

Vernon Independent School District
T.G. McCord Elementary
2009-2010 Campus Improvement Plan

Accountability Rating: Exemplary



Mission Statement

McCord Elementary strives to positively impact learning for all students through collaboration.

Vision

Together we can make a difference.

Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

McCord Elementary School is paired with our feeder school Central Elementary which attained Exemplary status in 2008-2009. Central scored 94% in Reading TAKS and 85% in Math TAKS. All population groups scored over 90% in Reading with the exception of the Hispanic group who scored 89%. In Math all sub-groups were over 80% with the exception of the African-American and Economically Disadvantaged who were 74% and 79% respectively. The TPRI results at McCord show that 73% of Kindergarten students were developed on reading listening comprehension, 76% of First Grade students were developed on reading comprehension, and 46% of First Grade students were reading 60 WPM. TELPAS results showed that First Grade students rated highest in listening and speaking followed by writing and reading respectively. Writing has been historically the lowest rated area reported. This can be attributed to developmental appropriate stages.

Student Achievement Strengths

Last year on the TPRI McCord Elementary students scored 73% Developed in Reading Listening Comprehension in Kindergarten and 76% Developed in Reading Comprehension in First Grade. In the spring of 2009, 9 out of 16 Kindergarten ESL students scored Advanced or Advanced High in reading, and 16 out of 19 First Grade ESL students scored Advanced or Advanced High in reading on the TELPAS. Students ratings were the highest in listening and speaking for each evaluated grade level. This year in AIMSweb our students are right on target. For this school year most of our Kindergarten and First Grade students are in the Average to Well Above Average range in all of the AIMSweb categories with only a few students in the Below Average or Well Below Average. We do not do AIMSweb for PreKindergarten until later in the year, but the benchmarks show that the students are more developed in math than reading at this time.

Student Achievement Needs

McCord Elementary students need to improve their fluency rate in reading; only 46% of the First Grade students scored 60WPM or more on the end of year TPRI. Our students need to improve reading comprehension skills above 80%. AIMSweb shows that students have a need for mastery of letter identification, sounds and numbers. McCord Elementary students need to improve attendance and tardy rates.

Family and Community Involvement

Family and Community Involvement Summary

Parents at McCord Elementary school feel that they are informed on a regular basis (Newsday Tuesday folders, email, telephone, marquee and conferences). They do see traffic problems, availability of transportation for PreKindergarten, and parent volunteer/participation as areas that could be improved.

Family and Community Involvement Strengths

Parents at McCord Elementary School indicated that they feel that the staff has established good methods of communication between school and home. The parents feel that the parent conference days in the fall are a good method to check their child's progress and visit with the teacher.

Family and Community Involvement Needs

McCord Elementary School is in need of strategies and opportunities for all parents to be involved in the education process. It was noted that many parents are not able to vounteer during the school day due to conflicts with work schedules but actively support their children at home by helping with homework and supporting the school's endeavors.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

McCord Elementary staff is 100% highly qualified and certified. We have three first year teachers this year, with the others having from one to 37 years experience. They all work diligently to help students achieve academically.

Staff Quality, Recruitment, and Retention Strengths

McCord Elementary staff has had several changes this year; however, they have handled it well. Teachers had to be trained on the new Skyward attendance and grade book procedures. Teachers were trained and have implemented Professional Learning Communities. The teachers meet once a week to discuss student progress and assessments, then discuss ways to help students achieve the skills in which they are weak. Teachers also discuss problems with student behavior. Our district has been very supportive this year by building in six days in the calendar for three hour early release time to enable teachers to collaborate. In the area of discipline, teachers are still learning about Capturing Kids Hearts and struggling to apply the concepts that do not always come naturally. We have also added AIMSweb strategic and progress monitoring this year to help track student progress. Our campus has a strong RTI team. This year we streamlined the RTI committee to focus more on one grade level at a time when possible by using teachers from that grade level to help brainstorm ideas to help students.

Staff Quality, Recruitment, and Retention Needs

McCord needs training in CScope which we are beginning December 2009. Most teachers will complete the training by the end of the summer. Additional McCord teachers need to attend Capturing Kids' Hearts this summer. This is a great need for our campus because it is very important to have a positive learning experience at our grade level to help students have a great start for a successful educational experience.

Comprehensive Needs Assessment Data Documentation

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












- District goals
- Campus goals
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Benchmark assessments results
- Number of students assigned to special programs and their academic achievement
- Attendance data
- Discipline records
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Campus faculty meeting discussions
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Texas Primary Reading Inventory (TPRI) or Tejas LEE results
- Texas English Language Proficiency Assessment System (TELPAS) results
- Special education population, including performance, discipline, attendance, and mobility
- ELL population, including performance, discipline, attendance and mobility

Goals

Goal 1: McCord Elementary will maximize the efficient use of its financial resources.

Performance Objective 1: For the 2009 - 10 school year, 100% of budget money will be spent to meet the educational needs of all students.

Summative Evaluation: Parent, teacher and staff evaluation of project goals, and effectiveness in meeting student needs

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Campus Improvement Team will go over budget and have input into the way funds are spent by identifying needs.	Principal	Local	Teacher recommendations				
Update long range campus needs and prioritize projects	Principal Campus Planning Committee	Local	Teacher recommendations				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 2: McCord Elementary teachers and staff will be highly qualified and certified.

