

Hill Country Elementary School Campus Improvement Plan

Bandera Independent School District

2017-2018



District Mission: The mission of Bandera ISD is to provide all students with an opportunity to succeed at their highest levels; academically, ethically, socially, allowing students to advance successfully throughout their lives.

Hill Country Elementary Campus Improvement Committee

Name	Position
Laura Klein	Principal
Brittany Timmons	Vice Principal
Robyn Langston	Counselor
Stanette Brzezinski	Librarian
Erin Moore	Pre-Kindergarten/Head Start
Kent Black	Kindergarten
Brittney Ayala	First Grade
Lisa Collett	Second Grade
Lucretia Stringer	Third Grade
Mary Ann Wegmann	Fourth Grade
Donna Lattimer	Fifth Grade
Laurie Davis	Special Education
Kathryn Ivy	Parent
Susan Short	Parent
Tina Cohorn	Community Member
Nellie Gozales	Community Member
Dr. Teresa Fuess	Business
Vinny Mifsud	Business

Campus level committee composition: (elected) 2/3 classroom teachers one of which is a special education teacher, 1/3 other campus level staff (non-teaching professionals) and +(selected) 2 parents and 2 community members and 2 business representatives.

Comprehensive Needs Assessment

A Comprehensive Needs Assessment was conducted with the Campus Improvement Committee in CIC meetings throughout the year.

Data Sources Examined

- Texas Academic Performance Report/ School Report Cards/ NCLB Report Cards
- Federal Accountability Data
- Disaggregated STAAR Data
- Campus PEIMS reports
- PBMAS Reports
- Student Attendance Data
- Truancy Data
- Eduphoria Aware Data
- Referral percentages for students in SPED
- Campus parent participation records
- Failure rate documentation
- TELPAS data for ELL Students
- Achievement Test Data
- Benchmark Assessment Data
- ISIP/Istation Assessments
- AR test Data
- DRA or other Reading Assessments
- Completion Rate
- Parent Surveys

Summary of Findings

Prioritized Areas of Concern	
Campus Area of Concern	Data Source Used to Identify Concern
STAAR and other Assessments Passing Rate for all Students in Reading	STAAR Data, Benchmark Data
STAAR and other Assessments Passing Rate for all Students in Math	STAAR Data, Benchmark Data
STAAR and other Assessments Passing Rate for all Students in Writing	STAAR Data, Benchmark Data
STAAR and other Assessments Passing Rate for all Students in Science	STAAR Data, Benchmark Data
Achievement gap between subpopulations in core subject areas	STAAR Data, Benchmark Data, Report Card Grades, Progress Report Grades

In the plan, the term “student groups” refers to students who are Hispanic, White, African American, ED, Migrant, LEP, GT, At-Risk, and Special Education. Populations of student groups which account for less than 10 students will not be referenced due to possibility of accidentally identifying said student.

State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in pre-kindergarten–grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years.
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument.
5. Is pregnant or is a parent.
6. Has been placed in an AEP during the preceding or current school year.
7. Has been expelled during the preceding or current school year.
8. Is currently on parole, probation, deferred prosecution, or other conditional release.
9. Was previously reported through PEIMS to have dropped out of school.
10. Is a student of Limited English Proficiency?
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS.
12. Is homeless.
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, half way house, or foster group home.

Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with Grant, State and Local funds to meet the needs of all students while not supplanting the local funding already established.

Program/ Funding Sources
Federal Programs
<input checked="" type="checkbox"/> Title I
<input checked="" type="checkbox"/> Title II
<input checked="" type="checkbox"/> Title III
<input checked="" type="checkbox"/> Title IV
<input type="checkbox"/> Carl Perkins Vocational Education
<input type="checkbox"/> Other
State Programs/ Funding Sources
<input checked="" type="checkbox"/> State Compensatory Education
<input checked="" type="checkbox"/> Gifted/ Talented
<input checked="" type="checkbox"/> Special Education
<input checked="" type="checkbox"/> Bilingual/ ESL Programs
<input type="checkbox"/> Other
Other Funding Sources
<input checked="" type="checkbox"/> Local Funds
<input checked="" type="checkbox"/> Activity Funds
<input checked="" type="checkbox"/> Gift/ Donations
<input checked="" type="checkbox"/> Grants

