

**Comanche Independent School District**  
**Comanche Elementary School**  
**2011-2012 Campus Improvement Plan**



# Mission Statement

## MISSION STATEMENT

Comanche Elementary School seeks to spark student's interests in knowledge and creative work by active involvement in problem solving/research. Logical and creative thought is developed along with the ability and desire to work in collaboration for the good of society. Children will be taught to be global thinkers, capable of nonstandard thought.

# Vision

## VISION STATEMENT

We aim to rise above the ordinary by developing students who are able to transform lives and communities. We aim for each student to reach their full potential in body, mind, and spirit.

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# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Summary

Comanche Elementary School conducted our comprehensive needs assessment based on data including TAKS performance and attendance rates. AIMSweb math and reading data were also analyzed. Other sources utilized in the comprehensive needs assessment were parental involvement records, federal program guidelines and district policies. In addition, for general education and special education programs the data was disaggregated for all student groups served by the campus including categories of ethnicity, socioeconomic status, sex and populations served by special programs including students in special education programs. Comanche Elementary School is composed of 76% economically disadvantaged students and is a Title I Schoolwide campus.

The needs assessment analyzed each special program. Needs were identified in planning, curriculum/instruction, staffing, staff development, school organization, and budgeting. The campus improvement plan from 2010 - 2011 was reviewed and revised based on the achievement of specific goals and objectives. As a result, the 2011 - 2012 campus improvement plan includes all identified priority needs.

Strategies included in the Campus Improvement Plan are research-based and scientifically proven to be effective. Gaps on TAKS assessments have closed but we will continue to closely monitor our various subpopulations to insure achievement for all subpopulations remain high. Parent survey results indicated parents would like to see better communication from the campus.

The identification of student needs reflected in this needs assessment process was used to identify strategies for continued student improvement. Instructional strategies will be funded by integrating and coordinating the following funds: Gifted and Talented, Special Education, Compensatory Education, ESL, Title I, Migrant, Title II Part A and Title I Stimulus.

### Student Achievement Strengths

- All Students TAKS Reading
- All Students TAKS Math

- White TAKS Reading
- Hispanic TAKS Reading
- Economically Disadvantaged TAKS Reading
- Hispanic TAKS Math
- White TAKS Math
- Economically Disadvantaged TAKS Math

### **Student Achievement Needs**

- Higher percentage of students scoring at the Commended level on TAKS Math and Reading
- More students reading at expected fluency levels at grades 1 and 2
- Better boys Math TAKS scores.

# Comprehensive Needs Assessment Data Documentation

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

- Campus goals
- AYP data
- PBMAS data
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Attendance data
- Community and/or parent surveys and/or feedback
- State and/or federal planning requirements
- Campus leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Prior year(s) campus and/or district improvement plans
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Linguistically Accommodated Testing (LAT) data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Special education population, including performance, discipline, attendance, and mobility
- Homeless population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- Class size data
- Texas STaR Chart
- Campus committee meeting discussions
- NCLB Report Card data
- RTI Committee Minutes & Intervention Processes

# Goals

**Goal 1: Comanche Elementary School will increase the involvement of parents/community in the education process.**

**Performance Objective 1:** Comanche Elementary School will partner with at least one community stakeholder.

**Summative Evaluation:** Documentation of partnerships with community stakeholders.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Second and Third grade students will utilize the Comanche Public Library during the school year. (NCLB 4)	10	Principal, Teachers	Each second and third grade student will have a library card.				
2) Coordinate with Comanche Youth Council to make our gym available for basketball practice and games.	6	Principal	practice and game schedules				
3) Utilize volunteers from the Methodist church in our Backpacks For Kids food donation program.		Principal, counselor	sign in logs				






**Performance Objective 2:** By the end of the school year at least 70% of parents/guardians will be involved in school activities.

