

William B. Travis Elementary



Loyed Jones, Principal
2017 – 2018

Dr. Jerry Gibson – Superintendent

Marshall Independent School District

Campus Demographics

William B. Travis is a K-5 campus with 680 students. 75% are Economically Disadvantaged, 25% are English Language Learners, and we have a Mobility Rate of 20%. The campus is diverse with approximately 33% Hispanic, 33% African American, and 33% White.

Mission

Our mission is to be responsive to the needs of our students and staff with systems that produce successful student outcomes through growth and development for all.

Vision

Achieving Success by Learning and Growing!

CIP Committee

Name of Campus Improvement Team Members	Position (Classroom teacher, other school-based professional, non-instructional, parent, community, business)
Loyed Jones	Principal
Zachary Venable	Assistant Principal
Kimberly Thomas	PE Teacher
Cynthia Taylor	SpEd Teacher
Melinda Bowden	5th Grade Teacher
Sylvia McLin	4th Grade Teacher
Luzelena Gonzalez	3rd Grade Bilingual Teacher
Sarah Fields	2nd Grade Teacher
Scarlett Rivera	1st Grade Teacher
Natasha Moore	Kinder Teacher
Robyn Moore	Paraprofessional
Lori Workman	1 st Baptist Mentoring Program (Community Member)
Sharon Brooks	Mobberly Church Associate Minister (Community Member)
Brian Nelson	Business Member (Super 1 Foods - Marshall)
Kristin Skinner	Parent
Jynifer Childress	Parent
Jennifer Haller	Parent
Kimberly Newhouse	Counselor (Non-Instructional)

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 in Index 1 will increase from 43% to 70% for 2018 state accountability.				
1. Teachers will utilize data and TEKS Resource System to guide planning of instruction through collaboration with teammates and instructional coaches in PLCs.	Teachers, Instructional Coaches, Administrators	Data Room Master Schedule to support protected time for PLCs and team planning.	September 2017	Monthly Star Renaissance assessments, 6 weeks common assessments, lesson plan reviews
2. Teachers will engage in RPM process to analyze the evidence of teaching and learning through alignment walks, journal reviews, and performance data.	Teachers, Instructional Coaches, Administrators	Star Renaissance, student journals , student work posted in the hallways	October 2017	RPMs every 5 to 6 weeks.
3. Implement PRIME TIME, a dedicated 45 minutes per day for targeted and flexible small group instruction.	Teachers, Interventionists	Master schedule to protect and support the allocated time.	October 2017	Monday-Thursday
4. Implement a monitoring and feedback cycle in order to provide individualized teacher support.	Administrators, Instructional Coaches	TalentEd for powerwalks Data Room for monitoring	September 2017	Weekly Leadership Team meetings to evaluate support as determined from walkthroughs and student performance.

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
ELAR				
Campus Goal: Student performance will increase from 43% to 70% on STAAR Reading and from 33% to 70% on STAAR Writing.				
1. Implement balanced literacy approach to include mini lessons, flexible groups, and rotation stations.	Teachers, Literacy Coach	Continuous Professional Development	October 2017	Powerwalks, Star Renaissance monthly reports
2. Writers Workshop to increase student interest in writing and to support their ability to analyze their writing in order to revise/edit and to write for a particular purpose or audience.	Teachers, Literacy Coach	Continuous Professional Development	October 2017	Powerwalks, student writing samples
3.				
Math				
Campus Goal: Student performance will increase from 43% to 70% on STAAR Math.				
1. Daily use of concrete objects to support conceptual learning for K-2 classes.	Teachers, Instructional Coaches	Continuous Professional Development	September 2017	Powerwalks
2. Implement a campus approach to problem solving that supports understanding the problem and justification of answers.	Teachers, Instructional Coaches	Professional Development for use of strategy	October 2017	Evaluate student use on common assessments.
3. All grades will provide direct instruction on academic vocabulary for each unit of study.	Teachers, Instructional Coaches	Word Wall	October 2017	Lesson plans, student journals
4.				

