

Sam Houston Elementary School



Jerry Hancock, Principal
2017 – 2018

Dr. Jerry Gibson – Superintendent

Marshall Independent School District

Campus Demographics

Total Enrollment - 511 (47% Male, 53% female)

Hispanic - 50%

African American - 23%

White - 24%

Other - 3%

Economically Disadvantaged - 71%

Mission

The mission of the Marshall ISD STEM Program is to provide leadership, support, and opportunities for all STEM stakeholders through the following initiatives:

- Develop STEM standards of practice, lessons, and units that facilitate higher level thinking.
- Implement STEM professional development for STEM educators.
- Allocate funds for the implementation of STEM initiatives in Marshall ISD.
- Increase STEM participation from diverse populations.

- Collaborate and partner with other districts, businesses/industries, colleges, universities, and technical institutions to promote and sustain STEM education.
- Develop skills utilizing electronic resources for STEM teaching and learning.
- Offer a quality education in an environment of democracy and equity.

Vision

The vision of the Marshall ISD Science, Technology, Engineering, and Math (STEM) Program is to be a leader in STEM education, preparing and inspiring generations of diverse learners to meet the challenges of the global society through innovation, collaboration, and creative problem solving.

CIP Committee

Name of Campus Improvement Team Members	Position (Classroom teacher, other school-based professional, non-instructional, parent, community, business)
Third Grade Team (Washington, Verhalen, King, Duncan, Zaragoza)	Classroom Teachers
Second Grade Team (Duncan, Alexander, Lewis, Bramlett, Avelar)	Classroom Teachers
5th Grade Team (Clemons, Rymel, Hoskins, Hines, Hernandez)	Classroom Teachers
4th Grade Team (Turner, Furrh, Roach, Sanchez, T.King)	Classroom Teachers
Kindergarten Team (Sumner, McPhail Schlebach, Luviano, Stampley),	Classroom Teachers
First Grade Team (Arzate, Ashcraft, Miller, Stevens, Yarberry)	Classroom Teachers
Lula Waskom	Counselor
Jennifer Hoskins	Curriculum Coach
Tamekia Johnson	Assistant Principal
Jerry Hancock	Principal

Goal 1: Academic Performance of All Students

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
All Groups and All Subjects				
Campus Goal: All student academic performance (all sub-populations) in Index 1 will be in the 90% or above range				
1. Teachers will continue to utilize the RPM process to analyze and refine instructional practices.	Teachers, Instructional Coach, Administrators	Campus will utilize a bi-weekly instructional RPM practice during PLC to discuss planning and lesson depth.	September 2017- June 2018.	PLC meetings every 2 weeks with built in RPM time during those PLC's to clarify student understanding from work samples.
2. Utilize PrimeTime as a dedicated time per day to provide individualized small group instruction to bolster weak areas of learning.	Teachers, Instructional Coach	Time built in the day	September 2017- June 2018.	DMAC data from CA's
ELAR				
Campus Goal: Student performance will increase from 91% to 96% in Reading and from 83% to 90% in Writing on STAAR.				
1. Teachers will utilize small group instruction to adjust material for every learner.	Teacher Teams	Journeys, GR books, IXL, STAR Ren, AR, trade books	September 2017- June 2018. ELAR block (120min) Primetime (40 min)	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-

				teacher annotation, AR Reports
2. Teachers will utilize the following to increase performance in their daily planning: Guided Reading, IXL ELA, Kagan, Thinking Maps, Interactive Journals, Writing Summaries, EPIC, Reading A-Z, AR, Istation	Teacher Teams	Journeys, A-Z books, STAR Ren, AR, Classroom Library, School Library, Read Box, Istation, EPIC, OSMOS	September 2017- June 2018. ELAR block (120mins) Primetime (35 mins)	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL, AR Reports, Journal-Teacher Annotation, Reports, TPRI
Math				
Campus Goal: All student groups performance will increase by at least 2% on STAAR				
1. Teachers will address the following to assist students: Small groups, Hands On (manipulatives), Kagan, Thinking Maps, Think Central, IXL, Xtra Math, textbook, TEKS Target, Interactive Journals	Teacher Teams	Harcourt Textbook, Think Central, IXL, XtraMath, TEKS Target, manipulatives	September 2017- June 2018. Math Block (120 minutes), Primetime (40 minutes)	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, XtraMath Reports, Journal-teacher annotation
2. Teachers will utilize technology daily for all students with additional time added for students below grade level in IXL, Xtra Math, TEKS Target	Teacher Teams	GO math Series, brain pop, Istation, IXL, Prodigy, manipulatives, Xtra Math, TEKS Target, Interactive Journal, OSMOS	September 2017- June 2018. Math Block (90 mins) Primetime (35 mins)	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, XtraMath Reports