Required Title1 Campus Plan Components

1. Comprehensive Needs Assessment of the entire district (including all program areas.)
2. Reform strategies that address the needs of all children in the district, but particularly the needs of children of target populations of any program that is included in the school-wide program and that use effective methods and instructional strategies based on scientifically based research.
3. Instruction by highly qualified teachers (*Show appropriate staff development to meet the needs of students at-risk in the DICIP.*)
4. Professional development for teachers and aides, and where appropriate, pupil services, personnel, parents, principals, and other staff who work for the student improvement.
5. Strategies to attract high-quality highly qualified teachers to high-need schools.
6. Strategies to increase parental involvement.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start and Even Start to local elementary school programs. (*Examples could include: provide parents and students with a kindergarten orientation session; teachers from pre-K/K meet to discuss instructional programs, kindergarten objectives, and needs of students, etc.*)
8. Steps to include teachers in the decisions regarding the use of assessments. (*In the formative evaluation column of the DIP show that teachers use benchmarks to analyze performance, use classroom observations and teacher-made tests to assess students.*)
9. Activities to ensure that students who experienced difficulty mastering any of the state standards during the school year will be provided with effective, timely additional assistance.
10. Coordination and integration of Federal, State, and local services and programs, such as violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Critical Element I:	1: HILL COUNTRY ELEMENTARY READING / ELA GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase the number of students who are academically successful as measured on the state reading assessments and other grade appropriate reading assessments above 85% targeting the subpopulations of Hispanic, Economically Disadvantaged and Special Education.						
Needs Assessment	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development: CSP 1, 2 Teachers will continue to participate in staff development activities in Reading instruction designed to:	Support targeted Reading TEKS curriculum, align instruction with RTI, support accelerated instruction in reading for GT students Properly analyze student performance data (Eduphoria/Aware) Continue to utilize Accelerated Reader incentive program. SO 1 PO 1 A						
	All students	Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead Librarian	8/18/2017	6/7/2018	Title II, 255-13 Title I 211-13 General Fund 199-13	Documented Staff Development activities, Lesson Plans	On-going training throughout the year,-- certificates, sign in sheets and agendas
B: Instruction CSP 2	Teachers will focus on grade level/horizontal and vertical teaming by reading teachers to plan and implement instruction in reading						
	All students	Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead	8/18/2017	6/7/2018	Title 1 211-11, IDEA.B 224-11, General Fund 199-11	Campus master schedule document	Meetings throughout the year
C: Scheduling CSP2	Teachers will implement Reading class schedule that take into account the need for accelerated instruction for at-risk, gifted and talented and ELL students SO 1 PO 1 C						

	All students	Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-1, Title 1 Part A 211-11	Grade level reading instruction schedule doc. & Interventionist schedule for Tier time.	On going throughout the year
D: Knowledge of Student Demographics	Teachers will know the student sub-populations of their classroom and monitor / update their record of those sub-populations frequently at least once a six weeks with a focus on Reading instruction and targeted reading objective SO 1 PO 1 D						
	All students	Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-11, Title 1 Part A 211-11	Demographic Data report to principal / team lead	Each week of the school year
Strategic Objective/Goal II:	2: HILL COUNTRY ELEMENTARY WRITING GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase the number of students who are academically successful as measured on the state writing assessments and other grade appropriate writing assessments above 85% targeting the subpopulations of Hispanic, Economically Disadvantaged and Special Education.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented

<p>A: Staff Development Teachers will continue to participate in staff development activities in Writing instruction designed to: CSP 1</p>	<p>Support targeted writing objectives using TEKS including 6 Traits, Empowering Writers, and Writing Academy, Align instruction with RTI, Support accelerated instruction in Writing for GT students, Properly analyze student performance data (Eduphoria/Aware) SO 2 PO 1 A</p>						
<p>B: Instruction</p>	<p>All students</p>	<p>Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead</p>	<p>8/18/2017</p>	<p>6/7/2018</p>	<p>General Fund 199-13, Title II Part A 255-13, SPED 224-13</p>	<p>SD certificates, sign in sheets as well as AD evaluations</p>	<p>On going training through out the year, certificates</p>
<p>C: Schedules</p>	<p>Teachers will continue to plan Writing instruction in grade level teams and vertical campus teams. Teachers will implement accelerated Writing instruction for economically disadvantaged students. SO 2 PO 1 B</p>						
<p>D: Knowledge of Student Demographics</p>	<p>All students</p>	<p>Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead</p>	<p>8/18/2017</p>	<p>6/7/2018</p>	<p>General Fund 199-11, Title I Part A 211-11</p>	<p>Analysis of lesson plans, meeting agendas and sign in sheets</p>	<p>Weekly and monthly meeting through out the year</p>
<p>D: Knowledge of Student Demographics</p>	<p>Teachers will continue to implement grade level and classroom schedules that account for accelerated instruction in Writing for at risk, gifted and talented: and ELL students. SO 2 PO 1 C</p>						
<p>D: Knowledge of Student Demographics</p>	<p>All students</p>	<p>Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead</p>	<p>8/18/2017</p>	<p>6/7/2018</p>	<p>General Fund 199-11, Title I Part A 211-11</p>	<p>Grade level writing instruction schedule as well as interventionist schedule for writing instruction</p>	<p>On going through out the year</p>

	All students	Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead Librarian	8/18/2017	6/7/2018	General Fund 199-11, Title 1 Part A 211-11	Demographic data report to principal / team lead	Each six weeks of the year
Strategic Objective/Goal III:	3: HILL COUNTRY ELEMENTARY MATHEMATICS GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase the number of students who are academically successful as measured on the state math assessments and other grade appropriate math assessments above 85% targeting the subpopulations of Hispanic, Economically Disadvantaged and Special Education.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development Teachers will continue to participate in staff development activities in math instruction designed to: CSP1, CSP2	Support targeted math objectives using TEKS, Align instruction with RTI, Support accelerated instruction in Math for GT students Properly analyze student performance data (Eduphoria/Aware) SO 3 PO 1 A						
	All students	Administration Math/Sp. Education Teachers Interventionists Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-13, Title II Part A 255-13	SD certificates, sign in sheets as well as SD evaluations	Ongoing training throughout the year, certificates
B: Instruction CSP 2	Teachers will continue to plan Math instruction in grade level teams and vertical campus teams. Teachers will implement accelerated Math instruction of economically disadvantaged students. SO 3 PO 1 B						
	All students	Administration Math/Sp. Education Teachers	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Analysis of lesson plans, meeting agendas and	Weekly and monthly meetings

		Interventionists Curriculum Lead Librarian				sign in sheets	
C: Schedules CSP2	Teachers will implement Math class schedules that take into account the need for accelerated instruction for at-risk, gifted and talented and ELL students SO 3 PO 1 C						
	All students	Administration Math/Sp. Education Teachers Interventionists Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Analysis of lesson plans, meeting agendas and walk-throughs	On going throughout the year
D: Knowledge of Student Demographics	Teachers will know the student sub-populations of their classroom and monitor / update their record of those sub-populations frequently or at least once a six weeks with a focus on math instruction and targeted math objectives.						

