

**Memphis Independent School District**  
**Travis Elementary**  
**2014-2015 Campus Improvement Plan**



# Mission Statement

The staff of Travis Elementary school believes that each student has the need, the desire and the ability to learn. We believe that optimum learning will occur when a student feels happy, safe, self-confident, and successful. We believe that education should be a cooperative community process. It is with conviction and determination that we accept the responsibility of transforming these beliefs into actions which will continuously and progressively equip students for life and all of its responsibilities and challenges.

# Vision

The vision of Travis Elementary School is continued excellence in teaching, learning, and involving parents in their child's education so that all students succeed and grow to be productive citizens in the 21st century.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Travis Elementary is one of four schools in the Memphis Independent School District. Travis is located in the southeast corner of the Texas Panhandle on highway 287. We host the following classrooms: Head Start 3yr-old and 4yr-old program, Pk/PPCD - 2nd grade.

### Demographics Strengths

Our community population is small but stable and very supportive of our school. With a small population, we are able to provide reduced class sizes which allows more one-on-one teacher/student interaction.

### Demographics Needs

High population of economically disadvantaged, at-risk, and ESL students' needs place a high demand for differentiated instruction. We will equip our staff with high quality, research-based Professional Learning Community (PLC) studies in Ruby Payne, Sheltered Instruction Observation Protocol (SIOP), and Balanced Literacy strategies so they will have the support and resources to meet these needs. We will continue monitoring and documenting students' progress.

## **Student Achievement**

### **Student Achievement Summary**

Travis Elementary School is a campus paired with Austin Elementary school and is committed to student success in all areas. Students will be assessed using: AIMSweb in reading, language arts, and math a minimum of 3 times a year for data desegregation, lesson planning, and state reporting. Through the use of Response to Intervention (RTI) and/or teacher discretion, student remediation needs are met by planning for students individually using RTI data gathered. AYP was met for reading and math in 2012.

### **Student Achievement Strengths**

Travis received Texas Education Agency's rating of Met Standard 2012-2013. Teachers at Travis strive to meet the needs of all students and monitor their progress continuously in student preparation for STAAR assessment beginning with 3rd grade. AIMSWEB and DRA are aggressive tools used to monitor student achievement.

### **Student Achievement Needs**

To strengthen reading, PreK/Head Start - 2nd will use Lexia Reading Core 5 app and Balanced Literacy components, and K-2nd will use Fountas & Pinnell Phonics system.

We will continue to strengthen our understanding of the STAAR Readiness Standards, Supporting Standards, and Process Standards through Lead4ward resources and webinars.

There was a need for a more productive assessment tool. Travis Elementary changed the assessment tool to AIMSweb in order to gather specific data in areas of reading, language arts, and math to develop prescriptive individual education plans with depth and complexity.

## **School Culture and Climate**

### **School Culture and Climate Summary**

The team at Travis Elementary is friendly, supportive, and family oriented. We work very hard to make students and families feel welcome. We educate our children in academics as well as positive character traits. Students are taught how to be respectful, responsible, kind, caring, honest, and trustworthy. They are given strategies in how to make good decisions and become good citizens. Teachers, students and parents follow established routines which allows for a positive and safe climate.

### **School Culture and Climate Strengths**

All visitors to our campus must sign in using our Complete Campus Security Solutions program.

### **School Culture and Climate Needs**

Continued communication, collaboration, and use of security solutions.

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

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

Travis Elementary teachers and instructional assistants are 99% Highly Qualified (HQ).

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

98% teachers on campus are certified in the areas of ESL and TAG.

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

Continued recruitment and retention of HQ teachers.

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

New state adopted curriculum is implemented and teachers plan as a team at each grade level. Students are assessed for progress monitoring using a variety of tools.

### **Curriculum, Instruction, and Assessment Needs**

Continue to acquire resources to help all student needs.



## **Family and Community Involvement**

### **Family and Community Involvement Summary**

Family and Community members have several opportunities to be involved partners at Travis Elementary. Monthly meetings for PTO and Head Start are conducted. Community speakers are used to inform parents of information relating to their child. They also have the opportunity to attend special functions such as Family Math Night, Muffins for Mom, Kindergarten Donuts for Dad, Sight Word Make/Take & Christmas Movie Night, Family Science Experiment Night, grade level music programs, book fairs, Family Reading Night, and etc. Events are advertised in the local newspaper, LED sign, newsletters, etc.

