

2009-2010
Campus Improvement Plan
Commerce Elementary School
Commerce Independent School District

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Commerce Elementary School

Campus Improvement Team 2009-2010

Principal, Bobbie Thurman*
District Level Staff, Dian Underwood
Non-Teaching Professional, Belinda Miller

Teachers

Kim Clark (09-10 / 10-11) *
Heather Kilgore (09-10 / 10-11)
Melissa Towne (09-10 / 10-11)
Nancy Hill (09-10)
Kim Lewis (09-10)
Samantha Taylor (09-10)

Parents

Marie Humphries, *PTO President*
Toshrique Douglas

Community Members

Beverly Wood
Deana Huffman

Business Representative

Sid McCarthy, *Domino's Pizza*
Trish Wood, *Foust CPA*

** Members also serving on District Wide Educational Improvement Council*

Responsibilities of Campus Site-Based Decision Making Committee:

1. Assist the principal in formulating campus performance objectives for the 2009-2010 Campus Improvement Plan.
2. Assist in implementing the plan and monitoring progress toward the achievement of the established performance objectives focused on improving student achievement.
3. Improve student educational outcomes/achievement through goal setting, curriculum, budgeting, staffing patterns and school organization.
4. Assess the educational outcomes of all students.
5. Assist the principal in establishing academic and other performance objectives for the campus.
6. Ensure that strategies are implemented and adjusted to improve student achievement.

Goal: Improve student performance and achievement with decreased disparity among sub-groups.

The Commerce Elementary School Site-Based Decision Making Committee will identify annual objectives for the improvement of student outcomes and achievements and for the implementation of these objectives. Faculty and staff will have the opportunity to serve on the committees designed to select goals and activities to set and meet these objectives.

DISTRICT GOAL #1

CISD will provide exemplary programs to ensure that all students are successful learners.

CAMPUS GOAL #1

CES will be recognized by the Texas Education Agency as a recognized campus.

Campus Strategic Objectives

1. 90% of students in K-2 will be developed on the end-of-year state-mandated Texas Primary Reading Inventory.
2. 90% of students in 1st and 2nd grades will be at benchmark on the end-of-year assessment of the DIBELS (Dynamic Indicator of Basic English Literacy Skills).
3. 90% of Pre-K students will be ready for kindergarten based on the end-of-year Brigance post-testing.
4. CES will meet Adequate Yearly Progress (AYP) requirements as defined by No Child Left Behind (NCLB).
5. The average grade level score for students in K-2 will be at or above grade level as measured by the end-of-year ITBS test.
6. The attendance rate for the campus will be maintained at 96% or better for all students.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1,2,3,4,5 Provide research-based, intensive systematic and sustained staff-development to improve student achievement.	I; PD; RS; CNA	Title I A; Title II A,D; Title II D-ARRA T-3 ; Head Start; Local Funds	Principal; Curriculum Dir.	December 4; February 5; March 12	Staff development records; sign-in sheets; student achievement reports
CSO 1,2,3,4,5 Encourage ESL certification of staff.	HQ; RS	Title I A-ARRA	Princ.; Curr. Dir.	12/4; 2/6/ 3/12	EXCET / certification
CSO 1,2,3,4,5 Provide research based reading instruction for students in K-2 in Tier II and Tier III Reading.	I RS	Local Funds Title I A	Principal; Tchrs.; Curriculum Dir.	Dec. 4; Feb. 5; March 12	Student testing data; records of participation
CSO 1,2,3,4,5 Staff will utilize curriculum planning days to analyze student achievement and plan for instruction.	I; PD RS; TAA	Local Funds Title II A	Principal; Curriculum Dir.	Dec. 4; Feb. 5; March 12	Staff development schedule; summary of grade level meetings
CSO 1,2,3,5 Reorganization/training of members of SIT in order to coordinate procedures across campuses.	SA CI	Title I A; Title I A - ARRA;	Principal; SIT Mbrs.; Campus Interv. Coach	Dec. 4; Feb. 5; March 12	Documentation of trainings; modification of forms
CSO 1,2,4,5 Continue to use the TPRI (Texas Primary Reading Inventory) to identify students in K-2 who are at-risk of not learning to read or demonstrate dyslexic tendencies.	I RS	Title I A ; Local Funds	Principal; Curriculum Dir.	December 4; February 5; March 12	Student test data
CSO 1,2,4,5 Teachers in grades K-2 will continue to use a hand-held device to administer DIBELS (Dynamic Indicators of Basic Early Literacy Skills) and for TPRI (Texas Primary Reading Inventory), as well as other software in order to use data to make decisions regarding ARI, Tier II and Tier III placement and instructional strategies.	I RS TAA	Title I A; IDEA B - ARRA; Local Funds	Principal; Student Intervention Team; Campus Intervention Coach	December 4; February 5; March 12	Student test data; placement records of students; student intervention team documentation