**Summative Evaluation:** Log of parent contacts, sign in sheets from parent events, copies of parent conference forms

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Develop and maintain an email grouping in order to send information electronically to parents.	6	Principal	Log of emails sent to parents.				
2) Teachers will have mandatory conferences at least twice per year.	6	Principal, Teachers	File of parent conference forms.				
3) Survey all factions of the school population to attain comprehensive needs assessment. (NCLB 4)	1, 6	Principal, Teachers	Comprehensive Needs Assessment report				
4) Inform parents of the benefits of Title I programs to all students. (NCLB 4)	1, 6	Principal	log of correspondance with parents, meeting agendas				
5) Continue to update school website so parents may check student grades, school news, menus, etc.	1, 6	Principal, school secretary, technology staff	up to date school website, parental feedback				

**Performance Objective 3:** Comanche Elementary will develop a parent information class that will help parents prepare their child for school.

**Summative Evaluation:** Completed plan.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Parents will learn about the importance of reading to their child.		Principal, teachers	Sign-in sheets from completed class.				
2) Parents will learn how to teach their child how to hold pencils and scissors.		Principal, teachers	Sign-in sheets from completed class.				
3) Parents will learn how to help their child with homework.		Principal, teachers	Sign-in sheets from completed class.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished							

**Performance Objective 4:** Comanche Elementary will begin planning implementation of adult English classes for parents who want to learn to speak English.

**Summative Evaluation:** Course outline.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Individuals to teach the classes will be recruited.		Principal	A person or persons willing to teach the class will be identified.				

**Performance Objective 5:** Comanche Elementary will host a Hispanic Parent Night.

**Summative Evaluation:** Agenda and sign-in sheets.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) A speaker will help parents understand how they can help their children be successful in school.		Principal	Parent attendance at the meeting.				

**Performance Objective 6:** Comanche Elementary will host Reading and Math nights.

**Summative Evaluation:** Sign-in sheets.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Fun and engaging activities will be planned to boost participation.		Principal, teachers	Attendance by parents and students.				
2) Parents will learn fun ways to help their child with reading and math.		Principal, teachers	Activities carried out at math and reading nights.				

**Performance Objective 7:** Comanche Elementary will plan and prepare for a parent seminar to be presented to the parents of our Dyslexic students. The seminar will be held in September, 2012.


**Summative Evaluation:** Seminar planning documents.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) A speaker from Scottish Rite Hospital will be invited.		Principal, dyslexia teachers	Seminar agenda.				

**Goal 2: Improve the academic achievement of all students through TEKS based instruction utilizing research-based strategies that address individual needs.**


**Performance Objective 1:** One hundred percent of Comanche Elementary faculty and staff will be highly qualified.

**Summative Evaluation:** Highly Qualified paperwork will be completed for all teachers and paraprofessionals.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Fully certified teachers reflecting the most potential (when available) will be hired for all openings. (NCLB 3,4,5)	2, 3, 5	Principal	Certifications on file.				
2) Review highly qualified status of each teacher and paraprofessional to ensure 100% compliance. NCLB (3)	3, 5	Principal	Campus HQ report.				
3) All Comanche Elementary School teachers will have their ESL certification. NCLB (3,4,5)	3	Principal	Certifications on file.				
							

**Performance Objective 2:** Comanche Elementary School will provide and implement a curriculum that is 100% aligned with the state curriculum.

**Summative Evaluation:** CSCOPE will be utilized in reading and math.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) During the 2011 - 2012 school year teachers will use CSCOPE reading and math to insure the entire curriculum is being taught. NCLB (1,4)	2, 4, 8	Principal, teachers	lesson plans, CSCOPE utilization records				
2) Reading/Language Arts curriculum will be aligned and ready for implementation by the beginning of the 2011 - 2012 school year. NCLB (1,2,4,5)	2, 3, 4, 8	Principal, teachers	grade level meeting notes and agenda, lesson plans, curriculum alignment documentation, CSCOPE utilization records				
3) Teachers will be involved in the selection of AIMSweb assessments for reading and math. NCLB (1,2,4,5)	2, 3, 4, 5, 8	Principal, teachers	minutes of grade level meetings, agendas of grade level meetings				
							

**Performance Objective 3:** Comanche Elementary School will provide a strong Response To Intervention program designed to help struggling students in a timely manner.

