

Midlothian Independent School District

T.E. Baxter Elementary School

2009-2010 Campus Improvement Plan

Accountability Rating: Exemplary



Mission Statement

Our mission is to provide a quality education to each student by encouraging mutual respect and enthusiasm for learning in a safe and friendly environment that we call our "circle of friends".

Vision

Our vision is to be the leading elementary in student success and staff excellence.

Gold Performance Acknowledgements:

Commended Reading/ELA

Commended Mathematics

Commended Writing

Comprehensive Needs Assessment

Student Performance

Student Performance Summary

T.E. Baxter is committed to creating an engaging learning environment where all students can succeed. We received an exemplary rating for the 2008-2009 school year. We have maintained 90% or above in all TAKS content areas except for Science. Science will be an area for school wide focus this year.

Student Performance Strengths

- Reading
 - 3rd Grade - 2009: 97% passing and 49% commended 2008: 99% passing and 46% commended
 - 4th Grade - 2009: 93% passing and 49% commended 2008: 91% passing and 21% commended
 - 5th Grade - 2009: 93% passing and 28% commended 2008: 91% passing and 33% commended
- Math
 - 3rd Grade - 2009: 90% passing and 42% commended 2008: 88% passing and 32% commended
 - 4th Grade - 2009: 93% passing and 43% commended 2008: 98% passing and 35% commended
 - 5th Grade - 2009: 93% passing and 50% commended 2008: 92% passing and 37% commended
- Writing
 - 4th Grade - 2009: 94% passing and 45% commended 2008: 97% passing and 27% commended
- Science
 - 5th Grade - 2009: 81% passing and 30% commended 2008: 89% passing and 31% commended

Student Performance Needs

Student performance on TAKS indicates that Hispanic and Economically Disadvantaged students scored slightly lower than white students. The African American student population is not large enough to count in AEIS for the campus; however, they too scored significantly lower than our white population. All of these student populations are being targeted through the pyramid of interventions. Science will be the content area of school wide focus. TAKS Data includes:

- ELA - 89% passing for Hispanics
- ELA - 88% passing for Economically Disadvantaged
- ELA - 80% passing for African American
- Math - 94% passing for Hispanics
- Math - 93% passing for Economically Disadvantaged
- Math - 80% passing for African American

Community Involvement

Community Involvement Summary

T.E. Baxter strives to be an active part of the community through various activities such as:

- Movie Nights at Baxter for students and parents
- Family Book Fair Nights
- Math Pentathlon game nights
- Baxter float in the Homecoming Parade
- Baxter Bake Sale booth at the Midlothian Fall Festival
- Walk for Diabetes
- Jump Rope for Heart
- Field of Readers
- "Night at the Library"-a family reading event
- "Nerd Night" -a family math event
- Community Service Projects -"Shoebox Christmas for Haiti"

Community Involvement Strengths

T. E. Baxter Elementary is committed to providing training to our parents in the areas of academics, discipline, and parenting skills. We will be hosting speakers who will address these areas with our parents.

Community Involvement Needs

T. E. Baxter Elementary plans to implement future goals to involve the community by initiating a Dad's Club, and acquiring community sponsorship for TAKS incentives.

Programs

Programs Summary

T.E. Baxter is proud of the many programs available to students and staff. Program development strongly reflects our district's Core Principles.

- Students are a priority in all decisions.
- Good communication and collaboration builds trust.
- Ethics play a part in every decision.
- Everyone is a learner and can learn.
- A safe, caring learning environment is critical to success.
- Students deserve a highly qualified and well-trained staff.
- Engaging lessons focused on the Texas Essential Knowledge and Skills are essential for student success.
- High expectations for everyone create a quality school district.