DISTRICT GOAL #1

CISD will provide exemplary programs to ensure that all students are successful learners.

CAMPUS GOAL #1

CES will be recognized by the Texas Education Agency as a recognized campus.

Campus Strategic Objectives (same as Goal 1, Page 1)

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1,2,4,5 Continue to provide flexibility in scheduling to allow for state required accelerated reading instruction / intervention with students identified as at-risk for reading difficulties. (i.e. small groups, prime time)	I; RS; SA	Local Funds; Title I A	Principal; Teachers; Campus Intervention Coach	December 4; February 5; March 12	Operational schedule; student test data; attendance data; identification of at-risk students
CSO 1,2,4,5 CES will continue implementation of the 3-Tier Reading Model, independent of Region 10 support as a means to provide instruction to children considered at-risk for mastery on the third grade reading TAKS.	I; SA	Local Funds; Title I A	Principal; Curriculum Dir.	February 5; March 12	Student test data; identification of at-risk students
CSO 1,2,4,5 Teachers will continue to use the web-Accelerated Reader reading program as a means to individualize the needs of students and provide motivation for at-risk students.	I SA	Local Funds	Librarian; Principal; Teacher	December 4; February 5; March 12	Use of reading zones folder; monitoring of AR for each student grading period; circulation data
CSO 4,5 First and 2nd grade students will be provided enrichment through once a week art instruction.		Local Funds	Principal; Counselor	Dec. 4; Feb. 5; March 12	Operational schedule
CSO 6 Recognition of students with perfect attendance.		Local Funds	Principal; Counselor	Dec. 4; Feb. 5; March 12	Attendance records; certificates
CSO 1,4,5 Integrate new technology hardware into curriculum to increase achievement of all students.	RS	T-3; Title II A,D; Title II D - ARRA	Tech. Dir.; Princ.; Curriculum Dir.	Dec. 4; Feb. 5; March 12	Asset Inventory
CSO 1,2,3,4,5 Campus Intervention Coach will provide staff development to increase special ed student access to general education setting.	RS	IDEA B - ARRA Title I A - ARRA	Principal; Campus Interv. Coach	Dec. 4; Feb. 5; March 12	Meeting agendas
CSO 3 Provide transition for pre-kindergarten / Head Start students into the kindergarten program through meeting with kindergarten teacher.	T; PI	Title I A	Principal; Teachers; Campus	Dec. 4; Feb. 5; March 12	Meeting agendas

DISTRICT GOAL #2

CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster a safe environment conducive to student achievement.

CAMPUS GOAL #2

CES will provide a safe environment conducive to student achievement.

