

**Comanche Independent School District**  
**Comanche Elementary School**  
**2016-2017 Campus Improvement Plan**

**Accountability Rating: Met Standard**



# Mission Statement

Comanche ISD: It is the mission of Comanche ISD to educate all students to their full potential, preparing them to be skillful, life-long learners, effective communicators, and conscientious citizens of society.

Comanche Elementary: 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

Comanche ISD: The Board of Trustees of Comanche ISD envisions a school district that: Equips all students with the essential knowledge and skills to achieve their full potential, developing them to read critically, speak fluently, write competently, and listen effectively; Is student-centered and recognized by peers for success in all programs and activities; Inspires an enthusiasm for excellence and a quest for new knowledge and skills in both staff and students; Creates a safe environment to promote the development of moral values and character traits that prepare students for the responsibilities required of conscientious citizens of society, and; Mobilizes the best efforts of all stakeholders toward the common goal of the best interests of the students of Comanche ISD.

Comanche Elementary: 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.

# Core Beliefs

Comanche ISD: It is the belief of the Board of Trustees of Comanche ISD that the following statements express the fundamental values and core principles to guide all decision-making, planning, organization and administration of the school district. All students can learn and it is the responsibility of Comanche ISD to provide adequate and equitable opportunities for students to achieve their full potential. Students achieve best in a safe, orderly environment, led by a staff of qualified, dedicated professionals with high Educational excellence for all students can be achieved through effective and efficient organization and

allocation of available resources, training, and staff development

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

*Percentages will not add up to 100% due to some students reported in multiple categories.*

*Enrollment - 672*

*White - 326 - 48.5%*

*Hispanic -341 - 50.7%*

*LEP - 125 - 18.6%*

*Economically Disadvantaged - 450 - 70%*

*Migrant - 19 - 2.8%*

*Special Education - 76 - 10.7%*

## **Student Achievement**

### **Student Achievement Summary**

Comanche Elementary School conducted our comprehensive needs assessment based on data including STAAR 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 70% 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 2015 - 2016 was reviewed and revised based on the achievement of specific goals and objectives. As a result, the 2016 - 2017 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 state 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 and Title II Part A.

### **Student Achievement Strengths**

Comanche Elementary students did fairly well as a whole on the 2016 STAAR reading assessment.

### **Student Achievement Needs**

Fourth grade STAAR math and fifth grade STAAR science and math scores were lower than we would like to see.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

All Comanche Elementary staff members are appropriately certified except for the teacher serving our fourth grade bilingual class. Our fourth grade bilingual class is being served by a long term substitute teacher while we seek a fully certified bilingual teacher. The substitute teacher is fully certified to teach fourth grade regular education classes. All special population students are taught by teachers who possess all required certifications.

### **Staff Quality, Recruitment, and Retention Needs**

Comanche Elementary needs to hire a certified bilingual teacher for fourth grade.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local benchmark or common assessments data

## Student Data: Student Groups

- Special education 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 or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Homeless data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Attendance data
- Student surveys and/or other feedback

## Employee Data

- Campus leadership data



- Campus department and/or faculty meeting discussions and data

**Parent/Community Data**

- Parent surveys and/or other feedback

# 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.

**Evaluation Data Source(s) 1:** Documentation of partnerships with community stakeholders.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Second grade students will utilize the Comanche Public Library during the school year. (NCLB 4)	10	Principal, Teachers	Each second grade student will have knowledge and understanding of the Comanche Public Library.				
2) Coordinate with Comanche Youth Council to make our gym available for basketball and volleyball games.	6	Principal	game schedules				
3) Utilize volunteers from the Methodist church in our Backpacks For Kids food donation program.		Principal, counselor	sign in logs				
4) Coordinate with Newburg 4H to make our cafeteria available for 4H meetings.	6, 10	Principal	4H meetings held in the cafeteria.				
5) Utilize volunteers from Partners In Learning to tutor and mentor students at Comanche Elementary.	6, 8, 10	Principal, Assistant Principal	Sign in sheets. Schedules.				








✔ = Accomplished  
 ● = Considerable  
 ● = Some Progress  
 ● = No Progress  
 ✘ = Discontinue

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

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

**Evaluation Data Source(s) 2:** Log of parent contacts, sign in sheets from parent events, copies of parent conference forms

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Utilize the School Way app in order to send information electronically to parents.	6	Principal	Log of messages sent to parents.				
2) Teachers will have mandatory parent 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				
6) Continue to publish a Comanche Elementary School Facebook page to help keep parents and stakeholders informed about school happenings and upcoming events.	6	Principal	Frequently updated Facebook page.				
7) Utilize Twitter to disseminate information to parents and stakeholders.	6	Principal	Tweets sent to our Twitter subscribers.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