**Summative Evaluation:** RTI files.


Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Utilize AIMSweb to conduct timely reading and math screens to target students for needed learning interventions. NCLB (1,2,4,5)	2, 3, 8, 9, 10	Principal, intervention teachers	Students scoring "Well Below Average" on AIMSweb benchmark assessments receive help in pullout intervention classes.				
2) Title I reading and math programs will be designed to provide a variety of interventions to meet the varied needs of students. NCLB (1,2,4,5)	3, 5, 8, 9, 10	Principal, intervention teachers	Title I schedule				
3) Teachers will receive continuous RTI training with an emphasis on appropriate use of interventions. Excess special education referrals will be avoided. NCLB (1, 4)	2, 3, 4, 8, 9	Principal	training records, low number of special education referrals				
4) Comanche Elementary will add a reading comprehension class.		Principal, Intervention teachers	Intervention class schedule				

 = Discontinue
  = No Progress
  = Some Progress
  = Considerable
  = Accomplished

**Goal 3: Design staff development programs which will help develop and retain highly qualified staff.**

**Performance Objective 1:** Actively recruit Highly Qualified, effective, and culturally diverse staff.

**Summative Evaluation:** Documentation of recruitment efforts.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Comanche ISD will recruit at university based job fairs. NCLB (3)	3, 5	Superintendent, Principal	Job applications received from job fair participants.				
2) Comanche Elementary School will advertise for qualified professional personnel on the Comanche ISD website, Region 14 website and the Texas Association of School Administrators website. NCLB (3,4)	3, 5	Principal	Hiring of high quality, appropriately certified professional teachers.				
							

**Performance Objective 2:** Provide staff development opportunities to all teachers.

**Summative Evaluation:** Documentation of staff development activities.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) All homeroom teachers will complete their initial 30 hours of GT training or will complete the 6 hours of annual training. NCLB (1, 2, 3)	3, 4	Principal	workshop certificates				
2) Provide training in computer technology so that instruction/technology use is seamless.	4	Principal, technology staff	widespread technology use				
3) Provide training designed to enhance teacher's understanding and utilization of CSCOPE. NCLB (1,2,4,5)	2, 4	Principal	documentation of training				
4) Provide opportunities for core subject teachers to attend high quality staff development. NCLB (1,2,4)	3, 4, 5	Principal	Teacher attendance at workshops, conferences.				
5) Provide opportunities for GT, Special Education, ESL teachers to attend high quality staff development. NCLB (1,2,3,4)	2, 4	Principal	Workshop certificates, attendance at conferences				
6) Provide funds to cover tuition and fees for core subject, GT, Special Education, ESL, Title, and Compensatory Education teachers to attend workshops and conferences. NCLB (1,2,3,4)	2, 3, 4, 5	Principal	certificates of attendance				
7) Provide training on the Texas Behavior Support Initiative. NCLB (4)	10	Principal, Diagnostician	Completion of training, appropriate student support during crisis situations				

**Goal 4: Provide a safe, positive environment for students to learn and staff to teach.**

**Performance Objective 1:** Comanche Elementary School will achieve a 97% attendance rate.

**Summative Evaluation:** PEIMS records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Send letters to parents when absences become excessive.		Principal, Secretary	truancy notebook				
2) File truancy cases with the Justice of the Peace.		Principal, Secretary	Decreased absenteeism.				
3) Contact parents when there is a concern about student attendance.		Principal, Secretary	Decreased absenteeism.				
4) Present perfect attendance certificates at the end of the year awards program.		Principal, Secretary	High number of students receiving perfect attendance awards.				
5) Every 6 weeks an awards assembly will be held to recognize students with perfect attendance. Students will receive a prize and will be individually recognized. Parents and family members will be invited to the assembly.		Principal	Assembly agenda and parent sign-in sheets.				