	All students	Administration Math/Sp. Education Teachers Interventionists Curriculum Lead Librarian	8/18/2017	6/7/2018	General Fund 199-11, Title Part A 211-11	Demographic data report to principal / team lead	Each six weeks at a minimum
Strategic Objective/Goal IV:	4: HILL COUNTRY ELEMENTARY SCIENCE GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase the number of students who are academically successful as measured on the state science assessments and other grade appropriate science assessments above 85% targeting the subpopulations of Hispanic, Economically Disadvantaged and Special Education.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development - Teachers will continue to participate in staff development activities in science instruction designed to: CSP1	Support targeted science objectives using TEKS curriculum , Align instruction with RTI, Support accelerated instruction in science for GT students (NCLB 3,4; GP 4; CR) Properly analyze student performance data (Eduphoria/Aware)						
	All students	Administration Science/Sp. Education Teachers Interventionists Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-13, Title II Part A 255-13	SD certificates, sign in sheets as well as SD evaluations	Ongoing throughout the year, certificates

<p>B: Instruction CSP 1</p>	<p>Teachers will continue to plan science instruction in grade level teams and vertical campus teams. Teachers will implement accelerated science instruction for economically disadvantaged students.</p>						
<p>All Students</p>	<p>Administration Science/Sp. Education Teachers Interventionists Curriculum Lead</p>	<p>8/18/2017</p>	<p>6/7/2018</p>	<p>General Fund 199-11, Title I Part A 211-11</p>	<p>Analysis of lesson plans, meeting agendas and walk-throughs</p>	<p>Ongoing throughout the year</p>	
<p>C: Schedules</p>	<p>Teachers will continue to implement grade level and classroom schedules that account for accelerated instruction in science for at risk, gifted and talented; and ELL students. SO 4 PO 1 C</p>						
<p>All students</p>	<p>Administration Reading/Sp. Education Teachers Interventionists Curriculum Lead</p>	<p>8/18/2017</p>	<p>6/7/2018</p>	<p>General Fund 199-11, Title I Part A 211-11</p>	<p>Campus master schedule, documents, Grade level science instruction schedule as well as interventionist schedule for science instruction</p>	<p>Ongoing throughout the year</p>	
<p>D: Knowledge of Student Demographics</p>	<p>Teachers will know the student sub-populations of their classroom and monitor / update their record of those sub-populations frequently or at least once a six weeks with a focus on science instruction and targeted science objectives, SO 4 PO 1 D</p>						
<p>All students</p>	<p>Administration Science/Sp. Education Teachers Interventionists Curriculum Lead</p>	<p>8/18/2017</p>	<p>6/7/2018</p>	<p>Federal Fund 199-11, Title I Part A 211-11</p>	<p>Demographic data report to principal / team lead</p>	<p>Each six weeks</p>	

Strategic Objective/Goal V:	5: HILL COUNTRY ELEMENTARY SOCIAL STUDIES GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Maintain the number of students who are academically successful as measured by grade level measures, especially targeting Hispanic, Economically Disadvantaged and Special Education subpopulations.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development - Teachers will continue to participate in staff development activities in Social Studies instruction designed to: CSP1	Support targeted Social Studies objectives using TEKS and new supporting standards, Align instruction with RTI, Support accelerated instruction on Social Studies instruction for GT students, Properly analyze student performance data (Eduphoria/Aware) SO 5 PO 1 A						
	All students	Administration Counselor Grade Level Reps Teachers	8/18/2017	6/7/2018	General Fund 199-13, Title II Part A 255-13, Title I 211-13	SD certificates, sign in sheets as well as SD evaluations	Ongoing throughout the year, certificates
B: Instruction	Teachers will continue to plan Social Studies instruction in grade level teams and vertical campus teams SO 5 PO 1 B						
	All students	Administration Social Studies Teachers Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Analysis of lesson plans, meeting agendas and walkthroughs	Weekly and monthly meetings through the year
C: Schedules	Teachers will continue to implement grade level and classroom schedules that account for accelerated instruction in Social Studies for at risk, Gifted and Talented, and ELL Students SO 5 PO 1 C						
	All students	Administration Social Studies Teachers Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Campus master schedule documents, Grade level Social Studies instruction	Ongoing throughout the year