Programs Strengths

The following are identified as a few of T.E. Baxter's strengths:

- WOW planning time for teachers
- RTI (Response to Intervention) strategies
- SAT (Student Assistance Team) for at-risk students
- INOVA data drives instruction
- Benchmarking used to assess student instruction and performance
- Vertical teams set goals to address campus needs
- Math Pentathlon activities utilized in all grades
- Science Lab and materials available to all grade levels
- Study Island software used at school and home in grades 3-5
- Student Council in Grades 4 and 5 promotes leadership and citizenship
- Safety Patrol promotes positive school climate and safety

- Helping Hearts and Pal program used to mentor targeted students
- Music Club for Grades 4 and 5
- All City Choir for grades 4 and 5

Programs Needs

- Increase Technology hardware so that each classroom has a presentation station
- Continue to implement procedures to foster RTI in K-5
- Expand tutoring interventions using school personnel and community members
- Promote instruction and schoolwide events that promote cultural diversity awareness

Comprehensive Needs Assessment Data Documentation

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

- Review of district goals
- Review of campus goals
- Disaggregation longitudinal AEIS data
- Disaggregation current-year AEIS data
- Disaggregation AYP data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Results of benchmark assessments
- Number of students assigned to special programs and their academic achievement
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Staff surveys and/or feedback
- Prior year budgets/entitlements and expenditures in relation to current year funding and priorities
- State and/or federal planning requirements
- Campus leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Study of best practices
- Action research results
- Disaggregated Texas Assessment of Knowledge and Skills (TAKS) results
- Disaggregated Reading Proficiency Tests in English (RPTE) results
- Disaggregated Texas Primary Reading Inventory (TPRI) or Tejas LEE results
- Disaggregated TELPAS results
- Analysis of special education population, including performance, discipline, attendance, and mobility
- Analysis of homeless population, including performance, discipline, attendance, and mobility
- Analysis of At-Risk population, including performance, discipline, attendance and mobility

- Analysis of LEP population, including performance, discipline, attendance and mobility
- Analysis of gifted population, including performance, discipline, attendance and mobility
- Class size
- Texas STaR Chart






Goals

Goal 1: T.E. Baxter students will have increased academic success through opportunities provided by the district.

Performance Objective 1: T.E. Baxter will earn an Exemplary rating as defined by state guidelines and will increase commended performance.


Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|---|--|------------------------|--|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Analyze data from TAKS, INOVA, TAKS Analyzer, and Empower, etc. to identify areas needing improvement. | Principal, Assistant Principal, and Teachers | Local Budget | Mock TAKS results, ARI and AMI Tutoring, LEAP | | | | |
| Administer grade-level assessments (Benchmarks, Mocks) for all subjects to ensure alignment | Principal, Assistant Principal, and Teachers | Local Budget | Class Profile Sheets | | | | |
| Provide opportunities for at-risk students using research-based instructional strategies and methodologies. | Principal, Assistant Principal, and Teachers | Local Budget | Tutoring groups, SAT meetings/ documentation, lesson plans | | | | |
| Appoint attendance committee to develop strategies and activities to improve staff and student attendance | Principal, Assistant Principal, and Teachers | Local budgets | ADA rate | | | | |
| Improve understanding of science vocabulary school-wide through science word of the week and school word wall. | Principal, Assistant Principal, and Teachers | Local Budget | Science Benchmarks results, Science TAKS results | | | | |
| Create Science Vocabulary Tutoring Groups for ESL and Title I students. | Principal, Assistant Principal, ESL Teacher, and Title I Teacher | Local Budget | Science Benchmarks and TAKS results | | | | |
| Improve math performance by focusing on problem-solving, fact memorization, and vocabulary. | Principal, Assistant Principal, Teachers | Local Budget | Math Benchmarks and TAKS results | | | | |
| Incorporate writing in at least one curriculum area everyday. | Principal, Assistant Principal, and Teachers | Local Budget | Writing Benchmarks and TAKS results | | | | |
| Improve students' knowledge of editing and revising through daily practice in writing. | Principal, Assistant Principal, Teachers | Local Budget | Writing Benchmarks and TAKS results, Student Writing Samples | | | | |
| Utilize Non-Fiction and Historical Fiction into Read-Alouds to increase Social Studies knowledge and skills | Principal, Assistant Principal, Teachers | Local Budget | Social Studies Benchmarks | | | | |
| Utilize drama, improvisation, and music to enhance social studies lessons and reinforce skills. | Principal, Assistant Principal, Teachers | Local Budget | Student Engagement, Social Studies Benchmark | | | | |
| Emphasize characteristics of various genres of literature, figurative language, and the author's purpose for writing. | Principal, Assistant Principal, Teachers | Local Budget | Reading Benchmarks and TAKS results | | | | |