Science

Campus Goal: All student performance will be above 85% on 5th grade STAAR and Common Assessments.

1. Teachers will utilize aligned instruction with the following: Science Modules, Quick Labs, Kagan, Thinking Maps, Maker Space, Collaboration Rooms, Interactive Journals, STEM projects to make extended connections with student learning.	Teacher Teams	Science textbook, Pearson Realize, Interactive Journals, Science Tools, Lego Simple Machine Kits, ZSpace, Classflow and Promethean board	September 2017- June 2018. Science Block (30 minutes)	Common Assessments, Formative Assessments, Journaling--summaries, STEM Finished Projects
2. Teachers will utilize Small group instruction, Collaboration, STEM Projects, Journals, Labs, Hands-on learning, Maker Space, Kagan,	Teacher Teams	Interactive Journals, summary of learning, tutorials, ZSpace, Various APPS through technology, Skype, Viewmasters, Google Expedition, Virtual Technology, Robots	September 2017- June 2018. Science Block (75 mins) Primetime (30 mins)	Common Assessments, Finished STEM projects, Benchmarks, Formative assessments, Journaling Summaries of learning, Performance assessments from TEKs Resources

Social Studies

Campus Goal: At least 85% on all Common Assessments

1. Utilize the following: Kagan strategies, Thinking Maps, videos, interactive journals, map activities, to support Reading efforts.	Teacher Teams	Discovery Education, YouTube, schoolhouse rocks, textbook, maps, atlas, globes, google earth, Virtual field trips	September 2017- June 2018. SS block (30 minutes)	Common Assessments, Unit Assessments, Journal-teacher annotation,
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African American

Campus Goal: Student performance will be above 90% in all tested areas on STAAR.

<p>1. Goal setting in small groups during instructional blocks to foster student ownership of grades and growth.</p>	<p>Admin Team Teacher Team</p>	<p>IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines</p>	<p>September 2017- June 2018. ELAR block (120 min) Math block (120 min) Primetime (40 min)</p>	<p>STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards</p>
<p>2. Identify students for additional Small Group instruction, Primetime, IXL, AR, Thinking Maps, Interactive Journals, Kagan, Differentiated Instruction, Incentives, STEM projects</p>	<p>Admin Team Teacher Team</p>	<p>IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines, OSMOS</p>	<p>September 2017- June 2018. ELAR block (120mins) Math Block (90 mins) Primetime (35 mins)</p>	<p>STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards</p>

Hispanic

Campus Goal: Student performance will increase in STAAR writing from 83% to 90%.

<p>1. Goal setting in small groups during instructional blocks to foster student ownership.</p>	<p>Admin Team Teacher Team</p>	<p>IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines</p>	<p>September 2017- June 2018. ELAR block (120 min) Math block (120 min) Primetime (40 min) Ongoing</p>	<p>STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards</p>
<p>2. Identify students for additional Small Group instruction, Primetime, IXL, AR, Thinking Maps, Interactive Journals, Kagan, Differentiated Instruction, Incentives, STEM projects</p>	<p>Admin Team Teacher Team</p>	<p>IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines, OSMOS</p>	<p>September 2017- June 2018. ELAR block (120mins) Math Block (90 mins) Primetime (35 mins) Ongoing</p>	<p>STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards</p>