						schedule as well as interventionist schedule for Social Studies instruction	
D: Knowledge of Student Demographics	Teachers will know the student sub-populations of their classroom and monitor / update their record of those sub-populations frequently or at least once a six weeks with a focus on Social Studies instruction and targeted Social Studies objectives. SO 5 PO 1 D						
	All students	Administration Social Studies Teachers Curriculum Lead	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Demographic data report to principal / team lead	Every six weeks
Strategic Objective/Goal VI:	6: HILL COUNTRY ELEMENTARY TECHNOLOGY USE IN THE CORE CONTENT AREA GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Maintain the number of students who are academically successful through the use of technology and technology assisted instruction.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Obtain hardware that will enhance learning of students	Finalize the addition of document cameras, TVs, and Chromebits in all classrooms SO 6 PO 1 A						
	All students	Administration Teachers Interventionists Curriculum Lead Librarian	8/18/2017	6/7/2018	IDEA B 244-11, SPED 224-11	Requisitions on file, work order documentation	Ongoing throughout the year
B: Instruction	Targeted Technology TEKS for all subjects through classroom instruction. SO 6 PO 1 B						

	All Students	Administration Teachers Interventionists Curriculum Lead Librarian	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Lesson plans, meeting agendas, sign in sheet	
C: Staff Development	Provide enriching staff development on the use of various computer programs and hardware including Google Classroom. SO 6 PO 1 C						
	All Teachers, Aides, Administrators	Administration Math/Sp. Education Teachers Interventionists Curriculum Lead Librarian District Technology Support	8/18/2017	6/7/2018	General Fund 199-11, Title I 211-13, Title II 255-13	SD certificates, sign in sheets as well as SD evaluations.	
Strategic Objective/Goal VII:	7: HILL COUNTRY ELEMENTARY STUDENTS AT RISK GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase the number of students who are academically successful as measured by state assessment tests and other grade appropriate measurements especially targeting Hispanic, Economically Disadvantaged, At risk, and Special Education subpopulations.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development CSP 1	Teachers will attend training necessary to update their knowledge of identification and instruction of at-risk students. Teachers will receive training for the STAAR test as well as College and Career readiness standards. On going training for the RTI process both academic and behavior. Training for Eduphoria/Aware to properly analyze student performance data. SO 7 PO 1 A						
	At risk students	Administration Teachers Interventionists	8/18/2017	6/7/2018	General Fund 199-13, Title II Part A 255-13, Title I	SD certificates, sign in sheets as	On going through out

		Curriculum Lead Counselor			Part A 211-13	well as SD evaluations. Grade level meetings and agendas	the year, certificates
B: Instruction	CR teachers will explore instructional strategies designed to ensure at risk learners are successful. CR teachers will be informed and use the accommodations / strategies necessary for each at risk student. SO 7 PO 1 B						
	At risk students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fund 199-11, Title I 211-11	Documentation of delivery of accommodations delivery lesson plans.	On going throughout the year.
Strategic Objective/Goal VIII:	8: HILL COUNTRY ELEMENTARY ENGLISH LANGUAGE LEARNER GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Maintain the number of ELL students who are academically successful as measured by state Reading assessments and TELPAS (> 75% Advanced High)						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development - Teachers will continue to participate in staff development activities in ELL instruction designed to: CSP2	Support targeted objectives using endorsed curriculum - aligns instruction with RTI - support accelerated instruction for ELL GT students - properly analyze student performance data (Eduphoria/Aware) SO 8 PO 1 A						
	All ELL students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fund 199-13, Title I Part A 211-13, Title II Part A 255-13, Title III Part A 263-13	Staff development registration and attendance certificates as well as SD evaluations	Ongoing throughout the year

B: Instruction CSP2	Teachers will continue to plan ELL instruction in grade level teams and vertical campus teams SO 8 PO 1 B						
	All ELL students	Administration Teachers Interventionists	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11, Title III 263-11	Lesson plans, meeting agendas, sign in sheets	Weekly and monthly meetings
C: Schedules CSP2	Teachers will continue to implement grade level and classroom schedules that account for accelerated instruction for at risk, gifted and talented; and ELL students SO 8 PO 1 C						
	All ELL students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11, Title III 263-11	Master schedule, Interventionist schedule, CR teacher schedule, ELL teacher schedule	On going throughout the year
D: Knowledge of Student Demographics	Teachers will know the student sub-populations of their classroom and monitor / update their record of those sub-populations frequently or at least once a six weeks with a focus on language acquisition and targeted reading / writing objectives. SO 8 PO 1 D						
	All ELL students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11, Title III 263-11	Lesson plans, Special schedules, Demographic data reports	Every six weeks
Strategic Objective/Goal IX:	9: HILL COUNTRY ELEMENTARY STUDENT MANAGEMENT GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase number of students who are behaviorally successful as measured by PEIMS records, student management records, and anecdotal record.						
Needs Assess.	Action Step(s)						