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

**Performance Objective 3:** Comanche Elementary will host Reading, Science, and Math nights.

**Evaluation Data Source(s) 3:** Sign-in sheets.

**Summative Evaluation 3:**

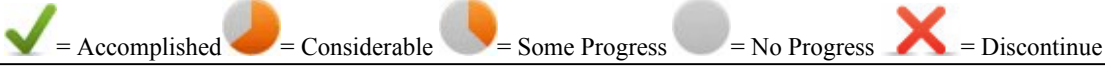
Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Fun and engaging activities will be planned to boost participation.		Principal, teachers	Attendance by parents and students.				
2) Parents will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

**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 appropriately certified.

**Evaluation Data Source(s) 1:** Certification paperwork will be verified for all teachers and paraprofessionals.

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Fully certified teachers reflecting the most potential (when available) will be hired for all openings.	2, 3, 5	Principal	Certifications on file.				
2) Review certification status of each teacher and paraprofessional to ensure 100% compliance.	3, 5	Principal	Certifications on file.				
3) All Comanche Elementary School teachers will have their ESL certification.	3	Principal	Certifications on file.				
							

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

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

**Evaluation Data Source(s) 2:** Learning List will be utilized to insure that all adopted curriculum materials are 100% aligned with the TEKS.

**Summative Evaluation 2:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) During the 2016 - 2017 school year teachers will use the TEKS Resource System reading and math resources to insure the entire curriculum is being taught.	2, 4, 8	Principal, teachers	lesson plans, TEKS Resource System utilization records				
2) Teachers will be involved in the utilization of AIMSweb assessments for reading and math.	2, 3, 4, 5, 8	Principal, teachers	minutes of grade level meetings, agendas of grade level meetings, grade level AIMSweb results				
3) Learning List will be utilized to insure that all adopted curriculum materials are 100% aligned with the TEKS.	10	Principal, Assistant Principal	All materials adopted during the 2016-2017 school year will be 100% aligned with the TEKS.				
							

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

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

**Evaluation Data Source(s) 3:** RTI files.

**Summative Evaluation 3:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Utilize AIMSweb to conduct timely reading and math screens to target students for needed learning interventions.	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.	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.	2, 3, 4, 8, 9	Principal	training records, low number of special education referrals				
4) The Reasoning Mind computer based math program will be utilized as a math intervention in grades 2 - 4.	9, 10	Principal, Assistant Principal, Second, Third, & Fourth grade teachers	Basic Level Accuracy will be 75% or higher on each Reasoning Mind Math Progress report.				
5) The Achieve3000 computer based reading differentiation program will be utilized in grades two through five to meet the individual needs of all learners.	8, 9	Principal, Assistant Principal, Second through fifth grade teachers	75% of students will increase their reading level on the Achieve3000 Performance Report				
6) Administer the TPRI in grades K and 1 as a local assessment.		Principal, Assistant Principal	TPRI data				
7) Research a replacement math and reading tool to replace AIMSweb.		Principal, Assistant Principal	Analysis of various reading and math assessment tools.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**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.

**Evaluation Data Source(s) 1:** Documentation of recruitment efforts.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
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.				
							








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

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

**Evaluation Data Source(s) 2:** Documentation of staff development activities.

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) All GT 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 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 the TEKS Resource System. 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				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**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.

**Evaluation Data Source(s) 1:** PEIMS records

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
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	Attendance rate is 97% or higher.				
3) Contact parents when there is a concern about student attendance.		Principal, Secretary	Attendance rate is 97% or higher.				
4) Present perfect attendance certificates at the end of the year awards program.		Principal, Secretary	High number of students receiving perfect attendance awards.				
							

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

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

**Evaluation Data Source(s) 2:** Survey results

**Summative Evaluation 2:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Physical fitness assessment (Fitnessgram) for grades K through 5.		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) Comanche Elementary School will conduct ongoing anti-bullying activities with students and staff.		Principal, Counselor	Campus schedule of events.				
4) 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.				
5) 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:** 90% will pass all tested subject areas.

**Evaluation Data Source(s) 1:** STAAR performance, AIMSweb benchmarks, evaluations, test results, plans, reports

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Dec	Feb	Apr	June
1) Identify and recruit migrant children and youth by conducting annual residency verification and other ID & R activities	1, 2, 5, 6, 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, 5, 6, 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, 5, 6, 8, 9, 10	Principal, District Migrant Coordinator, Migrant Paraprofessional	Sign-in sheets, agendas, activities				
4) Provide after school tutoring in core content/STAAR tested areas	1, 2, 5, 6, 8, 9, 10	Principal, Migrant Paraprofessional	Student projects and grades, AIMSweb data, STAAR results				
5) Provide tutoring in core content areas during the regular school day	1, 2, 5, 6, 8, 9, 10	Principal, Migrant Paraprofessional	Student projects and grades, AIMSweb data, STAAR results				
6) A Migrant summer school program will be offered to all qualifying students.		Principal, Migrant staff	summer school rosters				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