White				
Campus Goal: Student performance on both Reading and Math STAAR will increase at Mastery Level by 5%.				
1. Enhance connections for students for deeper understanding by extending focus on concepts. Connecting to real world experience.	Admin Team and Teacher Team	IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines	September 2017-June 2018. ELAR block (120 min) Math block (120 min) Primetime (40 min) Ongoing	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards
Economically Disadvantaged				
Campus Goal: Student performance will increase from 77% to 85% on the Writing STAAR.				
1. Focusing on strong Tier 1 instruction and Small Group instruction. utilizing Primetime, IXL, AR, Thinking Maps, Interactive Journals, Kagan, Differentiated Instruction, Incentives, STEM projects	Teacher Team	IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines	September 2017-June 2018. ELAR block (120 min) Math block (120 min) Primetime (40 min) Ongoing	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards

ELL**Campus Goal: Student performance will increase from 71% to 85% on STAAR Writing assessment.**

1. Teacher will utilize the following instructional strategies daily: Small Group instruction, Primetime, IXL, AR, Thinking Maps, Interactive Journals, Kagan, Differentiated Instruction, Incentives, STEM projects, SIOP, Dual Language One Way	Teacher Team	IXL, AR, manipulatives, science tools, Zspace, Lego Simple Machines	September 2017- June 2018. ELAR block (120 min) Math block (120 min) Primetime (40 min)	STAR Ren, Common Assessments, Benchmarks, Unit Assessments, IXL Reports, Journal-teacher annotation, AR Reports, XtraMath Reports, Completed STEM projects, Report Cards
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GT/Advanced Academics**Campus Goal: All student academic performance will rise from 40% (Reading)-42% (Math) Mastery Level to 50% Mastery Level.**

1. Allowing teachers to make deeper connections with the Texas Performance Standards Projects curriculum during PrimeTime. /Students leading the connections at a higher level in a cross-curricular format.	Teachers	Planning Time and Collaboration along with the use of additional outside sources to make connections.	September 2017- June 2018.	Presentation of projects
2. Starting after school clubs (robotics) to reinforce cross-curricular learning and continue to build all subject areas at a higher level.	Teachers	Planning Time and collaboration	September 2017- June 2018.	Presentations and competitions. Sponsoring our own robotics competition.

Area	Group	Measured	Quantitative Criteria
Attendance	All students in all grades	ADA	Annual student attendance will increase from 98% to 99%.

Summative Evaluation	Daily attendance totals		
Formative Evaluation including incremental dates or frequency	Will review every 6 weeks		
Person responsible for formative evaluation	Principal, Assistant Principal, counselor, PEIMS Clerk		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Offering Incentive days such as Fun Friday, Hands On, Technology, Personal Relationships, small group (learner centered), and Positive Feedback	Teacher Teams	Manipulatives, computers, programs (IXL, XtraMath, United Streaming, Legos, Capturing Kids Hearts, Social Contracts	September 2017- June 2018.	Attendance Records (PEIMS)

Goal 2: Recruit, Employ, and Retain a Well-Qualified and Professional Staff

Measurable Objectives:

Area	Group	Measured	Quantitative Criteria
2.1 Recruitment of New Teachers	New Teacher	Campus Leadership	100% of new hires in place by the end of June 2018

Summative Evaluation	All new teachers hired by June 2018		
Formative Evaluation including incremental dates or frequency	AppliTrak and job fairs will be sources for applicants		
Person responsible for formative evaluation	Principal and Campus Admin Team		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Various ongoing incentives	Admin Team PTA	On site funding	Year long	Teacher retention
2. Various attendance celebrations	Admin Team	Timing, planning, funding	Year long	Teacher retention

Area	Group	Measured	Quantitative Criteria
2.2 Development of All Teachers	Teachers	T-TESS	90% of teaching staff will score Accomplished on T-TESS

Summative Evaluation	T-TESS evaluations		
Formative Evaluation including incremental dates or frequency	Higher Student performance.		
Person responsible for formative evaluation	Instructional Coach, Admin Team and Principal		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Bi-weekly PLC/RPM for continued development, data digs and planning and sharing.	Admin, teachers, instructional coaches	TEKs Resource System, DMAC, ESC7	Ongoing	Growth through monitoring and results on CA's

Area	Group	Measured	Quantitative Criteria
2.2 Retention of Teachers	Admin	No positions open	Retention of 90% of the current staff

Summative Evaluation	Employee turnover is lower		
Formative Evaluation including incremental dates or frequency	Surveys of culture and climate		
Person responsible for formative evaluation	Admin Team		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Celebrate staff on a monthly basis	Admin Team	Donations and free items	Ongoing	Teacher retention and climate