	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development CSP 1	Train CR teachers as well as others on the following programs: Character Counts, Behavior RTI, CHAMPS, PBIS, Bullying prevention, Continue RTI training for Behavioral Support, Train faculty on mentoring program / activities, CPI training for selected staff. Various Administrator training SO 9 PO 1 A						
	All students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fund 199-13, Title I Part A 211-13, Title II Part A 255-13, IDEA B 224-13, Title I Part A 211-61	SD registration, SD certificates and SD evaluations	On going throughout the year. Additional support from ISS support staff, Region Service Center staff, Special Programs, Director / Volunteering Contact
B: Maintenance Activities	Implement RTI Behavioral Support, CHAMPS implementation, and Bullying prevention program implementation SO 9 PO 1 B						
	All students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11, IDEA B 224-11, IDEA B Preschool 225-11	Anecdotal record, Counselor's schedule of class presentations	On going through out the year. Assistance from ISS support staff, Special Education teachers

C: Maintenance	Discipline Committee meet to discuss student and campus needs on a 6 weeks basis. SO 9 PO 1 C						
	All Students	Administration Teachers Interventionists Counselor	8/18/2017	6/7/2018	General Fund 199-11	Meeting Agendas, Sign In sheets	On going through out the school year with meetings held once each 6 weeks.
Strategic Objective/Goal X:	10: HILL COUNTRY ELEMENTARY ATTENDANCE GOALS FOR 2017-2018:						
Performance Objective 1:	Maintain number of students who have 95% or higher attendance rate as measured by PEIMS records. Increase campus attendance rate by 1/2 percent.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Attendance	Continue use of personal communication to all absences on day of absence. SO 10 PO 1 A						
	All students	Administration Teachers Interventionists Counselor	8/18/2017	6/7/2018	General Fund 199-11, 199-61, Title I 211-11, 211-61	Documentation of attendance calls, memo's, letters home, Grade Level meeting agendas. Team	Ongoing though out 2017-2018

						Leaders meeting agendas	
C. Attendance	Provide incentives for perfect attendance and recognition events to support perfect attendance SO 10 PO 1 C						
	All students	Administration Counselor	8/18/2017	6/7/2018	General Fund 199-11, Activity funds, Donations	Invoice for purchases, letter of thanks for donations	Each six weeks
D. Attendance	Attendance Committee will meet to discuss attendance concerns SO 10 PO 1 D						
	All students	Administration Counselor Grade Level Reps Teachers	8/18/2017	6/7/2018	General Fund 199-11, Title I 211-11	Agenda of meetings	Each six weeks
Strategic Objective/Goal XI:	11: HILL COUNTRY ELEMENTARY DROPOUT PREVENTION / RECOVERY GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Decrease student grade level retention by 5%.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development	Provide information to all CR teachers on strategies to mitigate dropouts at later grades by distributing research on drop out prevention. SO 11 PO 1 A						
	All students	Administration Counselor	8/18/2017	6/7/2018	General Fund 199-13, Title I Part A 199-13, Title II Part A 255-13	Invoice for materials, memos	On going through out 2017-2018