### **Family and Community Involvement Strengths**

Strong PTO officers, monthly PTO meetings and programs, monthly family and community activities, weekly communication through planning sheets that require parent signature.

### **Family and Community Involvement Needs**

More parent volunteers reading to classes and helping with PTO on campus.

# Technology

## Technology Summary

All Travis Elementary classrooms have a SMART Board interactive white board and document projector for daily use. Teachers orally instruct skills using the SMART Board interactive white board each day. Each classroom has 1 ipad for each student, 1-2 PC's, and necessary printers. The computer lab hosts 20 PCs. Our teachers are supplied with a Mac Laptop and iPad to conduct school business and to use for communication. Our teachers attend the i3 technology conference each year and are highly encouraged to attend additional Region 16 technology workshops for continued learning. Staff development includes additional on-site computer training each year.

## Technology Strengths

1:1 iPads, SMART Board interactive white boards, projectors, ladybugs, printers, 2 PCs in each classroom, and the provision of on-going training.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- 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

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data
- PBMAS data
- Annual Measurable Achievement Objectives (AMAO) 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
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

## Student Data: Student Groups

- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- 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
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Attendance data

- Discipline records
- Student surveys and/or other feedback

**Employee Data**

- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Teacher STaR Chart Technology Data
- PDAS data

**Parent/Community Data**

- Parent surveys and/or other feedback
- Parent Involvement Rate






# Goals

**Goal 1: Travis Elementary will improve all students' performance on state and locally mandated tests to help each student meet his/her educational potential.**

**Performance Objective 1:** 90% of students in each grade level, Kindergarten, 1st and 2nd will indicate developed on the AIMSweb assessment tool.

**Summative Evaluation:** State/local reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Scores from each readiness assessment administration will be disaggregated by class/grade level for gaps in educational programs and plan for needed student interventions.	Principal, Teachers	Grade level meeting results Timeline: Aug-June			
2) Students in Kindergarten, First and Second who have not made considerable progress on mid-year benchmark, will be taken through the Response to Intervention (RtI) process to plan for individual strategies and interventions.	Principal, Teachers	RtI Minutes, Intervention Plans, Fidelity Logs Timeline: Aug-June			
3) Teachers will use KILGO Scope and Sequence to document recommended sequential administration of TEKS for Reading/Language Arts, Science, and Math.	Principal, Teachers	Lesson Plans, KILGO Scope and Sequence Chart Timeline: Aug-June			
4) Use data driven decisions to place students in Fast ForWord Program for all students identified as struggling with reading.	Principal, Teachers	Schedules, computer generated reports Timeline: Aug-June			
5) Provide small group/individual interventions during school using instructional assistants and music teacher.	Principal, Teachers	Lesson Plans, Schedules, Walkthrough Data Timeline: Aug-June			
6) Before-school and/or After-school acceleration to students whose AIMSweb data, STAR Reading data, and STAR Math data and/or classroom performance indicate a need for acceleration.	Principal, Teachers	Acceleration attendance sheets, lesson plans, TPRI data, STAR Reading data, STAR Math data Timeline: Aug-June			
7) Each six weeks A and A/B Honor Roll letters will be mailed to the parents of students who achieved these goals to celebrate academic success.	Principal, Secretary	Parent Letters Timeline: Aug-June			
8) Each semester A and A/B Honor Roll certificates will be awarded in an awards assembly to students who were on the A and A/B Honor Roll every six weeks of the semester.	Principal, Secretary	Certificates Timeline: Aug-June			






9) Teachers will be provided staff development for utilizing and implementing strategies to improve student performance in the core academic subject areas.	Principal	sign-in sheets, teacher attendance certificates Timeline:Aug-July			
10) Supplement the curriculum with programs such as: Target the Question (math problem-solving), Target Reading, Fast ForWord, Study Island, Accelerated Math, Accelerated Reading, Lexia Reading Core 5, Brain Pop Jr., RAZ Kids, Reading A-Z, Enchanted Learning, Learning.com, and various iPad apps and computer resources.	Principal, Teachers	TPRI reports, STAR Math reports, Fast ForWord reports, student report cards, Accelerated Reading, Accelerated Math reports, Walkthrough Data Timeline:Aug-June			
11) Vertical teams meet to share and align strategies periodically.	Principal	Calendar, Team Reports Timeline:Aug-June			
12) Friday morning assembly celebrations to recognize hard work in Accelerated Reading (AR) goals, Acting Like a Super Hero character trait behavior, and Cafeteria Silver Spoon Award for cafeteria behavior.	Principal, Teachers, Secretary, Instructional Aides	Super Hero tags, picture, and certificate. AR bulletin board point wall, Cafeteria Silver Spoon Award Timeline:Aug-June			
13) Teachers will participate in Instructional Coaching activities led by Region 16 personnel.	Principal, Region 16 personnel	Calendar, Lesson Plans, TPRI, STAR Math, Accelerated Reading results, and academic progress. Walkthrough Data Timeline:Aug-June			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 1:** Travis Elementary will improve all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