| Provide a daily sustained silent reading time in each grade level. | Principal, Assistant Principal, Teachers | Local Budget | Reading Benchmarks and TAKS results | | | | |
|---|--|--------------|-------------------------------------|--|--|--|--|
| <p style="text-align: center;">  = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished </p> | | | | | | | |

Performance Objective 2: T.E. Baxter will establish learning environments appropriate for the implementation of 21st century learning skills.


Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|--|--|------------------------|---|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Integrate technology (video conferencing, wikis, etc.) into all curricular areas. | Principal, Assistant Principal, Teachers | Local Budget | Star Chart, Lesson Plans | | | | |
| Design engaging lessons to help increase academic rigor and relevance. | Principal, Assistant Principal, Teachers | Local Budget | Lesson plans, Student Achievement, WOW Showcase | | | | |
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Goal 2: T.E. Baxter will maintain and improve facilities and support systems that enhance a positive learning environment and foster student and community pride.


Performance Objective 1: T.E. Baxter will ensure students are provided with opportunities for informed curriculum choices and college readiness.

Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|---|--|------------------------|------------------------------------|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Increase the number of students who receive commended performance in TAKS objectives | Principal, Assistant Principal, Teachers | Local Budget | Benchmarks and TAKS results | | | | |
| Provide differentiated opportunities for all students-especially gifted students. | Principal, Assistant Principal, Teachers | Local Budget | Benchmark and TAKS results | | | | |
| Build in student choice when designing lessons across the curriculum. | Principal, Assistant Principal, Teachers | Local Budget | Lesson plans, student achievement | | | | |
| Provide RTI interventions, tutoring, and accommodations so that all students experience academic success. | Principal, Assistant Principal, Teachers | Local Budget | Benchmarks and TAKS results | | | | |
|  | | | | | | | |

Performance Objective 2: T.E. Baxter will promote and encourage healthy behaviors in a positive and safe environment.


Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|--|--|------------------------|--|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Develop activities and strategies to promote student attendance. | Principal, Assistant Principal, Teachers | Local Budget | Attendance Records | | | | |
| Improve our positive and safe environment by providing training on campus crisis plans, the prevention of verbal aggression and violence, and other forms of bullying (cyberbullying), leadership and character development. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas, Lesson Plans, Campus Crisis Plan/Training | | | | |
| Involve T.E. Baxter students in a coordinated school health program that focuses on promoting healthy lifestyle choices, physical fitness, and parental and community involvement. | Principal, Assistant Principal, Teachers | Local Budget | Lesson Plans,, Meeting Agendas | | | | |
| Monitor discipline referrals to assure consistency and accuracy of coding. | Principal, Assistant Principal | local budget | PEIMS Report, PBMAS | | | | |
|  | | | | | | | |

Goal 3: T.E. Baxter will recruit, develop, and retain a highly qualified staff.






Performance Objective 1: T.E. Baxter will provide salary, benefits, incentives and working conditions conducive to recruiting and retaining a Highly Qualified staff.

Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|--|---|------------------------|---|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Provide training and professional development that is applicable to the needs of staff. | Principal, Assistant Principal | local budget | Benchmark and TAKS results, lesson plans, teacher surveys | | | | |
| Encourage and utilize our own faculty to provide training to staff during staff development which helps to promote teacher efficacy and retention. | Principal, Assistant Principal | Local Budget | Staff Evelopment, Staff Retention | | | | |
| Promote a positive climate by providing time to collaborate and work in vertical teams, grade-level teams, and various committees. | Principal, Assistant Principal, Lead Teachers, Vertical Team Chairman, Committee Chairman | Local Budget | Positive OHI | | | | |
| Plan faculty meetings to include academic training as well as social interaction times. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| Facilitate budget development to meet the needs of teachers and staff. | Principal, Assistant Principal, Secretary | Local Budget | Budget | | | | |
|  | | | | | | | |

Performance Objective 2: T.E. Baxter will provide comprehensive, research-based professional development.


Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|--|---|------------------------|------------------------------------|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Provide orientation and professional development for teachers new to T.E. Baxter. | Principal, Assistant Principal, Teachers | Local Budget | Staff surveys | | | | |
| Provide a first year mentor to new teachers to T.E. Baxter. | Principal, Assistant Principal, Teachers | Local Budget | Staff Surveys, E-mail Conferences | | | | |
| Provide annual opportunities for state and district mandated professional development. | Principal, Assistant Principal, Teachers | Local Budget | Eduphoria, Staff Surveys | | | | |
| Provide and promote ongoing technology training on campus. | Principal, Assistant Principal, Media Specialists | Local Budget | Eduphoria, Staff Surveys | | | | |
| Provide opportunities for staff to attend training that relates to their needs. | Principal, Assistant Principal | Local Budget | Eduphoria | | | | |
| Utilize staff expertise in trainings provided during faculty meetings. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| Encourage staff participation in book studies dealing with current educational issues and methodology. | Principal, Assistant Principal, Teachers | Local Budget | Meeting agendas, Staff Discussions | | | | |
|  = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished | | | | | | | |

Goal 4: T.E. Baxter will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Performance Objective 1: T.E. Baxter will raise community awareness of our district mission and vision.

Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|---|--|------------------------|------------------------------------|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Promote community awareness by supporting a campus Community Relations Committee. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| Organize events through Community Relations committee such as Fall Festival Bake Sale, New Student Breakfast, and Homecoming Float. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| Advertise our mission and vision through T.E. Baxter t-shirts, bumper stickers, school marquee, local magazines, and newspapers. | Principal, Assistant Principal, Teachers | Local Budget | Advertisements | | | | |
|  | | | | | | | |


Performance Objective 2: T.E. Baxter will provide opportunities for stakeholders to meaningfully participate in school and/or district planning.

Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|--|--|------------------------|--|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Plan Campus Improvement Planning Committee meetings to involve all stakeholders in campus decisions and events. | Principal, Assistant Principal | Local Budget | Meeting Agendas, Campus Improvement Plan | | | | |
| Provide support and collaborate with T.E. Baxter PTO as they meet, plan, and organize their yearly responsibilities. | Principal, Assistant Principal | Local Budget | Meeting Agendas | | | | |
| Participate in DEIC and communicate goals to the T.E. Baxter campus. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| | | | | | | | |


Performance Objective 3: T.E. Baxter will collaborate with local entities to enhance the quality of education for the students.

Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|--|--|------------------------|------------------------------------|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Provide opportunities for students from SAGU, TAMU, Navarro, and others to observe and perform student teaching at our campus. | Principal, Assistant Principal, Teachers | Local Budget | Observation Evaluations | | | | |
| Collaborate with PTO in sponsoring events such as Grandparents' Day, Book Fairs, and monthly meetings. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| Encourage staff to participate in Region X sponsored trainings and professional development. | Principal, Assistant Principal | Local Budget | Eduphoria | | | | |
| Provide opportunities for Ready, Set, Teach students from Midlothian High School to work with mentoring teachers in the classroom. | Principal, Assistant Principal, Teachers | Local Budget | Teacher Evaluations | | | | |
|  | | | | | | | |

Performance Objective 4: T.E. Baxter will increase community and parental involvement in the schools, and increase the schools' involvement in the community.

