

Louise Elementary School



2023-2024 Campus Improvement Plan

Louise Independent School District
Mission Statement

Our students shall be academically prepared to fulfill their potential, self-assured, and motivated to excel.

Vision

Educate the Whole Child.

2022-2023 Campus Planning Committee

Name	Position	Committee Role	Signature
Lori Heard	Principal	Principal	
Tere Jones (RLA)	Teacher	Teacher	
Stacie Broman (Math)	Teacher/Parent	Teacher	
Kim Pressler (Math)	Teacher	Teacher	
Debbie Harris (RLA)	Teacher	Teacher	
Kim Marek (Math)	Math Interventionist	Teacher	
Debbie Koudela	Instructional Aide	Aide	
Pam Wagner	Assistant Superintendent	Administration	
Kristin Yackel	Parent	Parent Liaison	
Megan Salinas	Parent	Parent Liaison	
Kelsey Hajovsky	Parent	Business Representative	
Crystal Tiller	Parent/ Town Librarian	Community Representative	
Blake George	Student Resource Officer	Student Resource Officer	

Comprehensive Needs Assessment

Component	Summary	Strengths	Needs	Data Source(s)
Demographics	Campus Size - 250 Hispanic – 139 Caucasian – 98 African American – 11 Asian/Pacific Islander – 1 American Indian – 1 Two or more - 0 Teachers/Specialists - 19 SpEd – 25 EcoDis – 69.50% (180 students) BE – 16.22% (42 students) Attendance – 95.05% (1st and 2nd Six Weeks)	<ul style="list-style-type: none"> Limited Number of Groups for Accountability 	<ul style="list-style-type: none"> EcoDis population is high. 	PEIMS/Skyward
Student Achievement	STAAR Results: 3rd grade math: Approached - 64% Met - 36% Mastered - 14% 3rd grade reading: Approached - 64% Met - 28% Mastered - 11% 4th grade math: Approached - 74% Met - 41% Mastered - 26% 4th grade reading: Approached - 88% Met - 35% Mastered - 21% 5th grade math: Approached - 93%	<ul style="list-style-type: none"> Grade 3-4 reading students did better than the state and the region in approaches.. Grade 5 reading students performed better than the state and the region in approaches and meets. Grade 4 math students performed better than the state and the region in approaches and masters. Grade 5 math students performed better than the state and the region in approaches, meets, and masters. Grade 5 science students performed better than the 	<ul style="list-style-type: none"> Provide professional development for teachers to meet the increased rigor of STAAR 2.0 Amplify (reading program), Zearn (math program) implemented to increase comprehension and computation skills for ESL and Tier 2 & 3 students during WIN (What I Need) time. Measuring Up and Step Up to STAAR resources used during WIN time to provide additional academic support to students. 	<ul style="list-style-type: none"> Teacher Input/feedback from Staff Meetings/CIP Planning Meetings/PLC Meetings/Printable Data

	<p>Met - 68%</p> <p>Mastered - 36%</p> <p>5th grade reading:</p> <p>Approached - 93%</p> <p>Met - 62%</p> <p>Mastered - 17%</p> <p>5th grade science:</p> <p>Approached - 73%</p> <p>Met - 40%</p> <p>Mastered - 13%</p>	state and region in approaches and meets.	<ul style="list-style-type: none"> ● HB 1416 - students who did not meet at least the approaches level on reading and math will receive between 15 and 30 additional hours of accelerated instruction. ● Implemented new math curriculum (Sharon Wells). ● Look at a new LAR curriculum to increase rigor and constructive writing responses. 	
Culture and Climate	A large percentage of teachers are either satisfied or happy with the elementary school.	<ul style="list-style-type: none"> ● Monthly birthday celebrations and luncheons ● Different organizations have donated snack and drink items for the teachers' lounge. 	<ul style="list-style-type: none"> ● More time for planning (staff planning and PLC days that do not take away from instruction time) ● Recognition of professional achievements ● Incentives to improve campus morale 	<ul style="list-style-type: none"> ● Conversations; Staff Meetings; Observations ● The majority of the staff participate in luncheons & celebrations ● Teacher and staff feedback and input/suggestions.
Staff Quality, Recruitment, and Retention	100% of teachers are highly qualified and certified in their specific teaching field.	We are searching only for HQ teachers.	<ul style="list-style-type: none"> ● Ensure that the teachers get support needed to maintain professional certifications; ● Provide instructional and emotional support. 	<ul style="list-style-type: none"> ● Human Resources records; ● Personal conversations
Curriculum, Instruction, and Assessment	Team planning (PLC) looks at data to provide specific strategies to close achievement gaps by addressing the Reading Comprehension skills of Tier 2 & Tier 3 students in all grade levels; Technology	Reading Specialist provides RtI pull-out to help support the classroom teacher in providing differentiated instruction and specific strategies to close the achievement gaps.	<ul style="list-style-type: none"> ● Increase accountability and monitoring. ● Educate students to be prepared to face academic challenges as they progress in grade levels; 	<ul style="list-style-type: none"> ● State ratings, CBA scores, six week test grades and maintaining pace with the Year at a Glance from TRS or purchased curriculum. ● Grades/Failure rates

