instruction resulted in lower student performance in most core areas. <b>Root Cause:</b> Lack of highly qualified teachers with content knowledge to engage in consistent, effective lesson planning.</p>

# Campus Funding Summary

Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	supplies, goodies for celebrations		\$500.00
1	4	2	t-shirts		\$200.00
2	2	1			\$0.00
<b>Sub-Total</b>					<b>\$700.00</b>
Title One School- Improvement					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	4	tables and new chairs		\$0.00
3	1	2	Day tutor		\$15,000.00
<b>Sub-Total</b>					<b>\$15,000.00</b>
Title One School-wide					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	2			\$0.00
<b>Sub-Total</b>					<b>\$0.00</b>
<b>Grand Total</b>					<b>\$15,700.00</b>



# Addendums