**Performance Objective 2:** Comanche Elementary School will provide an environment that is safe, secure and healthy.


**Summative Evaluation:** Survey results

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Physical fitness assessment (Fitnessgram) for grades K through 3.		Principal, PE Teacher	List of tested students.				
2) Students will attend PE classes for 30 minutes each school day.		Principal, PE teacher	Master Schedule				
3) Plan transition activities with Comanche Head Start and Comanche Middle School. Principal will speak to parents of Head Start students about programs and policies at Comanche Elementary School. Head Start students will be bussed to the elementary school and will participate in 1/2 day of transition activities. Third grade students will be taken to Comanche Middle School for a tour and orientation activities. NCLB (2,4)		Principal, Head Start coordinator	Head Start meeting agenda and sign in sheets. Schedule.				
4) Comanche Elementary School will conduct ongoing anti-bullying activities with students and staff.		Principal, Counselor	Campus schedule of events.				
5) Using Compensatory Education funds Comanche Elementary will offer an After School tutoring program to students who need additional assistance in core subject areas. NCLB (1,2,4,5)		Principal	Improved student grades.				
6) McKinney-Vento funds will be utilized to serve our homeless students.		Principal, Counselor	Students will receive appropriate services and support.				

**Goal 5: Comanche Elementary will incorporate all Migrant Education Program activities/services/plans and guidelines to enable all migrant students to achieve mastery of all TEKS and also enable them to develop the knowledge, attitudes and confidence necessary to be a functioning member of society.**

**Performance Objective 1:** 95% will pass all tested subject areas; 50% will pass with Commended Performance

**Summative Evaluation:** AEIS, TAKS performance, AIMSweb benchmarks, evaluations, test results, plans, reports

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Identify and recruit migrant children and youth by conducting annual residency verification and other ID & R activities	1, 2, 6, 5, 8, 9, 10	Principal, Migrant Coordinator, Migrant Paraprofessional	NGS reports and number of students recruited				
2) Encode all required data into the NGS	1, 2, 6, 5, 8, 9, 10	Migrant Paraprofessional	Reports				
3) Establish a District Wide Parental Advisory Committee (PAC) to provide meaningful consultation in the planning, implementation and evaluation of the local Migrant Education Program	1, 2, 6, 5, 8, 9, 10	Principal, District Migrant Coordinator, Migrant Paraprofessional	Sign-in sheets, agendas, activities				
4) Provide after school tutoring in core content/TAKS tested areas	1, 2, 6, 5, 8, 9, 10	Principal, Migrant Paraprofessional	Student projects and grades, AIMSweb data, TAKS results				
5) Provide tutoring in core content areas during the regular school day	1, 2, 6, 5, 8, 9, 10	Principal, Migrant Paraprofessional	Student projects and grades, AIMSweb data, TAKS results				
6) Use Project Smart curriculum during the summer	1, 2, 6, 5, 8, 9, 10	Principal, RTI teacher	Student project and grades, AIMSweb data, TAKS results				
							

# State Compensatory

## Budget for Comanche Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199.11.6112.00.101.1.30.0.00	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$1,200.00
199.11.6119.30.101.1.30.0.00	6118 Extra Duty Stipend - Locally Defined	\$6,000.00
1199.11.6119.00.101.1.30.0.0	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$179,014.00
199.11.6122.00.101.1.30.0.00	6121 Extra Duty Pay/Overtime - Support Personnel	\$0.00
199.11.6129.00.101.1.30.0.00	6129 Salaries or Wages for Support Personnel	\$12,547.00
199.11.6141.00.101.1.30.0.00	6141 Social Security/Medicare	\$3,038.00
199.11.6142.00.101.1.30.0.00	6142 Group Health and Life Insurance	\$13,500.00
199.11.6143.00.101.1.30.0.00	6143 Workers' Compensation	\$5,100.00
199.11.6144.00.101.1.30.0.00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$18,622.00
199.11.6146.00.101.1.30.0.00	6146 Teacher Retirement/TRS Care	\$2,081.00
<b>6100 Subtotal:</b>		<b>\$241,102.00</b>
<b>6200 Professional and Contracted Services</b>		
199.11.6239.00.101.1.30.0.00	6239 ESC Services	\$160.00
<b>6200 Subtotal:</b>		<b>\$160.00</b>
<b>6300 Supplies and Services</b>		
199.11.6399.00.101.1.30.0.00	6399 General Supplies	\$500.00
<b>6300 Subtotal:</b>		<b>\$500.00</b>