**Performance Objective 2:** Travis Elementary will utilize instructional arrangements that support learning to ensure all students, including At-Risk, Homeless, English as a Second Language (ESL), Special Education, Gifted and Talented (GT), and Migrant students, perform successfully on all Texas State Assessment Program (TSAP).

**Summative Evaluation:** AEIS, PEIMS, and TSAP reports, intervention plans, Fast ForWord reports, Kilgo TEKS Scope and Sequence Charts, Migrant Summer school schedule.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Disaggregation of student assessment data to improve instructional interventions (AIMSweb Reading, Language Arts, and Math; STAR Reading and Math)	Principal, Teachers	Meeting notes, Assessment Reports Timeline: Aug-June			
2) Identified Homeless students will be served as specified by guidelines of McKinney-Vento. These students will be provided school supplies, clothing, glasses, etc.	Principal, Special Programs Director	Student report cards, Registration, Lists Timeline: Aug-June			
3) Offer Migrant summer school.	Principal, Teachers	Student records, student lists, program planning, lesson plans Timeline: June-July			
4) Use Response to Intervention process to plan appropriately for struggling students.	Principal, Teachers	RTI meeting notes, Intervention plans, Progress monitoring Timeline: Aug-June			
5) Dyslexia students will be served by the Dyslexia coordinator.	Principal, Dyslexia Coordinator	Dyslexia monitored progress, student report cards, schedules Timeline: Aug-June			
6) Provide appropriate services for students identified as GT.	Principal, Teachers	GT Evaluations, meeting notes, lesson plans Timeline: Aug-June			
7) Provide Sheltered Instruction training for new teachers to sharpen instruction for English Language Learners.	Principal, Teachers, Special Programs Director	Training notes, Power points, Sign-in sheets, Certificates Timeline Aug-Dec			
8) Conduct ARD meetings at least annually to plan appropriately for Special Education students to be served in the Least Restrictive Environment.	Principal, ARD Committee, Greenbelt Staff	Meeting schedules, notes, accommodations, IEPs, Student Schedules Timeline: Aug-June			
9) Identify At-Risk students and monitor their needs.	Principal, Teachers	At-Risk Registration Cards, RtI meeting schedules, notes Timeline: Aug-June			
10) Teachers of GT students will complete a minimum of thirty clock hours of initial staff development and then at least six hours of continuing staff development each year.	Principal	Staff Development Certificates, Sign-in sheets Timeline: Aug-July			






11) Differentiated instruction will be provided to meet the needs of special education and GT students.	Principal, Teachers	Lesson Plans, Walkthroughs Timeline: Aug-June			
12) Teachers will be provided staff development for teaching special needs students and at-risk students in the core academic subject areas.	Principal	Sign-in sheets, attendance certificates Timeline: Aug-July			
13) All student populations will be provided access to after school acceleration to improve their academic performance in the core areas of reading/ELA, math, and science.	Principal, Teachers, Special Programs Director	Acceleration attendance reports Timeline: Sept-June			
14) Students will be able to participate in Fast ForWord to improve Reading.	Principal, Teachers, Fast ForWord Instructional Aide, Special Programs Director	Fast ForWord reports, student report cards, AIMSweb results Timeline: Aug-June			
15) GT students will participate in a monthly after school GATE club to meet GT discovery, collaboration, and activity needs.	Principal	Sign-in sheets, attendance certificates Timeline: Aug-May			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					



**Goal 1:** Travis Elementary will improve all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

**Performance Objective 3:** Travis Elementary will maximize achievement for all students identified as Migrant, so that such students receive full and appropriate opportunities to meet the same challenging state academic content and student academic achievement standards that all children are expected to meet.