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
Campus Goal: At least 70% proficiency on all common assessments.				
1. All grades will provide direct instruction on academic vocabulary for each unit of study.	Teachers, Instructional Coaches	Word Wall	October 2017	Lesson plans, student journals
2. All classes will engage in at least one activity each week.	Teachers, Instructional Coaches	Supplies for science lab Schedule for lab use	October 2017	Lesson plans, powerwalks, student journals
3. Implement a test-taking strategy for 5h grade Science.	Teachers	General supplies	October 2017	Student formative assessments
Social Studies				
Campus Goal: At least 70% proficiency on all common assessments.				
1. Utilize social studies to support non-fiction reading.	Teachers	Flexible schedule for integration	October 2017	Lesson plans
2. Follow the TEKS Resource System pacing guide for instruction.	Teachers	TEKS Resource System	September 2017	Lesson plans, walkthroughs

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
African American				
Campus Goal: Student performance will increase 30 percentage points from 2017 to 2018 on all state assessments.				
1. Implement Extended Day Program to support acceleration of learning in reading and math.	Principal, Teachers	Funds to support program Highly qualified instructors	November 2017	Weekly skill-focused assessments
2. Goalsetting during small group to increase ownership of learning and development of link between effort and performance.	Principal & Leadership Team	Funds to support program Highly qualified instruction.	November 2017	Weekly skill-focused assessments.
Hispanic				
Campus Goal: Student performance will increase 20 percentage points from 2017 to 2018 on all state assessments.				
1. Implement Extended Day Program to support acceleration of learning in reading and math.	Principal, Teachers	Funds to support program Highly qualified instructors	November 2017	Weekly skill-focused assessments
2. Goalsetting during small group to increase ownership of learning and development of link between effort and performance.	Principal & Leadership Team	Funds to support program Highly qualified instructors	November 2017	Weekly skill-focused assessments

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
White				
Campus Goal: Student passing performance will be at 65% on all 2018 Spring Benchmark assessments.				
1. Monitoring system to ensure performance makes continuous improvement with Tier 1 instruction.	Teachers Teams	Data Room for monitoring	Monthly Star Renaissance and 6 weeks common assessments	PLCs to review of Data room student performance.
Economically Disadvantaged				
Campus Goal: Student performance will increase 30 percentage points from 2017 to 2018 on all state assessments.				
1. Monitoring system to ensure performance makes continuous improvement with Tier 1 instruction.	Principal, Teachers	Funds to support program Highly qualified instructors	November 2017	Weekly skill-focused assessments
2. Goalsetting during small group to increase ownership of learning and development of link between effort and performance.	Principal & Leadership Team	Funds to support program Highly qualified instructors	November 2017	Weekly skill-focused assessments

SPED**Campus Goal: Student performance will increase 30 percentage points from 2017 to 2018 on all state assessments.**

1. Implement Co-Teaching model to support student access to the general education curriculum.	Principal, Teachers	Ongoing co-teach training	September 2017	Common assessments, Star Renaissance, ARDs.
2. Include SpEd staff in all professional development with general education staff in order to increase teacher collaboration and effective planning for accommodations and modifications.	Teachers, Instructional Coaches	Co-teach schedule to support collaboration with general education teachers.	September 2017	Common assessments, Star Renaissance, ARDs.
3. Implement Extended Day Program to support acceleration of learning in reading and math.	Teachers, Principal	Priority funds	November 2017	Weekly assessments

ELL**Campus Goal: Student performance will increase 30 percentage points from 2017 to 2018 on all state assessments.**

1. Implement the Gomez & Gomez model of dual language.	Teachers, Administrators, Instructional Coaches	Dual language supplies & materials	September 2017	walkthroughs
2. Utilize bilingual aides to support small group instruction.	Teachers	Master schedule	September 2017	Star Renaissance, TELPAS
3. Implement Extended Day Program to support acceleration of learning in reading and math.	Teachers, Principal	Priority funds	November 2017	Weekly assessments

GT/Advanced Academics**Campus Goal: 80% of G/T students will perform at the Meets or Masters level on 2018 STAAR assessments.**

1. We will utilize the primary & intermediate Texas Performance Standards Projects curriculum for services during Prime Time	Teachers	Planning time and collaboration	October 2017	Project presentations and report card grades
2. We will ensure G/T services are directed by teachers with G/T certification.	Principal	Completion of certification and/or update.	October 2017	Certification

Area	Group	Measured	Quantitative Criteria
Attendance	All students in grades K-5	ADA for 2017-2018	Annual student attendance will increase from 95.6% to 97%.