Summative Evaluation:

| Strategy Description | Staff Responsible for Monitoring | Funding Sources & FTEs | Evidence that Demonstrates Success | Formative Reviews | | | |
|---|--|------------------------|------------------------------------|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | Jun |
| Promote PTO and parental involvement through volunteer opportunities such as staff luncheons, clerical duties, etc. | Principal, Assistant Principal, Teachers | Local Budget | Staff Surveys | | | | |
| Enlist Community Relations Committee in identifying ways to promote T.E. Baxter Elementary such as bumper stickers, parade floats, etc. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas | | | | |
| Invite local government representatives to educate our students about civic responsibilities. | Principal, Assistant Principal, Teachers | Local Budget | Lesson Plans | | | | |
| Invite community members to participate in events that honor their contributions to our lives such as Grandparents Day, Veterans Day, Heart to Heart Nursing Home Visitation. | Principal, Assistant Principal, Teachers | Local Budget | Meeting Agendas, Lesson Plans | | | | |
|  | | | | | | | |

State Compensatory

Budget for T.E. Baxter Elementary School:

| <u>Account Code</u> | <u>Account Title</u> | <u>Budget</u> |
|---------------------------|--------------------------|--------------------|
| 6100 Payroll Costs | | |
| 199-11-6119-00-104-024000 | 6119 Salary Professional | \$27,656.00 |
| 266-11-6119-00-104-024000 | 6119 Salary Professional | \$56,612.00 |
| 199-11-6129-00-104-024000 | 6129 Paraprofessional | \$7,636.00 |
| 6100 Subtotal: | | \$91,904.00 |

Title I

Targeted Assistance Program Plan

The Targeted Assistance Campus Improvement Plan incorporates the following eight components of a targeted assistance program:

Eight Targeted Assistance Components

1: Use of Resources to Help Students Meet Standards

Program resources are used to help participating children meet state academic achievement standards through pull-out programs and inclusion. Students are identified through various assessments and teacher observation. Once students are identified as having concerns, the student assistance team meets to discuss needs and interventions for that student. Some of the interventions that are provided are:

- Title I Reading
- Title I Math
- Title I Science
- MTS, MTA, RISE
- Inclusion
- Resource
- Content Mastery Lab
- Intervention groups such as Read Naturally, Touch Math, ABC groups
- AMI/ARI tutoring programs
- LEAP

2: Incorporate Title Planning into Existing School Planning

Planning for identified students is incorporated into existing school planning through our Student Assistance Team. This group consists of the counselor, assistant principal, special education representative, and classroom teacher. We meet every six weeks to discuss needs of students and provide interventions for those needs.

3: Use of Effective Methods and Instructional Strategies

Effective methods and instructional strategies are based on scientifically based research that strengthens the core academic program of the school and gives primary consideration to providing extended learning time. It helps provide an accelerated, high quality curriculum.

4: Coordinate with and Support Regular Educational Program

Each targeted assistance program is coordinated with and supports regular education programs. This includes services to assist preschool children in the transition from early childhood programs to elementary programs. All assistance programs are provided on an as needed basis with the goal being to keep students in their regular education programs as much as possible.

5: Instruction by Highly Qualified Teachers

All staff members of T.E. Baxter Elementary, both certified and paraprofessionals, satisfy the standards of being highly qualified under NCLB.

6: Professional Development

Opportunities for professional development are offered and encouraged. Teachers who experience new training provide their expertise in faculty meetings and campus staff development with the rest of the faculty.

7: Strategies to Increase Parental Involvement

Strategies to increase parental involvement are used and provided. The family events committee sponsors events such as:

- Family Book Fair Nights
- Math and Science Nights
- Parenting Skills Training Nights

8: Coordination with Other Programs

Federal, state, and local services and programs are coordinated and integrated with the targeted assistance program.

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