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) a. ID&R: Beginning July 1 through June 30, identify and recruit migrant children and youth, including conducting annual residency verification and other Identification and Recruitment (ID&R) activities according to specific timelines, as outlined in the Texas Manual for the Identification and Recruitment of Migrant Students.	Special Programs Director, Migrant Recruiter, Principal	Recruitment forms Timeline:July-June			
2) b. ID&R: Conduct ID&R activities as outlined in the ID&R plan as provided by the State MEP.	Special Programs Director, Migrant Recruiter, Principal	Activity sheets Timeline:July-June			
3) d. Migrant Services Coordination: Within the first grading period of the school year that the child who is eligible for migrant services is in the district, (1) determine individual needs for instructional and support services, (2) identify available resources and make referrals to address said needs, such as tutoring, WIC, HEP, dropout prevention program, (3) coordinate with entities to ensure that the child has access to the appropriate services, and (4) follow up to monitor and document progress.	Migrant Recruiter, Special Programs Director	Meeting notes Timeline:July-June			
4) e. Migrant Services Coordination: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed State of Texas Assessment of Academic Readiness (STAAR) in any content area are accessing local, intrastate, and interstate opportunities available for summer STAAR remediation.	Special Programs Director, Migrant Recruiter	Meeting notes Timeline:July-June			
5) l. Early Childhood/School Readiness: Within the first 60 days of the school year that eligible preschool migratory children, ages 3-5, are in the school district, determine individual educational needs, and to the extent possible, coordinate with or provide services to meet the identified needs. (For example, Head Start, Even Start, Texas Migrant Council, or other early childhood programs.)	Special Programs Director, Principal	Meeting notes Timeline:Aug-June			
6) Summer Programs--Project SMART (including current or past programs)	Special Programs Director	Schedules Timeline:June-July			

7) Supplemental Instruction--Home-Based Building Bridges: Provide a lead teacher to train and support staff and administer home-based implementation of the Building Bridges Early Childhood Program to migrant 3-and 4-year-olds if children cannot be served by other available resources.	Special Programs, Building Bridges Instructor	Lesson planning, meeting/training notes Timeline:Aug-June			
8) Supplemental Instruction--Other Center Based Program for 3- and 4-year-olds: District Pre-K to serve 4 year olds. Three year olds to be served with Building Bridges.	Special Programs, Principal, HQ Teacher	Lesson planning, meeting notes Timeline:Aug-June			
9) Provide acceleration in core content areas before, during, or after school.	Principal, Teacher	Acceleration attendance sheets Timeline:Sept-May			
10) Provide small group interventions during the school day with an instructional aide or teacher.	Principal, Teacher	Schedules, lesson plans Timeline:Aug-June			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

## Goal 2: Travis Elementary will increase student attendance and completion rate.

**Performance Objective 1:** Travis Elementary will achieve attendance percentage rate of 97% school wide.

**Summative Evaluation:** PEIMS reports, nurse log, letters to parents, call parents

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Parents will be informed on the importance of their child attending school daily and be informed of attendance policy.	Principal, Teachers	Letters sent, Conference notes Timeline: Aug-June			
2) School Nurse will inform parents of healthy steps to care for their children.	School Nurse	Nurse log Timeline: Aug-June			
3) Parent/Guardian will be notified about accumulation of unexcused absences in accordance with school policy.	Principal, Teachers, PEIMS	PEIMS reports, Attendance records Timeline: Aug-June			
4) Pursue legal action against non-attendees.	Principal, Teachers, Secretary	PEIMS reports, Teacher records Timeline: Aug-June			
5) Students with perfect attendance will be awarded.	Principal, Secretary	PEIMS reports Timeline: Aug-June			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