Campus Strategic Objectives

1. The campus will reduce the number of disciplinary referrals resulting in out of classroom placements.
2. The campus will implement age-appropriate strategies to develop self-discipline skills by students.
3. The campus will implement strategies of the District Crisis Management Plan.
4. The campus will upgrade facilities to meet the needs of an increasing population.
5. The campus will upgrade facilities to address the findings of the 2007-2008 Safety Audit.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1 Continue PBSI management strategies to ensure consistency in classroom management throughout the campus.	SA	Local Funds	PBSI Team	December 4; February 5; March 12	Observation; staff development
CSO 1 Reinforce objectives of character-based education		Local Funds	Princ.; Couns.	12/4; 2/5; 3/12	Scheduling
CSO 1,2 Use of PAWS Lab as a way of teaching replacement behavior and providing developmental appropriate consequences for inappropriate behaviors.	SA	Local Funds	Principal; PBSI Team; Student Interv. Facilitator	December 4; February 5; March 12	Discipline data
CSO 1,2 Continue to monitor the disciplinary referrals on a weekly/monthly basis to assure consistency of and implementation of PBSI.	SA CNA	PEIMS Report; PBSI Data	Princ.; PBSI Team; Student Interv. Facilitator	December 4; February 5; March 12	PBSI data; weekly / monthly reports
CSO 1,2 Replace the wall covering in the gym.		Local Funds	Principal	12/4; 2/5; 3/12	Completion of project
CSO 1,2 Continue morning assembly for consistency of instruction of building expectations and providing one location for morning routines and monitoring.	CNA	Local Funds	Administrative Team; Teachers	December 4; February 5; March 12	Operational
CSO 1,2 Participate in a research partnership with Texas A&M University - College Station as a research site for the identification and preventative intervention for mental health issues in children.	RS SA CI	Local Funds	Principal	December 4; February 5; March 12	Completion of screening identification of students; implementation strategies
CSO 1,2 Scheduling of recess so as to reduce numbers of students on the playground at a given time.		Local Funds	Principal	Dec. 4; Feb. 5; March 12	Schedules
CSO 3,4 Re-key inside doors and deadbolts so operational with one key.		Local Funds	Maintenance Dir.; Principal	Dec. 4; Feb. 5; March 12	Projected cost built into budget

DISTRICT GOAL #2

CISD will maintain and improve facilities and support systems that enhance a positive learning environment and foster a safe environment conducive to student achievement.

CAMPUS GOAL #2

CES will provide a safe environment conducive to student achievement.

Campus Strategic Objectives (same as Goal 2, Page 1)

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 4 Replace current classroom doorknobs with ADA compliant doorknobs.		Local Funds	Maint. Director; Principal	Dec. 4; Feb. 5; March 12	Projected cost built into budget
CSO 4 Replace needed shrubbery and upgrade sprinkler system		Local Funds	Principal	Dec. 4; Feb. 5; March 12	Completion of project
CSO 2,3,5 Reorganization of bus zones so as to separate age levels on in-town routes and provide two monitors per in-town route		Local Funds	Transportation Director; Principal	Dec. 4; Feb. 5; March 12	Operational

DISTRICT GOAL #3

CISD will invest resources to ensure that students, parents and the community receive optimal educational services and efficiency of personnel, facilities and fiscal resources.

CAMPUS GOAL #3

CES will analyze current instructional programs to maximize the effectiveness and efficiency of personnel, facilities and fiscal resources.