	based tools will help assess knowledge and skills relating to Reading and Math; appropriate assessments will be used in PreK-2 to monitor RtI and Progress.	Math Specialist provides RTI inclusion support to help the classroom teacher in providing differentiated instruction and specific strategies to close the achievement gaps. Sharon Wells curriculum purchased for the 2023-2024 school year.	<ul style="list-style-type: none"> ● All teachers need to have lesson plans in a location that is easily monitored; ● Consistent and valuable feedback for teacher improvement ● Vertical Curriculum Alignment 	
Family and Community Involvement	Parent and Community events continue to have a high attendance rate for Grandparent's Day, Community Thanksgiving meal, Open House, and Meet the Teacher but low attendance when the event is purely informational.	Parents want to be involved when the activity includes demonstrating their excitement for their child's achievement. Teachers communicate with parents using planners, email, newsletters, phone conversations, and one-on-one meetings.	<ul style="list-style-type: none"> ● Increase parent involvement in the academic, socio-emotional progress of their child; ● Have STEM/Literacy Night at the Elementary school and involve school community planning. ● Plan meetings with parents and community members on how to keep our children safe. 	<ul style="list-style-type: none"> ● Sign in sheets and personal observations ● Parental concerns and ideas ● Parental survey ● Work closely with the Women's Crisis Center ● Work with YK Communications to bring a Cyber Safety Program and offer daycare services for children while parents attend the meeting.
School Context and Organization	Procedures and operations are specific and known by the person who does the job, however cross-training and organizational procedures need to be developed.	Staff is competent and meets the needs of students and supporting staff.	<ul style="list-style-type: none"> ● Develop and implement a discipline management strategy (PK-1 and 2-5) that will be consistently and fairly administered. ● Develop procedures for maintenance and operations throughout the school's staff. 	<ul style="list-style-type: none"> ● Discipline records ● Attendance record ● Operational manuals and procedural documents developed and used.
Technology	Our school is growing in the use of Chromebooks in all grade levels. With the increase of technology-based	We have the hardware and software necessary to offer more rigorous instruction.	As new textbooks are purchased, on-line resources are linked to lessons to create individualized student study	Teacher concerns and conversations

	programs available to each grade-level there is a need to keep current with technology.		guides to provide enhanced lessons and to address intervention strategies. As we grow in the use of on-line information, we need to ensure that each grade level has the necessary resources to utilize the programs.	
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Goal	Improve Academic Achievement for All Students					<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality			
Objective	Develop and support effective instruction that focuses on high performance of all students								
Evidence of Implementation	Renaissance program, Amplify, and Zearn; RtI data; increase of planning time for both grade level partner and vertical alignment; parent conference; rewards for student/class meeting academic and attendance goals								
Evidence of Impact	CBA data; Progress reports, Report cards; STAR Math data; STAR Reading data and Accelerated Reading data; RtI data; changes to the school calendar to support planning and parent conference days; improved ADA								
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date		Funding Source	Funding Amounts	SW Comp	CSF
RtI Pull-out and math Inclusion Specialist works with students in the classrooms and in small groups to support the teacher in order to assist in providing differentiated instruction. Math specialist to help teachers locate supplemental materials.	Amanda Wadsworth, Katie Cox, Kim Marek All Elementary teachers/aides	Teachers Instructional Aide	8/17/2023	5/22/2024				NA HQ CP	1 5 6 7
Utilize Progress Learning; Renaissance Programs –	Sandra Holik	C.O.W. for grades K-5 to accommodate the educational	8/17/2023	5/22/2024				NA AA AS	1 2 5