<b>6400 Other Operating Costs</b>		
199.11.6411.00.101.1.30.0.00	6411 Employee Travel	\$100.00
<b>6400 Subtotal:</b>		<b>\$100.00</b>

**Personnel for Comanche Elementary School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Professional staff	Teacher		5.7922
Support staff	Paraprofessional		1.0000

## 2011-2012 Campus Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
Business Representative	Juvenal Sierra	Banker	
Classroom Teacher	January Bauman	3rd Grade Teacher	
Classroom Teacher	Twylah Beaty	Special Education	
Classroom Teacher	Terri Christian	1st Grade Teacher	
Classroom Teacher	Paula Day	Dyslexia Therapist	
Classroom Teacher	Becky Jones	Dyslexia Therapist & Coordinator	
Classroom Teacher	Terry Plumlee	2nd Grade Teacher	
Classroom Teacher	Jerri Vaughn	Kindergarten Teacher	
Community Representative	Christine Perkins	Chamber Director	
Non-classroom Professional	Jennifer Rucker	Counselor	
Non-classroom Professional	Curtis Stahnke	Principal	
Parent	Rebecca Lopez	Parent	
Parent	Alfonso Lopez	Parent	

# **No Child Left Behind Performance Goals**

## No Child Left Behind Performance Goals

Goal 1. By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Goal 2. All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Goal 3. By 2005 – 2006, all students will be taught by highly qualified teachers.

Goal 4. All students will be educated in learning environments that are safe, drug free, and conducive to learning.

Goal 5. All students will graduate from high school.

# **Migrant Education Action Plan**

**Action Plan  
Migrant Education Program  
Comanche ISD**

**Mission:**

**Comanche ISD envisions a Migrant Education Program that:**

- \*Encourages all migrant students to achieve success and be able to read, speak, write, and listen fluently;**
- \*Inspires enthusiasm and desire for excellence and a quest for new knowledge and skills in both students and their families;**
- \*Creates an environment to promote the development of moral values and character traits that prepare students for the responsibilities required of conscientious citizens of society; and**
- \*Builds upon student strengths, eliminates barriers, provides continuity of education, and produce levels of performance for migrant students that meets or exceeds those of the general student population.**

**Areas of Concern:**

- \*Graduation/completion rate for migrant students**
- \*Positive relationships between parents and the school system**
- \*TAKS scores**
- \*Career knowledge and readiness of students to enter high education institutions or the workplace**
- \*Parental involvement**

## **Goals:**

- 1. Identify and recruit every eligible migrant students that is either residing or enrolled in our district.**
- 2. Accurately enter all required data on NGS and work with the PEIMS data specialist to insure that MEP student data is accurate.**
- 3. Work with campus staff to monitor academic progress and attendance of migrant students every six weeks.**
- 4. Organize a parent meeting in the spring to consult with parents of migrant students on ways to improve the educational setting for their children.**
- 5. The Migrant Education Program staff will attend migrant meetings / trainings offered at Region 14 ESC.**
- 6. Work with Migrant High School students on credit recovery and TAKS remediation.**
- 7. Insure that all Migrant Education staff completes the Texas Migrant Education Program ID&R Training at the beginning of each school year and successfully passes the test to become a Certified ID&R recruiter.**