

Ector County Independent School District
Noel Elementary
2021-2022 Campus Improvement Plan

Mission Statement

Mission Statement

William D. Noel Elementary will develop a community of learners who are socially conscious, self-reliant and academically equipped to take on an ever-changing world.

Vision

At Noel - Its about giving back by leading the way!

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	5
School Processes & Programs	6
Perceptions	7
Priority Problem Statements	8
Comprehensive Needs Assessment Data Documentation	9
Goals	10
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.	11
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.	15
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.	16
Addendums	20

Comprehensive Needs Assessment

Demographics

Demographics Summary

120/21 Demographics

Title I: 441

Eco Dis: 287

Homeless: 14

At Risk: 394

SPED: 63

Bilingual: 79

GT: 18

Dyslexia: 28

American Indian: 1, Asian: 1, African American 18, Hispanic 369, White 42, 1, 2 or more 5

Male: 230

Female: 211

2017 - 2018 August Enrollment - 99 Transfers, affidavits or McKinney Vento

2018 - 2019 August Enrollment - 26 Transfers, affidavits or McKinney Vento

2019 - 2020 August Enrollment - 55 Transfers, affidavits or McKinney Vento

2020 - 2021 August Enrollment - 146 Transfers, affidavits or McKinney Vento

Noel Elementary has 2 administrators, 1 counselor, 21 teachers, 4 classroom aides, 1 library clerk, 2 special area teachers, 1 dyslexia teacher, and 2 MCLs.

10 New staff members to the campus and 1 vacancy. This is the fourth year Noel has been reconfigured to a 3rd - 5th grade campus.

Demographics Strengths

The white students in 5th grade mathematics scored 47% Meets.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Only 4% of English Language Learners met 4th Math STAAR **Root Cause:** Our only bilingual teacher for the grade level was reading only and math was taught by various subs throughout the year

Problem Statement 2: Only 8% of Hispanic 4th grade writing met standard **Root Cause:** Teachers were unfamiliar with the writing resources

Problem Statement 3: Only 6% of 5th grade LEP students met standard in Science **Root Cause:** There was a lack of application of science standards due to restricted use of the science lab due to COVID

Student Learning

Student Learning Summary

Noel Elementary did not meet standards in the following Domains

Domain 1 - 56

Domain 2 - 58

Domain 3 - 52

Student Learning Strengths

Mathematics - 5th Grade 28% Meets

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Only 9% met in 4th Grade Reading **Root Cause:** There was a lack of targeted small group instruction

Problem Statement 2: Only 10% met in 3rd Grade Math **Root Cause:** The only experienced teacher was a virtual teacher and our campus did not have a math curriculum specialist

Problem Statement 3: Only 1% mastered 4th Grade writing **Root Cause:** There were not available resources for revise and edit to match the rigorous demands of STAAR

School Processes & Programs

School Processes & Programs Summary

Team level planning and PLCs have worked to create staff knowledge of the TEKS and form appropriate ways to determine TEK mastery. District training has been provided during PLCs and after school. The teachers will plan together and follow the scope and sequence and year at a glance document.

Noel teachers will use data from MAPS, Imagine Math, Education Galaxy, Lexia, Istation and Short Cycle Assessments to drive instruction, plan RTI, and structure/teach small groups in Reading and Math content areas.

The MCLs and administrators will assist teachers in creating know and show charts when unpacking the standards. The teachers will create exemplars. The teachers will also bring a low/medium/high student sample in order to identify the gap and script a reteach lesson.

School Processes & Programs Strengths

Short cycle assessments, SBAs, and DBAs will continue to be analyzed and reteach plans put into place to meet the needs of students at risk. Teachers will also use data from Imagine math, lexia and istation to create individualized intervention geared toward each individual student's needs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Only 26% of Hispanic students and 25% of all students met grade level or above in 5th grade on STAAR reading 2020. **Root Cause:** There was a lack of reading enrichment activities for students

Problem Statement 2: Only 6% of Economically Disadvantaged students and 9% of all students met grade level or above in 4th grade on STAAR reading 2020 **Root Cause:** There was a lack of full understanding and knowledge of the reading curriculum and lack of rigorous instruction

Problem Statement 3: Only 6% of SPED students and 13% of all students met grade level or above in 3rd grade on STAAR reading **Root Cause:** The students lacked necessary vocabulary comprehension and lack of rigorous instruction

Perceptions

Perceptions Summary

Parent involvement will continue to be a focus at Noel Elementary. For the year 2021-2022 we will begin our SEL program with staff and students to create a positive campus culture. Noel will meet with our SEL coordinator throughout the year to establish routines, practices, and procedures to use with staff, students and parents.

Noel plans to continue family fun engage activities whether it be in person or virtual to maintain a campus culture of connectedness.

Perceptions Strengths

Noel has started implementing a new SEL program which helps adults strengthen sense of calm and awareness to help build strong relationships. Staff will practice strategies to use throughout the year and meet with our program director several times throughout the year to monitor progress. Our campus is strengthen with our MCLs this year to help teachers in the classroom.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Noel's retention rate for staff fell from 53.5% in 2019/2020 to 37.9% in 2020/2021. **Root Cause:** Teachers moved due to job relocation and job promotions within the district.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements
- Covid-19 Factors and/or waivers

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: Provide the environment conducive to all educational needs in conjunction with the development of a Long-Range Facilities plan that will move the District forward in the future.