Summative Evaluation	Travis average daily attendance will be at least 97% for the 2017-2018 school year.		
Formative Evaluation including incremental dates or frequency	We will check six weeks attendance to determine if we are on pace to achieve 97%.		
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. Work collaborative with Mobberly Baptist Church to recognize and celebrate outstanding attendance.	Communities In School Site Manager	Mobberly Baptist Church	Every 6 weeks	Six weeks assessment by Leadership Team
2. Personal contact with families of students with excessive absences.	Communities In School Site Manager	Skyward	Weekly	3-weeks report from PEIMS clerk.

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

Measurable Objectives: We will retain 90% or more of the current professional staff after the 2017-2018 school year.

Area	Group	Measured	Quantitative Criteria
2.1 Recruitment of New Teachers	New Teachers	Highly Qualified staff	100% of staff is highly qualified.

Summative Evaluation	100% of staff will be highly qualified.		
Formative Evaluation including incremental dates or frequency	New teachers reaching goal of full certification.		
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. Participate in three job fairs to recruit new teachers.	Leadership Team	Support from HR	Spring/Summer 2018	Number of new teachers from job fairs.
2. Support paraprofessionals with Bachelor's degree to seek certification.	Principal	Time for test prep	Fall 2017 / Spring 2018	Available new teachers for the upcoming school year.

Area	Group	Measured	Quantitative Criteria
2.2 Development of All Teachers	All teachers	T-TESS Evaluation system	100% of teachers will participate in the full T-TESS process by May 2018.

Summative Evaluation	T-TESS Evaluation Summative
Formative Evaluation including incremental dates or frequency	Weekly PLCs, weekly classroom walkthroughs, weekly team meetings for planning,
Person responsible for formative evaluation	Principal, Asst. 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 Hold weekly PLC meetings for the purpose of professional development and growth in using the curriculum (TEKS Resource System), data analysis, lesson planning, and sharing best practices.	Instructional Coaches, Teachers	TEKS Resource System, DMAC, Star Renaissance, Region 7 Resources & Personnel	September 19, 2017	Teacher/Instructional Coach monitor growth through district and campus assessment data. Weekly.
2 Instructional Coaches will work with teachers to support student learning and engagement focusing on instructional best practices and classroom management.	Instructional Coaches, Teachers	TEKS Resource System, DMAC, Star Renaissance, Region 7 The Big Four	September 11, 2017	Walkthroughs, PLCs, Conferences and data – weekly.

Area	Group	Measured	Quantitative Criteria
2.2 Retention of Teachers	Teachers with two or more years of experience	T-TESS Evaluation system	We will retain 100% of all teachers who are Proficient or higher in all Domains of T-TESS.

Summative Evaluation	We will retain 100% of teachers with experience and is Proficient in all Domains of T-TESS.		
Formative Evaluation including incremental dates or frequency	Goal-setting in Fall 2017 and Goal-attainment in Spring 2018.		
Person responsible for formative evaluation	Principal and Asst. 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. Allow for flexibility for practices that produce positive student outcomes.	Principal	Instructional supplies and materials	On-going	Data Room evaluation of student performance.
2. Monthly recognition and celebration of teachers.	Principal, teacher teams	Activity funds	4 th Friday each month – after school.	Teacher retention percent.

Goal 3: Fiscal Responsibility

Measurable Objectives: We will utilize 75% of budgeted funds for classroom instruction and teacher development by 3rd six weeks.

Area	Group	Measured	Quantitative Criteria
3.1 Fiscal Management	Principal	General funds & Activity funds	By March 2018, 100% of funds dedicated to campus improvement goals for reading and math will be spent or encumbered.

Summative Evaluation	100% of grant funds will be utilized.		
Formative Evaluation including incremental dates or frequency	Mid-year evaluation of budget to determine if funds are in need of transfer.		
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. Ensure budget expenditures are tied to campus goals.	Principal	Campus general funds	September 2017	EOY budget review
2. Create specialized plan for use of Priority funds	Leadership Team	Priority funds	September 2017	EOY review of funds

Goal 4: Safety/Discipline

Measurable Objectives: We will have 90% favorable Safe & Civil Schools feedback from staff and student on spring surveys.