### Goal 3:

**Travis Elementary will maintain a safe and drug free environment.**

**Performance Objective 1:** Students will be informed of safe and drug free environments a minimum of 2 times monthly.

**Summative Evaluation:** programs, safety drill log, discipline records, PEIMS report, lesson plans, schedules

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Students will be informed of drug and safety awareness each month through use of one or more of the following resources: Counselor, Local Trooper, staff.	Principal	Calendar of events, Schedules Timeline: Aug-May			
2) Red Ribbon Week events will be planned to help promote drug awareness.	Principal, Teachers	Red Ribbon Week schedule of events Timeline: October			
3) At Travis Elementary, a safe environment will be provided and maintained by offering student guidance on the following: Suicide Prevention, Conflict Resolution, Violence Prevention, and bullying.	Principal, Teachers	Schedules Timeline: Aug-June			
4) Classroom management systems are in place to reduce: physical or verbal aggression, sexual harassment, and bullying.	Principal, Teachers	Classroom discipline charts, weekly planning sheets, discipline records, Code of Conduct, Walkthroughs Timeline: Aug-June			
5) Students will participate in the required physical activity and any other activity recommended by the School Health Advisory Council (SHAC).	Principal, SHAC members, P.E. Teacher	Lesson Plans, SHAC Minutes Timeline: Aug-June			
6) A Crisis Prevention Intervention Team of teachers will be developed and trained annually.	Principal, Greenbelt SSA, Teachers	Sign-in sheets, CPI Training Certificates Timeline: October			
7) Travis Elementary will increase security of the campus using methods such as visitor check-in, locking all classroom doors, office back door, gates, wearing of staff I.D. badges, readily available telephone intercom system in all classrooms, and two-way radios.	Principal	Safety plan, observations, reports from electronic check-in program Timeline: Aug-June			
8) A counselor will be "on call" for students and staff members if a situation arises needing intervention or guidance.	Principal, Counselor	Counselor Schedule Timeline: Aug-June			
9) Monthly safety drills will be held for students and staff.	Principal	Drill Log Timeline: Aug-June			
10) Students will participate in character trait lessons in morning assembly and classroom to promote good character, being kind, and helping others.	Principal, Teachers	Principal Documentation, Newsletter, Lesson Plans Timeline: Aug-June			

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

## Goal 4: Travis Elementary will foster positive community, parent, teacher and student communication and relationships.

**Performance Objective 1:** Travis Elementary will increase community, parent, teacher and student communication, relationships, and involvement by 5%.

**Summative Evaluation:** Sign-in sheets, Parent/Teacher Conference Schedules and Sign-in sheets, PTO meeting sign-in sheets, newsletters, newspaper articles, student programs






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Send weekly take-home planner sheets, requiring parent signature, for students Pk-2.	Principal, Teachers	Take-home planning sheets Timeline: Aug-June			
2) A school wide Parent Newsletter will be sent with upcoming special events, dates, awards, suggestions for parents to help their child be successful in school, and activities for the month.	Principal	Parent Newsletters Timeline: Aug-June			
3) Stationary sign will be used to advertise information and positive messages.	Principal	Stationary Sign Timeline: Aug - June			
4) Use newspapers, newsletters, and the radio station advertising special events and instructional activities.	Principal, Teachers	Newspaper articles Timeline: Aug-June			
5) Student programs will be offered, both evenings and daytimes, by Music/Grade level teachers, Physical Education Coach and Parent Teacher Organization as opportunity for parent participation and school visitation.	Principal, Teachers, P.E. Coach, PTO Members	Sign-in sheets Timeline: Sept-May			
6) Parent/Teacher Conferences will be held each semester to inform parents of their child's progress.	Principal, Teachers	Sign-in sheets Timeline: Aug-June			
7) Electronic addresses will be requested from parents to increase communication between staff and parents via email.	Principal, Teachers	Teacher list of email contacts Timeline: Aug-June			
8) Travis Elementary will hold parent activities such as Meet the Teacher Night, Title I parent meetings, Parent Workshops for Homework Help, Family Math Night, Thanksgiving lunch, Veterans Day Coffee Break, Christmas Sight Word Make & Take student/parent/principal activity, Christmas lunch, Family Reading Night, musical programs, PTO informational meetings, and other parental/community involvement assemblies.	Principal, Teachers	Agendas and Sign-in sheets Timeline: Aug-June			
9) The principal will hold GT parent meetings each semester to update parents of GT students' progress, field trips, activities, and monthly GATE club.	Principal	Agendas and Sign-in sheets Timeline: Aug-May			

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

## Goal 5: Travis Elementary will recruit and maintain a highly qualified staff.

**Performance Objective 1:** Travis Elementary will retain 100% Highly Qualified (HQ) Teachers.

**Summative Evaluation:** Highly qualified report, certifications, sign-in sheets, registration forms, PDAS Evaluations, TELPAS, Turnover rate