Strategy 1 Details	Reviews			
Strategy 1: Implement Enrichment Labs to be utilized during Blended Learning Strategy's Expected Result/Impact: All students will have access to digital programs during Blended Learning and be able to rotate to Enrichments labs during station rotation. Staff Responsible for Monitoring: Classroom teachers and special area teachers Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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: Noel will provide differentiated processes for priority classrooms/students

Evaluation Data Sources: student data from district assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Plan and implement effective transitions for 5th grade to maintain academic learning and support the social-emotional learning of students</p> <p>Strategy's Expected Result/Impact: Students moving on to Middle School</p> <p>Staff Responsible for Monitoring: Teachers and administrators</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Comprehensive Support Strategy - Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	May
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </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 3: Noel will embed technology to supplement teaching and learning in all grade levels

Evaluation Data Sources: MAPS, Imagine Math, Imagine Learning, Lexia, Istation and Education Galaxy

Strategy 1 Details	Reviews			
<p>Strategy 1: Use technology resources that will enable students, teachers, and leaders to implement and monitor personalized learning for all, including the following LMS and adaptive technology</p> <p>Strategy's Expected Result/Impact: Students will increase their technology skills in all content areas</p> <p>Staff Responsible for Monitoring: Teachers and administrators</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, 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: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 4: Noel will provide a rigorous, relevant and engaging curriculum

Evaluation Data Sources: Lesson Plans and student data

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers receive weekly lesson plan feedback from administrators</p> <p>Strategy's Expected Result/Impact: Teachers will be on track with the YAG and follow instructional strategies such as DOK levels of questionings and KAGAN structures</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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 5: Noel will provide a supportive school environment with rigorous learning.

Evaluation Data Sources: Social-Emotional surveys, DOK levels of questioning in lesson plans, teachers following the DDI process

Strategy 1 Details	Reviews			
<p>Strategy 1: Awareness training for staff. All new staff will be trained during the required new employee training on Darkness to Light/Steward of Child Prevention Program. Counselors will train all staff during on-campus professional development on prevention and reporting requirements. Staff will be implement a new Campus wide SEL program.</p> <p>Strategy's Expected Result/Impact: Campus culture will benefit from the new strategies of SEL to develop a more calm, peaceful environment</p> <p>Staff Responsible for Monitoring: All staff and administrators</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teacher discipline management programs will be evaluated for alignment to CHAMPS, PBIS, and Conscious Discipline practices.</p> <p>Strategy's Expected Result/Impact: The number of classroom referrals will decrease</p> <p>Staff Responsible for Monitoring: Teachers and administrators</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

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 2020-2021 Noel offered 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

Strategy 1 Details	Reviews			
<p>Strategy 1: Each campus administrator will conduct a minimum of 5 documented walkthroughs and/or observation/feedback meetings per week.</p> <p>Strategy's Expected Result/Impact: Teacher Growth</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF</p> <p>Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Noel will be a part of Opportunity Culture in year 2021-2022</p> <p>Strategy's Expected Result/Impact: MCLs will assist and coach teachers as they also teach their own students in their classroom</p> <p>Staff Responsible for Monitoring: MCLs and administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF</p> <p>Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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: 3rd-grade reading Meets percentages will increase from 15% to 35% as measured by the 2022 STAAR assessment. 3rd-grade reading Masters percentages will increase from 7% to 20% as measured by the 2022 STAAR assessment.

Evaluation Data Sources: 2021 State Accountability, MAPS

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will participate in coaching sessions with MCLs on a Weekly basis. Inexperienced ELAR teachers will receive additional coaching from a relay trained staff.</p> <p>Strategy's Expected Result/Impact: Teachers will enhance their teaching techniques to improve student success</p> <p>Staff Responsible for Monitoring: Administrators and MCLs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF</p> <p>Levers: 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;">  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>				

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: 3rd grade math Meets percentages will increase from 10% to 35% as measured by the 2022 STAAR assessment. 3rd grade math Masters percentages will increase from 7% to 15% as measured by the 2022 STAAR assessment .

Evaluation Data Sources: 2021 State Accountability, MAPS

Strategy 1 Details	Reviews			
Strategy 1: Math teachers will utilize the DDI process when planning for upcoming assessments and Number Talks Strategy's Expected Result/Impact: Mathematics instruction will include rigorous lessons and student engagement Staff Responsible for Monitoring: Administrators Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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 3: The percentage of students that Met Standard on all subjects/grades tested will increase to passing State standard for STAAR 2022 Assessment.

Evaluation Data Sources: 2021 State Accountability, MAPS

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize MAPS data and Short Cycle Assessments to create student goals and to form reteach groups Strategy's Expected Result/Impact: Teachers will be able to focus on students who need further intervention Staff Responsible for Monitoring: Administrators , Teachers and MCLs Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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 4: Implement innovative instructional models that enable personalized learning for all students.

Evaluation Data Sources: Data reports and walkthroughs

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement assessment models that ensure teachers and students are able to monitor their learning and growth. Assessment models will include the following: MAP Growth Assessments, Formative Assessments, and Aggressive Monitoring</p> <p>Strategy's Expected Result/Impact: Increase in student growth</p> <p>Staff Responsible for Monitoring: Teachers and Administrators</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Addendums