STAR Math & STAR Reading; iStation Reading and iStation Math; Amplify and Zearn and Really Great Reading (PreK-2)		resources purchased: Study Island, Renaissance, Progress Learning, iStation Reading/Math, Amplify and Zearn						
Calendar changes to include days for Professional Development, PLC meetings, Parent Conferences and work days at the end of each six-weeks grading period	Board of Trustees Dr. Garth Oliver Katrese Skinner Mary Trochta Lori Heard Norman Horton	Time for planning, PLCs, staff development, and parent conferences	8/17/2023	5/22/2024			PD PI	2 4 6
Create rigorous, aligned common assessments that are STAAR formatted	Teachers	CBAs that align to STAAR released tests for grades 3-5; in grades 1-2, appropriate development and pacing of CBA assessments to prepare students for increased grade level rigor	CBA testing calendar	On-going throughout the school year			NA RS AA AS	1 2 5 7

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Objective	Develop and support effective instruction that focuses on high performance of all students; improve the Reading Levels of ESL students								
Evidence of Implementation	Increase in CBAand STAAR test results, improvement in RtI Reading results, and daily classroom instruction								
Evidence of Impact	Improved CBA results; Improved STAAR Phase-II percentage; Improved STAAR Reading results; Fewer students in Tier 3 Reading and Math.								
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date		Funding Source	Funding Amounts	SW Comp	CSF
Provide enriched and accelerated curriculum including strategies for meeting the needs of historically underserved populations, using technology based instruments to monitor and assess students to help identify areas of progress and growth	Teachers	iStation, Progress Learning, Reading and Math Renaissance, Amplify, Zearn, and Dream Box for Math and Reading	8/17/2023	5/22/2024				NA RS AA AS	1 2 7
Address the needs of all children in the school, but	Principal and Teachers	Region 3 – appropriate training courses,	On-going	5/22/2024				AS CP	1 2 7

particularly the needs of low-achieving children and those at risk of not meeting the state student academic achievement standards who are members of the target population		Professional Learning Communities						
High-quality professional development designed by teachers, principals, and other school staff to improve teaching and learning.	Lori Heard, Region 3 trainers	Region 3	8/17/2023	5/22/2024			NA PD AA AS	1 2 7
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Objective	Ensure a safe environment in which all students and staff are accountable.							
Evidence of Implementation	Emergency procedures are posted and are practiced routinely. Appropriate crisis interventions are implemented. Students feel safe in sharing responses/discussions with instructors and peers.							
Evidence of Impact	Reduction of discipline behaviors incidents, lower number of students in ISS/DAEP; consistent discipline management							

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Drug awareness program Bullying and Safety awareness	Blake George-Student Resource Officer, April Cubriel-social and emotional counselor, Houston Astros Orbit "Strike Out Bullying" program	Posters, Technology (per request)	On-going	5/22/2024			RS CP	1 3 6
Post and review emergency procedures	Administration and Teachers	Procedures packet	On-going	5/22/2024			NA RS	3 6 7
Discipline Committee to review the Elementary Discipline Plan and to ensure that it aligns to the Student Code of Conduct	Teachers Lori Heard	Copies of Code of Conduct and current Elementary Discipline Plan; Discipline report	8/17/2023	5/22/2024			RS CP	6
Improve student and staff attendance	Administration, Faculty and Staff	Incentives	Students - each six-week recognition, Staff - end of year recognition	5/22/2024			NA AS	1 5 6 7
Character building program	Lori Heard April Cubriel	Region 3 training	8/17/2023	5/22/2024			NA RS	1 3

and Restorative Discipline strategies							PD	7
Actively monitor the cafeteria, hallways, playgrounds, and classrooms to ensure the safety of students and staff	Lori Heard Faculty and Staff	School safety plan and program, Radios to be used on the playground	On-going	5/22/2024			NA RS AS	1 3 6 7