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Strive to have all classes taught by HQ teachers.	Administration	Certificates Timeline: Aug-June			
2) Teachers will receive on-going high quality professional development.	Administration	Sign-in sheets, Registration forms, Absence from Duty forms Timeline: Aug-June			
3) Attend Job Fairs to attract and recruit Highly Qualified teachers.	Administration	Job Fair Information Timeline: March-June			
4) Award teachers a stipend upon obtaining ESL certification.	Administration	Certificates Timeline: Aug-June			
5) Teachers will be monitored to assure that they obtain the required hours for GT certification.	Administration, HQ Teachers	Certificates Timeline: Aug-June			
6) Evaluate professional staff with PDAS.	Principal	Walkthroughs, PDAS Observation Reports, PDAS Summative Reports Timeline: Aug-June			
7) Develop and distribute a welcome packet with community contacts and support information for new employees.	Principal	Informal/Formal survey of new employees Timeline: Aug-July			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					



## Goal 6: Travis Elementary will implement technology to increase the effectiveness of student learning, instructional management and staff development.

**Performance Objective 1:** Travis Elementary will provide students with daily technological experiences through student and teacher use of technology in various learning activities.

**Summative Evaluation:** Lesson Plans, Technology Surveys, Professional Development Certificates

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Integrate ongoing planning for technology/technology equipment in all classrooms.	Principal, Teachers	Lesson Plans, Staff Meetings Timeline: Aug-June			
2) Staff members will be provided ongoing staff development to increase educator proficiency in the integration of technology across the curriculum.	Principal, Technology Staff, Region 16 personnel	Sign-in sheets, Registrations, Certificates, STAR chart, Calendar of events  Timeline: Aug-June			
3) Teachers will use Texas Curriculum Management Program Cooperative, Discovery Education, Smart Exchange, Textbook Connect Ed Online Support, Spelling City, Study Island, Accelerated Reading, Accelerated Math, Lexia Reading Core 5, RAZ Kids, Reading A-Z, Learning.com, Brain Pop Jr., and/or other educational programs in content areas.	Principal, Technology Staff	Lesson Plans Timeline: Aug-June			
4) Utilize Region 16 technology staff for teachers to increase use of technology equipment (Smartboards, iPads, etc)	MISD Technology staff, Administrator	Calendar, Region 16 Documented Visits			
5) Teachers and students will utilize iPads to enhance learning for all students across curriculum areas using 21st century technology skills.	Principal, Instructional Technology Director, Teachers	Lesson Plans, Walkthroughs  Timelines: Aug-June			
6) Students will complete Learning.com activities to teach internet safety and other technology skills.	Principal, Instructional Technology Director, Teachers	Lesson Plans, Learning.com Reports Timeline: Aug-June			
7) Teachers and administration will utilize technology to enhance internal and external communication.	Principal, Teachers	Email, Newsletters, Campus Homepage, District Facebook Page Timeline: Aug-July			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

# State Compensatory

## Budget for Travis Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199 11 6119	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$27,000.00
199 11 6141	6141 Social Security/Medicare	\$50.00
199 11 6142	6142 Group Health and Life Insurance	\$1,300.00
199 11 6143	6143 Workers' Compensation	\$50.00
199 11 6144	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$1,600.00
199 11 6146	6146 Teacher Retirement/TRS Care	\$150.00
<b>6100 Subtotal:</b>		<b>\$30,150.00</b>
<b>6300 Supplies and Services</b>		
199 11 6399	6399 General Supplies	\$1,000.00
<b>6300 Subtotal:</b>		<b>\$1,000.00</b>

**Personnel for Travis Elementary:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ashley Cunningham	Teacher	P.E.	
Candi Row	Instructional Assistant	Library	
Carla Murphy	Teacher	2nd grade	
Celia Wickersham	Teacher	Music	
Chanla Dixon	Teacher	Kindergarten	
Debbie Stone	Instructional Assistant	Fast ForWord/Computer Lab	
Eva Villanueva	Instructional Assistant	Head Start 4yr olds	
Hillary Price	Teacher	2nd grade	
Jana Tippet	Teacher	PK/PPCD	
Jessica Ballard	Teacher	1st grade	
Kelli Maddox	Nurse	Health	
Laressa Rowland	Instructional Assistant	PK/PPCD	
Laura Fields	Teacher	Head Start 4yr olds	
Monica Hutcherson	Secretary	Office	
Sally Lopez	Family Services Agent	Head Start	
Sarah Hatley	Instructional Assistant	Kindergarten	
Sharon Hearn	Instructional Assistant	Head Start 3yr olds	
Shelly Pierce	Teacher	1st grade	
Stephanie Timmons	Teacher	1st grade	
Tanya Montgomery	Teacher	Head Start 3yr olds	
Toya Johnson	Teacher	Special Education	
Victoria Davis	Principal	Administration	