# State Compensatory

## Budget for Comanche Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199-11-6119-00-101-530	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$110,270.00
199-11-6119-30-101-530	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$6,000.00
199-11-6122-00-101-530	6122 Salaries or Wages for Substitute Support Personnel	\$1,500.00
199-11-6141-00-101-530	6141 Social Security/Medicare	\$1,594.00
199-11-6142-00-101-530	6142 Group Health and Life Insurance	\$1,577.00
199-11-6142-99-101-530	6142 Group Health and Life Insurance	\$770.00
199-11-6144-00-101-524	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$6,060.00
199-11-6144-00-101-530	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$6,583.00
199-11-6144-01-101-524	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$1,287.00
199-11-6146-00-101-530	6146 Teacher Retirement/TRS Care	\$2,546.00
<b>6100 Subtotal:</b>		<b>\$138,187.00</b>
<b>6200 Professional and Contracted Services</b>		
199-11-6239-00-101-530	6239 ESC Services	\$125.00
<b>6200 Subtotal:</b>		<b>\$125.00</b>
<b>6300 Supplies and Services</b>		
199-11-6399-00-101-530	6399 General Supplies	\$500.00
199-11-6399-24-101-530	6399 General Supplies	\$300.00
<b>6300 Subtotal:</b>		<b>\$800.00</b>

<b>6400 Other Operating Costs</b>		
199-11-6411-00-101-524	6411 Employee Travel	\$100.00
199-11-6411-00-101-530	6411 Employee Travel	\$100.00
<b>6400 Subtotal:</b>		<b>\$200.00</b>

## Personnel for Comanche Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
199-11-6119.00-101-530		COMP ED	2.5241
199-11-6129-00-001-524	AIDE	COMP ED	1
BECK, LORI	TEACHER	COMP ED	
CARROLL, AMY L	TEACHER	COMP ED	0.0535
CHRISTIAN, TERRI S	TEACHER	COMP ED	0.0535
CORTEZ, BEATRIZ	TEACHER	COMP ED	0.0535
CRIM, CINDI LAUREL	TEACHER	COMP ED	0.0535
DAVIS, DENITA MICHELLE	TEACHER	COMP ED	0.0535
DENNING, PATRICIA ANN	TEACHER	COMP ED	0.0535
DUBOSE, JENNA	TEACHER	COMP ED	
FEIST, TAYSHA LYNN	TEACHER	COMP ED	0.0535
FISHBACK, MELINDA KAY	TEACHER	COMP ED	0.0535
GARZA, VERONICA	TEACHER	COMP ED	
HENRY, MARTHA	TEACHER	COMP ED	
HICKS, SALLY ANN	TEACHER	COMP ED	0.0535
HUNT, JENNIFER ANN	TEACHER	COMP ED	0.0535
JACKSON, COURTNEY	TEACHER	COMP ED	
JONES, REBECCA NEUMAN	TEACHER	COMP ED	0.0535
KUNKEL, PATTI	TEACHER	COMP ED	
LEONHARD, JANICE ELAINE	TEACHER	COMP ED	0.0535
LILLEY, LINDA K	TEACHER	COMP ED	0.0535
MALDONADO, MARISA	TEACHER	COMP ED	0.0535
MAYER, DIXIE	TEACHER	COMP ED	
MERCER, SHAWNA LEEANN	TEACHER	COMP ED	0.8571

MORRIS, DEBBIE	TEACHER	COMP ED	
PATINO, MAYRA	TEACHER	COMP ED	
PLUMLEE, TERRY WELCH	TEACHER	COMP ED	0.0535
SANDOVAL, VELMA ZARATE	TEACHER	COMP ED	0.0535
SCHULTE, MELODY A	TEACHER	COMP ED	0.0535
SEALE, ALAN	TEACHER	COMP ED	
SMITH, GUINN	TEACHER	COMP ED	
STEWART, DAWN	TEACHER	COMP ED	0.0535
TAYLOR, DARLA	TEACHER	COMP ED	
TILL, MISTI GAYE	TEACHER	COMP ED	0.0535
TINDOL, NANCY	TEACHER	COMP ED	0.0535
VAUGHN, JERRI LENEEN	TEACHER	COMP ED	0.0535
WILKERSON, JAN	TEACHER	COMP ED	
WILSON, SHIRLEY F	TEACHER	COMP ED	0.0535



## Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
January Bauman	Dyslexia Teacher	Title I Part A	1.0
Jennifer Hansen	Title I Aide	Title I Part A	1.0
Lou Underwood	Title I Teacher	Title I Part A	1.0
Nancy Bridges	Title I Teacher	Title I Part A	1.0
Traci Humphrey	Title I Aide	Title I Part A	.875