Goal 3: Fiscal Responsibility

Area	Group	Measured	Quantitative Criteria
3.1 Fiscal Management	Admin	2017-2018	Budgets are developed and utilized for student achievement

Summative Evaluation	Budget expenditures		
Formative Evaluation including incremental dates or frequency	Budgets are managed on a daily basis		
Person responsible for formative evaluation	Principal		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Responsible purchasing of all materials and support.	Admin	Provided funding	Ongoing	Providing all needed materials and supplies to campus

Goal 4: Safety/Discipline

Measurable Objectives:

Area	Group	Measured	Quantitative Criteria
4.1 Expect, promote and support a safe and orderly learning environment	Students & Staff	Crisis Mgmt. Plan & Discipline Plan	Reduce the number of incidents on campus by 25% for the school year.

Summative Evaluation	Feedback
Formative Evaluation including incremental dates or frequency	Monitor incident numbers at the end of each 6 weeks
Person responsible for formative evaluation	Admin teams

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Implementing Safe & Civil Schools	PBIS Team	Ongoing PBIS Training	October 2017-June 2018	Collection and analysis of data

Area	Group	Measured	Quantitative Criteria
4.2 Provide consistency and uniformity in school wide discipline management	Students and staff	Campus and District Expectations	Analyze number of referrals each 6 weeks

Summative Evaluation	Feedback from all stakeholders through surveys		
Formative Evaluation including incremental dates or frequency	Discipline reports each 6 weeks		
Person responsible for formative evaluation	Admin Team		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Safe and Civil Schools implementation	PBIS Team	MISD Training	Ongoing	Data collection through Safe & Civil Schools
2. Additional positive behavior supports	PBIS Team	Monitoring of campus security systems	Ongoing	Updates to staff on discipline on campus.

Area	Group	Measured	Quantitative Criteria
4.3 Improve or enhance the character of students	Students & Staff	Climate of the campus through surveys	Increase the number of students that participate in award celebrations.

Summative Evaluation	Feedback from stakeholders.
Formative Evaluation including incremental dates or frequency	Lower incident numbers per 6 week period.
Person responsible for formative evaluation	Admin Team

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Comprehensive counseling program	Counselor		Ongoing	Monitor behavior of at-risk students
2. Outside small-group counseling and on-going BullyProof program	Asst. Principal and Counselor		Ongoing	Surveys of student culture

Measurable Objectives:

Area	Group	Measured	Quantitative Criteria
4.4 Increase parental involvement	Students	Sign in logs, meet the teacher, PTA	PTA memberships, parent event participation

Summative Evaluation	PTA memberships increase by 100% over the 2016-17 school year.		
Formative Evaluation including incremental dates or frequency	Higher parent participation at all events.		
Person responsible for formative evaluation	Admin Team and teachers		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Open House, PTA, STEM Nights, weekend events on campus	Admin Team and PTA	Admin	Ongoing	PTA meetings and parent feedback.

Area	Group	Measured	Quantitative Criteria
4.5 Increase community involvement	Admin & Staff	Increased participation by community sponsors	The campus will have more community members involved at various events.

Summative Evaluation	Increased number of corporate sponsors at events.		
Formative Evaluation including incremental dates or frequency	Number of events will increase due to interest		
Person responsible for formative evaluation	Admin, staff and PTA		

Initiatives/Strategies/Activities	Staff responsible for ensuring strategy/ activity is accomplished and evaluated	Resources	Specific time period for implementing strategy/activity	Evaluation of strategy/ activity and specific time periods for evaluating strategy/ activity
1. Relationship with Eastern Hills Church of Christ	Principal	Time and Location	Ongoing	Quarterly Meetings

10 Components of an Effective or Title I Program

1. A comprehensive needs assessment
2. School-wide reform strategies
3. Instruction by highly qualified teachers
4. High-quality and ongoing professional development
5. Strategies to attract highly qualified teachers
6. Strategies to increase parental involvement
7. Ensure smooth transition for students
8. Measures to include teachers in the decisions regarding the uses of academic assessments
9. Effective, timely additional assistance
10. Coordination and integration of Federal, State, and local services and programs