Area	Group	Measured	Quantitative Criteria
4.1 Expect, promote and support a safe and orderly learning environment by 2017-2018	Students	Discipline data	Student placement in ISS and OSS will reduce by 50% from 2017 to 2018.

Summative Evaluation	Safe & Civil Schools program evaluation
Formative Evaluation including incremental dates or frequency	Monthly updates and feedback on campus strategies
Person responsible for formative evaluation	Asst. Principal and PBIS 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. Implement Safe & Civil School initiative to support positive behavior support.	Assistant Principal & Team	MISD provided training on October 2-3, 2017	October 2017	Data collection on procedures and systems
2. Provide on-going professional development and feedback on discipline initiatives.	Assistant Principal & Team	Use of campus cameras to monitor school implementation of systems in key areas.	October 2017	Monthly after-school updates and data presentations to the staff.

Area	Group	Measured	Quantitative Criteria
4.2 Provide consistency and uniformity in school wide discipline management by 2017-2018	Students	Discipline data	Student placement in ISS and OSS will reduce by 50% from 2017 to 2018.

Summative Evaluation	Safe & Civil Schools program evaluation
Formative Evaluation including incremental dates or frequency	Monthly updates and feedback on campus strategies
Person responsible for formative evaluation	Assist. Principal and PBIS 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.District discipline management	Teachers, Assistant Principal	District discipline management plan	September 11, 2017	6 weeks review of referrals, ISS, OSS, LLRS, CAW long, etc.
2.Safe & Civil Schools	Assistant Principal & PBIS Team	Professional Development in Safe & Civil Schools	October 2017	Monthly data check and sharing with the staff

Area	Group	Measured	Quantitative Criteria
4.3 Improve or enhance the character of students by 2017-2018	Students	Recognition and celebration for exhibiting positive behaviors; (responsible, respectful, safe).	Each six weeks, we will have celebrations to recognize positive behaviors.

Summative Evaluation	We will recognize individual students, classes, and grade levels for demonstrating positive character traits.
Formative Evaluation including incremental dates or frequency	Weekly recognition of students, monthly recognition of classes.
Person responsible for formative evaluation	PBIS team, Counselor

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. Provide character education through classroom guidance, small groups, and individual counseling.	Counselor	scheduling	October 2017	Small group evaluation, student and teacher surveys
2 .Recognize individual students, classes, and grade levels to demonstrating BE Respectful, BE Responsible, BE Safe.	PBIS Team	Community partners	October 2017	6 weeks assessment of student groups not being recognized.

Area	Group	Measured	Quantitative Criteria
4.4 Increase parental involvement by 2017-2018	Parents	Parents participating in learning activities that support student learning.	We will host two Parent Academies each semester.

Summative Evaluation	We will have 90% favorable parent assessment of campus communication efforts and support for parent involvement in academic achievement.		
Formative Evaluation including incremental dates or frequency	Fall and Spring attendance at Parent Academies to support Reading and Math		
Person responsible for formative evaluation	Teacher Teams, 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. Open House, Meet The Teacher, PTA	WBT Staff	Communication tools	September 6, 2017	Parent feedback
2. Conduct Parent Academies to provide hands-on practice for parents to support students at home.	Teacher Teams	Make & Take materials	2 events Fall 2017 2 events Spring 2018	Parent feedback

Area	Group	Measured	Quantitative Criteria
4.5 Increase community involvement by 2017-2018	Mission Marshall	Read To Ride program.	80% of 3 rd graders will meet goals for new bike.

Summative Evaluation	80% of 3 rd graders will reach their reading goals and receive a new bicycle.		
Formative Evaluation including incremental dates or frequency	Mid-Year evaluation of 3 rd grade goals.		
Person responsible for formative evaluation	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. Partnership with Mobberly Baptist & 1 st Baptist Church Mentoring Program.	Principal, Assistant Principal, Counselor	Schedules	Weekly reading program. At least 1 activity/event per 6 weeks; weekly mentoring	Committee meetings per 6 weeks.
2. Partnership with Mission Marshall for Read To Ride Reading initiative.	Teachers	Goalsetting for 3 rd reading	October 2017	Percent of 3 rd graders reading their reading goals.

10 Components of an Effective or Title I Program

1. A comprehension 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