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Objective	Prepare all students to be college and career ready.	
Evidence of Implementation	Increase the number of students who perform at Phase-II Level III Advanced on STAAR	
Evidence of Impact	STAAR Summary Reports.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
WIN time: utilize reading and math specialists to work with Tier 2 & 3 students; utilize math specialist to locate additional resources to help struggling learners; Renaissance STAR Reading program; implement Amplify (reading) and Zearn (math) programs, and Measuring Up	Amanda Wadsworth, Katie Cox, Kim Marek and all teachers	Laptops for Grades K-5	8/17/2023	5/22/2024			RS NA AA AS	1 2 5
	Brady Peterson Lori Heard		8/17/2023	5/22/2024			RS	1

TClaS D.P. #1 Data Tracking (Data Fellow) D.P. #2 Supplemental Reading Material (PK-1) D.P. #3 High Impact Tutoring (Tutor Programs K-8)	Teachers	Laptops for Grades K-5					NA AA AS	2 5
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Goal	Ensure Efficient and Effective Operations					<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality		
Objective	Develop an accountability, monitoring, and reporting structure for all departments and schools.							
Evidence of Implementation	Walkthrough documentation							
Evidence of Impact	Improve teacher quality and an increase in the use of data to make decisions.							
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF

Lesson Plans will be available for T-TESS Appraisers	T-TESS Appraisers		On-going, weekly	5/22/2024	NA	\$0	CP	1 3 7
Teacher Observations and Walkthroughs per T-TESS expectations	Lori Heard	Laptop/Paper Forms	On-going	5/22/2024	NA	\$0	CP RS	1 3 7
Teacher Observations/ Appraisals	T-TESS Appraisers		On-going	May 2024	NA	\$0	RS	1 3 7
Assign a mentor teacher for 1st year teachers or new grade level/subject teachers	Lori Heard	Teaching staff	8/17/2023	5/22/2024			HQ	3 6 7

Goal	Ensure Effective Communications					<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality		
Objective	Develop and implement a district-wide plan to maximize two-way communication among school, family, and community.							
Evidence of Implementation	Sign in sheets from Open House, Meet the Teacher, Parent-Teacher conferences; Emails							
Evidence of Impact	Increase in parent participation during Campus-wide activities and events							
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF

Grade-level parent/teacher conferences, Grades 4-5 Accelerated Instruction Plan Meetings (HB1416)	Teachers Lori Heard Garth Oliver	Substitute Teachers to cover during conferences	8/17/2023	5/22/2024			CP PI	3 4 6
Music Programs throughout the year: Veterans Day Program, Christmas Concert, Kindergarten Graduation Hillje Nursing Home visits (Halloween, Thanksgiving, Christmas, Valentine's Day, and Easter)	Monica Flores, Alyssa Vaclavik, and Classroom teachers		Nov.. 2023	May 2024			PI CP	4 5 6

sportsYou AP, School Facebook, page, class messages, community wide events	Classroom teachers	Parent contact information	8/17/2023	5/22/2024			PI	1 4 6

State Compensatory Education Summary for Louise Elementary

Account	Account Title	Teachers/Pds	Budgeted Amount
6100 Payroll Costs			
	Salaries/Wages – Teachers	4 teachers/9 periods	\$64,879
	Salaries/Wages – Professional Staff		0
	Salaries/Wages – Support Staff		0
	Salaries/Wages – Substitute Teachers		0
	Extra Duty Stipend		0
	Extra Duty Pay/Tutoring		0
6300 Supplies and Services			
	Instructional Materials		0
	Technology (non-capitalized)		0
Total			\$64,879

*Direct cost requirement is 52%