Campus Strategic Objectives

1. The campus will encourage certification to meet the needs of special populations.
2. The campus will implement measures to ensure efficient and effective curricula.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1 Encourage ESL certification for all Pre-K through 2nd grade teachers.	RS; HQ; PD PD; I	Title I A - ARRA; Local Funds; Head Start Funds	Princ.; Curriculum Director; Teachers	December 4; February 5; March 12	Documentation of attendance; reimbursement of cost for EXCET / certification
CSO 2 Encourage teachers to apply for grants through CISD Educational Foundation.		Local Funds; Educ. Foundation Monies	Curriculum Dir.; Teachers	Dec. 4; Feb. 5; March 12	Awarding of Grants; monitoring of Grant Applications
CSO 2 Utilize technology to monitor teacher and student performance, including lesson planning and curriculum documents.	CI	Title I A; Local Funds; Title II A,D	Administrative Team; Teachers; Curriculum Director	December 4; February 5; March 12	Documentation of usage; lesson plans
CSO 2 Establish classroom parent e-mail access for weekly newsletters/communications.	PI	Local Funds	Teachers; Princ.; Campus Webmaster	Dec. 4; Feb. 5; March 12	Copies of newsletters; operational websites
CSO 2 Provide professional development for all teachers to implement new technologies in the classroom and allow additional accommodations for special ed students in the regular classroom.	PD	Title I A - ARRA; IDEA B - ARRA; Title II A,D; T-3 Grant	Teachers; Principal; Curriculum Dir.	Dec. 4; Feb. 5; March 12	Professional Development Certificates
CSO 2 use supplemental intervention materials to aid students in academics and behavior.	SA	Title I A - ARRA; IDEA B - ARRA; Title II A; II A; III	Teachers; Principal; Campus Intervention Coach	Dec. 4; Feb. 5; March 12	Annual evaluation
CSO 2 Use technology to provide students with equitable access to the curriculum.	RS; HQ;	IDEA B - ARRA; T-3 Grant	Principal; Teacher	Dec. 4; Feb. 5 March 12	Inventory
CSO 2 Continue to provide uniform implementation of TEKS through CSCOPE, a web-based curriculum management system, including alignment and lesson planning.	I; PD	Title I A	Principal; Teacher	Dec. 4; Feb 5; March 12	Lesson plans; documentation of usage;

DISTRICT GOAL #4

CISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

CAMPUS GOAL #4

CES will provide opportunities for the involvement of parents and community to enhance student success.

Campus Strategic Objectives

1. CES will increase the quality of community and parental involvement on the campus.
2. CES will use community resources to enhance learning activities for students.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1 Purchase digital video camera and DVD burner to make video for new students and parents to familiarize family to CES campus		Local Funds; PTO Funds	Enrichment Teacher; Principal; PTO President	December 4; February 5; March 12	Video production
CSO 1 Continue to provide outreach program to non-English speaking to learn about the operation of school and curriculum.	PI	Local Funds; Title I A; Title III; Head Start Funds	Principal; Head Start Start Site Coord.; ESL Tchrs.; Campus Translator	December 4; February 5; March 12	Attendance data
CSO 1 Work cooperatively with PTO to provide parent workshop on topics of interest.	PI	Local Funds; Title 1 A; Title III; Title I A - ARRA	Couns.; Princ.; CIS; Head Start Site Facilitator	Dec. 4; Feb. 5; March 12	Attendance data
CSO 1 Continue eighth year of RIF (Reading is Fundamental) with financial support by PTO and explore establishing Exchange Library	CI	RIF Grant; Local Funds; Donation from PTO	Principal; RIF Coordinator; PTO; Librarian	December 4; February 5; March 12	RIF Report
CSO 1 Utilize more volunteers on campus: Tiger Trot; field day; library fair; holiday store; classroom assistance; tutoring; RIF Exchange Library	PI	Local Funds; PTO Funds	Principal; PTO	December 4; February 5; March 12	Volunteer Log
CSO 1 Use community resources for educational programs for students. (i.e. fire department; police; water safety; Planetarium; Children's Museum; SRO)	CI SA	Title I A; Local Funds	Principal	December 4; February 5; March 12	Documentation of Program
CSO 1 Partner with Communities in Schools to utilize volunteers and provide assistance to families. (i.e. tutoring; clothing; supplies; community outreach; mentoring; clothe-a-child; Ameri-Corp. Volunteers)	CI	Title I A; Local Funds; CIS Monies	Principal; Curriculum Director; Counselor; CIS Case Mgr.	December 4; February 5; March 12	Documentation of Program
CSO 1 Implementation of School Messenger as a means to provide communication to parents via phone, e-mail and SMS.	PI	Local Funds	Technology Dir.' Communications Dir.; Principal	December 4; February 5; March 12	Operational

DISTRICT GOAL #5

CISD will attract and retain qualified employees by providing competitive benefits, compensation, and the training and tools necessary for success.

CAMPUS GOAL #5

CES will provide employees with training necessary to be successful in the classroom and enhance student achievement.