B: Instruction	Support research based strategies to mitigate dropouts at later grades. Meet regularly to staff students who fit the drop out profile. SO 11 PO 1 B						
	All students	Administration Counselor Grade Level Reps	8/18/2017	6/7/2018	General Fund 199-11, Title I Part a 211-11, General Fund 199-31	Counselor notes, GPC meeting minutes, staffing minutes, referrals to further support services both community and school district	On going through out 2017-2018
Strategic Objective/Goal XII:	12: HILL COUNTRY ELEMENTARY SPECIAL EDUCATION GOALS FOR 2017-2018:						
Performance Objective 1:	Improve rate of student performance on Reading, Math, Writing and Science state assessments by 5% and all other grade appropriate assessments.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Students age 3 - 5	Make sure every student's placement reflects the ARD decision and the best educational interest of the student SO 12 PO 1 A						
	Special Education students	Administration Teachers Interventionists Curriculum Lead Counselor	8/18/2017	6/7/2018	General Fun 199-11, IDEA B 224-11, IDEA B Preschool 225-11	ARD documentation	On going through out 2017-2018

B: Continue the 6 weeks monitoring of special education students	Provide supplies / tech programs for progress monitoring and intervention programs especially for area of Math instruction (TTM) and Istation, Mobymax Provide contact services for RTI SO 12 PO 1 B						
	Special Education students	Administration Counselor Special Ed Director	8/18/2017	6/7/2018	General Fund 199-11, IDEA B 224-11	Invoices and packing lists, Contract Service Agreement	On going through out 2017-2018
C: Support inclusion of Special Education students in regular classroom more than 79% of time.	Maintain programs for Special Education students mainstreamed in regular education. SO 12 PO 1 C						
	Special Education students	Administrator Counselor Technology	8/18/2017	6/7/2018	General Fund 199-11, IDEA B 224-11	Master schedule, interventionists schedule, AD sign in sheets, certificates and evaluations	On going through out 2017-2018
	Special Education Students	Administration Counselor Special Ed Teachers	8/18/2017	6/7/2018	General Fund 199-11, SPED 224-11	Evaluation of program by staff, Ongoing observation by Region 20 Trainers	On Going through out 2017-2018
Strategic Objective/Goal XIII:	13: HILL COUNTRY ELEMENTARY CAREER & TECHNICAL EDUCATION GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase activities supporting CTE program by 10%						
Needs Assess.	Action Step(s)						

	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Provide all students regardless of grade with appropriate CTE information. CSP3	Provide all students with career guidance activities in the classroom. Provide classroom demonstrations and presentations on common career paths for the South Texas area and for high need areas in Texas. Provide students with expert speakers on careers designated as high need. SO 13 PO 1 A						
	All students	Administration Counselor	8/18/2017	6/7/2018	General Fund 199-31, General Fund 199-11	Counselor schedule of classroom visits. Press releases, schedule of presenters, Lesson plans	On going through out 2017-2018
Strategic Objective/Goal XIV:	14: HILL COUNTRY ELEMENTARY PARENT INVOLVEMENT GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase percentage of parent participants in campus and district parent involvement programs by 10%.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Communication	Utilize a variety of strategies successfully to keep parents informed about campus and district activities so that an increase of 10% is shown across the board at all parent involvement activities. SO 14 PO 1 A						
	All parents	Administration Counselor Grade Level Reps Secretary Central Office	8/18/2017	6/7/2018	General Fund 199-61, Title I Part A 211-11, Title I Part A 211-61	Informational pamphlets, district website, campus website, School Messenger documentation, Parent newsletters and memos.	On going through out 2017-2018
B: Parent involvement	Increase variety of parent participation in campus leadership activities like CIC, SHAC, LPAC, and DIC, PTO. SO 14 PO 1 B						
	All parents	Administration	8/18/2017	6/7/2018	General Fund 199-61,	Roster of	By January