# Title I

## Schoolwide Program Plan

Travis Elementary has and will implement the 10 components of a Title One School Wide Program as specified by The No Child Left Behind Act of 2001.

## Ten Schoolwide Components

### 1: Comprehensive Needs Assessment

Travis Elementary completes a comprehensive needs assessment each year. Travis Elementary also completes a district needs assessment yearly.

### 2: Schoolwide Reform Strategies

Travis Elementary uses research-based instructional strategies and programs to meet the continually changing needs of our students.

### 3: Instruction by highly qualified professional teachers

Travis Elementary strives to maintain 100% HQ staff. In order to achieve this component, teachers are rewarded stipends for certification. Recruitment of staff is conducted annually at university job fairs. Academic faculty is paid above state base.

### 4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Travis Elementary maintains a shared service arrangement with the Region XVI ESC to provide highly qualified and ongoing professional development for faculty, parents and students.

### 5: Strategies to attract highly qualified teachers

Travis Elementary attracts highly qualified teachers by rewarding stipends for certification in areas of need. Recruitment of staff is conducted annually at university job fairs. Academic faculty is paid above state base. Travis Elementary strives to maintain small class size in all subject areas.

### 6: Strategies to increase parental involvement

Travis Elementary encourages parental involvement through various activities and events. Some of these events include parent nights, Book Fair Family Night, Family Math Night, Family Science Experiment Night, Family Social Studies Night, Donuts For Dads, Muffins For Moms, Mother's Day Tea,

Friday A.R. Point Wall Celebrations, Guest Classroom Readers, Halloween party, Christmas party, Valentine's Day party, Open House, semester awards assemblies, monthly PTO meetings, student programs, Technology Fair, Parent-Teacher conferences, musical programs, LEP parent informational meeting, GT parent informational meeting, Head Start parent meetings and special presentations by outside individuals.

#### **7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs**

Travis Elementary plans Kindergarten Visitation Day so preschool children transition smoothly into elementary classes. Travis Elementary also creates opportunities throughout the year where preschool students visit elementary school programs such as Christmas Around The World lessons traveling to all the classrooms on campus to learn about traditions of different countries.

#### **8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program**

Travis Elementary provides time for teachers and administrators to evaluate AIMSWEB, literacy screening, DRA, A.R. Math, Lexia Reading Core 5 results, benchmark and snapshot test results along with state and federal accountability ratings to improve the achievement of all students and the overall instructional program. Federal and state monies are reserved for highly qualified professional development to achieve this component.

#### **9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards**

Travis Elementary continually monitors student growth and performance through ongoing formal and informal assessments, as well as benchmark and snapshot testing. Acceleration is provided before school, after school and during school for students needing assistance. Paraprofessionals work with small groups of students or individual students to provide assistance during the school day. Summer school is also provided for students needing additional acceleration. Acceleration plans, attendance, progress, student status, and student growth are documented in an acceleration documentation log.

#### **10: Coordination and integration of federal, state and local services and programs**

Combinations of federal, state and local funding are used at Travis Elementary to guarantee a successful learning experience of all students and implement parental involvement.

## 2014-2015 Site-Based Decision Making Committee

Committee Role	Name	Position
Administrator	Victoria Davis	Committee Member
Business Representative	Sarah Cook	Committee Member
Business Representative	Andi Molloy	Committee Member
Classroom Teacher	Ashley Cunningham	Committee Member
Classroom Teacher	Jana Tippet	Committee Member
Classroom Teacher	Jana Tippet	Committee Member
Classroom Teacher	Celia Wickersham	Committee Member
Community Representative	Marion Bownds	Committee Member
Community Representative	Brooke Murdock	Committee Member
Parent	Velia Cuellar	Committee Member
Parent	Kara Warren	Committee Member
Special Education Teacher	Toya Johnson	Committee Member

## **Addendums**