Campus Strategic Objectives

1. The campus will identify and plan training and staff development that is aligned with district goals.
2. The campus will meet NCLB Highly Qualified requirements for all teachers.

Strategies	Title I	Resources	Person(s) Responsible	Review Dates	Monitoring Documentation
CSO 1 Provide monthly birthday recognition of staff members. (i.e. charms; PTO gifts; gift bags)		Local Funds; PTO Funds	Principal; PTO	Dec. 4; Feb. 5; March 12	Operational
CSO 1 Provide substitutes for required reading testing.		Local Funds	Principal	12/4; 2/5; 3/12	Budget; data; testing results
CSO 1 Schedule parent conferences with parents of at-risk students prior to the first report card to share assessment data and student performance at the end of the first six-weeks and the beginning of the second.	PI	Title I A; Local Funds	Principal; Teachers	December 4; February 5; March 12	Documentation of attendance
CSO 1,2 Encourage ESL certification for all Pre-K through 2nd grade teachers.	PD HQ	Head Start; Local Funds; Title I A - ARRA	Principals; Teachers	December 4; February 5; March 12	Region 10 video conferencing; reimbursement of costs for EXCETE / certification

Campus Strategic Goals / Objectives

YES	NO
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CAMPUS GOAL #1: CES will be recognized by the Texas Education Agency as a recognized campus.

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| 1. 90% of students in K-2 will be developed on the end-of-year state-mandated Texas Primary Reading Inventory. | | |
| 2. 90% of students in 1st and 2nd grades will be at benchmark on the end-of-year assessment of the DIBELS (Dynamic Indicator of Basic English Literacy Skills). | | |
| 3. 90% of Pre-K students will be ready for kindergarten based on the end-of-year Brigance post-testing. | | |
| 4. CES will meet Adequate Yearly Progress (AYP) requirements as defined by No Child Left Behind (NCLB). | | |
| 5. The average grade level score for students in K-2 will be at or above grade level as measured by the end-of-year ITBS test. | | |
| 6. The attendance rate for the campus will be maintained at 96% or better for all students. | | |

CAMPUS GOAL #2: CES will provide a safe environment conducive to student achievement.

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| 1. The campus will reduce the number of disciplinary referrals resulting in out of classroom placements. | | |
| 2. The campus will implement age-appropriate strategies to develop self-discipline skills by students. | | |
| 3. The campus will implement strategies of the District Crisis Management Plan. | | |
| 4. The campus will upgrade facilities to meet the needs of an increasing population. | | |
| 5. The campus will upgrade facilities to address the findings of the 2007-2008 Safety Audit. | | |

CAMPUS GOAL #3: CES will analyze current instructional programs to maximize the effectiveness and efficiency of personnel, facilities and fiscal resources.

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| 1. The campus will encourage certification to meet the needs of special populations. | | |
| 2. The campus will implement measures to ensure efficient and effective curricula. | | |

CAMPUS GOAL #4: CES will provide opportunities for the involvement of parents and community to enhance student success.

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| 1. CES will increase the quality of community and parental involvement on the campus. | | |
| 2. CES will use community resources to enhance learning activities for students. | | |

CAMPUS GOAL #5: CES will provide employees with training necessary to be successful in the classroom and enhance student achievement.

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| 1. The campus will identify and plan training and staff development that is aligned with district goals. | | |
| 2. The campus will meet NCLB Highly Qualified requirements for all teachers. | | |

Title I Schoolwide Components

	Component
CNA	Comprehensive needs assessment
RS	Schoolwide reform strategies
I	Instruction
PD	High-quality and on-going professional development
HQ	Strategies to attract highly qualified teachers
PI	Strategies to increase parent involvement
T	Plans for assisting students in the successful transition from early childhood programs to local elementary schoolwide programs
TAA	Measures to include teachers in decisions regarding the use of academic assessments
SA	Activities to ensure that students who experience difficulty attaining proficiency receive effective and timely additional assistance
CI	Coordination and integration of federal, state and local services and programs