		Counselor Central Office			Title I 211-61	participants	2018
C: Expand campus goals in Parent involvement.	Create parent buy in to campus mentoring program. Create parent buy in to campus volunteer program. Increase involvement with PTO Board in planning campus activities SO 14 PO 1 C						
	All parents	Administration Counselor	8/18/2017	6/7/2018	General Fund 199-11, General Fund 199-61, Title I 211-11, Title I 211-61	Sign in sheets, Program participation forms, Criminal background checks, anecdotal record, PTO Board meeting minutes	On going through out 2017-2018
Strategic Objective/Goal XV:	15: HILL COUNTRY ELEMENTARY GIFTED AND TALENTED GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase awareness of GT program components on the Hill Country Elementary campus and increase percentage of students scoring commended on state assessments in Reading, Math, Writing and Science.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Staff Development	Increase number of teachers certified to provide GT services as well as maintaining number of teachers who update GT certification yearly. SO 15 PO 1 A						
	All students	Administration Counselor Central Office	8/18/2017	6/7/2018	General Fund 199-13, Title I Part A 211-13, Title	Faculty meeting sign in sheet, SD	By January 2018

					II 255-13	sign in sheet, Certificates and SD evaluation	
B: Instruction	Identify areas of instruction where differentiation for GT students in applicable and implement accelerated instructional strategies to support that differentiation. SO 15 PO 1 B						
	All students	Administration Central	8/18/2017	6/7/2018	General Fund 199-11, Title 1 Part A 211-11	List of certified GT teachers and those in progress of obtaining certifications.	On going through out 2017-2018
C: Program evaluation	Collaborate with ESC 20 GT consultant about program model for GT services SO 14 PO 1 C						
	All students	Administration Counselor Grade Level Reps Central Office	8/18/2017	6/7/2018	General Fund 199-11, Title 1 Part A 211-11	CIC meeting agenda and minutes, documentation of participation of GT consultant, Administration phone log and calendar.	By March 2018
Strategic Objective/Goal XVI:	16: HILL COUNTRY ELEMENTARY GRADUATE PROFILE GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Increase awareness of students, parents and campus faculty of BISD Graduate Profile by 25%,						
Needs Assess.	Action Step(s)						

	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Graduate Profile CSP3	Increase awareness of BISD Graduate Profile by providing information to campus through: pamphlets, speakers and presentations. Provide instructional opportunities to students to support BISD Graduate Profile. SO 15 PO 1 A						
	All students	Superintendent Administration Counselor	8/18/2017	6/7/2018	General Fund 199-11	Campus calendar of events, memo's from communication anecdotal evidence, emails, memo's and lesson plans.	On going in 2017-2018
Strategic Objective/Goal XVII:	17: HILL COUNTRY ELEMENTARY COLLEGE READINESS GOALS AND PERFORMANCE OBJECTIVES FOR 2017-2018:						
Performance Objective 1:	Ensure that students are able to perform college level course work at institution of higher education after high school graduation.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A: Vocabulary preparation	Reading vocabulary enrichment through use of PSAT / SAT vocabulary Building Resources. Open enrollment of Pre-Kinder. SO 17 PO 1 A						
	All students	Administration Counselor Grade Level Reps	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Lesson plans, students projects, roster of Pre-Kinder classes	Ongoing through out the 2017-2018 year. By mid May 2017 for Pre-Kinder enrollment
B: Create college going culture	Include college and career exploration activities in curriculum through Internet based activities. Increase opportunities for creativity in						

CSP3	classroom project production. SO 17 PO 1 B						
	All students	Administration Counselor Teachers	8/18/2017	6/7/2018	Title I Part A 211-11, General Fund 199-11	CR teacher lesson plans	At least four times during the school through scheduled guidance lessons
C: Increase academic competitiveness CSP2	Expose students to more high level questioning strategies. Create analytical test-taking mind set. Build a solid foundation in the fundamentals of mathematics. Build reading comprehension and writing abilities through the use of strategies for contextualizing difficult words. Increase number of students able to qualify for commended level performance on required state assessments. SO 17 PO 1 C						
	All students	Administration Counselor Grade Level Reps Math Interventionists Reading Interventionist	8/18/2017	6/7/2018	General Fund 199-11, Title I Part A 211-11	Lesson plans, student projects, state Reading, Math, Writing and Science assessments	At least once a week throughout 2017-2018. By March/April 2018 for students Able to qualify for Level III performance on required assessments.