Performance Objective 1: For the school year 2009 - 2010, 100% of teachers and staff will be fully certified and highly qualified for their assignments.































Summative Evaluation: Teacher and staff certification and permits by grade and program
























Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Continue procedures to interview candidates for vacancies as needed	Principal	Local	Train team on procedures and questioning Follow up with campus team and hirees				
Paraprofessionals who do not have two years of college will complete TOPS Training and observation to comply with the standards in No Child Left Behind	ESC 9	Title I Funds	Highly qualified and certified paraprofessionals				
Analyze data from all teachers' certificates, staff development and service records to ensure that all meet highly qualified status	Principal	Local	Personnel files Professional development records				
Analyze data from paraprofessional files to ensure all instructional aides are highly qualified	Principal	Local	Personnel files				
Identify professional development needs of staff	Principal	Local	Teacher survey				
Encourage teachers to obtain ESL certification	Principal	Local	Number of teachers with ESL certification				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

Goal 3: McCord Elementary will provide opportunities for all students to be successful learners and close the student academic gap between students groups.

Performance Objective 1: By the end of 3rd Grade, all students will score 98% passing on the state assessment.

Summative Evaluation: 3rd Grade TAKS scores disaggregated by student group, program group and gender

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Continue reading program using Guided Reading and Accelerated Reading to enable all students to read on grade level by 3rd Grade	Classroom Teachers	Local	Reading benchmarks				
Provide Reading Improvement for 1st Grade students using small group instruction and Waterford Program	Title I Teacher Classroom Teachers	Title I Funds	STAR Test TPRI AIMSweb Report Card Grades				
Utilize technology to provide individualized instructional support in all content areas using Waterford Lab and computers in the classroom	Principal Teachers	Local	Teacher comments Student assessments Student grades				
Provide additional learning time through extended year programs such as Reading Summer School	Principal	Local	Student grades TPRI Teacher observation				
Provide additional learning time through ESL Language Enrichment Summer School for students entering Kindergarten and First Grade in the fall of 2010	Principal	ESL funds Local	Student grades TPRI Teacher observation TELPAS				
Provide full day Pre-Kindergarten to students meeting the state criteria	Principal	Local funds	Teacher observation Student checklists Student success in kindergarten				
Provide transition tours for Head Start, Private Pre-Kindergarten and Kindergarten programs to familiarize students with McCord campus	Principal	Other	Tours conducted				
Continue to emphasize Critical Thinking Skills for all students in daily instruction using things such as Problem of the Day focus on TAKS objectives in each classroom	Teachers	Local	Teacher comments in PLC meetings				
Continue Classroom Walk Throughs	Principal	Local	Cumulative Data				
Continue RTI (Response to Intervention) process to provide academic and behavioral strategies	RTI Committee Teachers	Local	Student progress				

Continue mainstreaming of students	Principal Teachers	Local	Decrease in number of special education students				
Implement PLC meetings to provide teachers with time to collaborate about student progress and academic needs	Principal Teachers	Local	Decrease number of students who are not mastering academic objectives				
Provide take home iPod shuffles to enrich language acquisition and development	Pre-Kindergarten teachers Kindergarten ESL teacher	IDEA	Parent/Teacher comments Benchmark tests				
Use Saxon Math in Kindergarten and First Grade	Principal	Local	Benchmark tests				
Provide incentives to emphasize improvement in attendance and reduction of students who are tardy	Counselor Secretary Principal	Local	Attendance records				
Provide individualized help for students experiencing difficulties in the classroom	Principal Paraprofessionals	\$303,614.00 SCE and Schoolwide funds FTEs 5 teachers and 2 paraprofessionals	Student grades Benchmarks AIMSweb reports				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 4: McCord Elementary will provide an efficient and effective operation of facilities and grounds to ensure a safe and positive teaching and learning environment.

Performance Objective 1: Decrease number of discipline referrals and accidents by 20% during the school year and increase positive interactions

Summative Evaluation: Percent of students reported to PEIMS for disciplinary procedures and number of accident reports filed

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Bloodborne Pathogens Training	Nurse	Local	Training evaluation				
Continue conflict resolution guidance lessons	Counselor	Local	Schedule for Guidance Lessons				
Incoporate citizenship skills into morning announcements	Counselor	Local	Daily announcements				
Continue positive behavior incentives McCord Manners Cards/McCord Cafe' Mr. Jim's Pizza lunch Schoolwide announcements to honor all McCord Cafe' recipients	Teachers Counselor Principal	Local Activity Fund	Student participation				
Continue Capturing Kids Hearts Program	Principal	Local	Number of office referrals				
Train all new employees in Capturing Kids' Hearts	Employees at Administration Building	Local	Number of office referrals from new employees				
Conduct emergency drills	Principal	Local	Number of drills successfully completed				
Provide Drug Awareness activities such as Dennis Lee Assembly and Red Ribbon Week activities	Counselor	Title IV	Assembly participation and participation in Red Ribbon Week activities				
Eddie Eagle Gun Safety Training	SRO Officer	Local	Training conducted				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

Goal 5: Parents, community and school personnel will become active participants in the education of students at McCord Elementary.

Performance Objective 1: There will be an increase in parent volunteers during the 2009-10 school year, and 90% of parents will score McCord parent involvement positively on the parent survey.

Summative Evaluation: Parent/Volunteer sign in sheets by grade level and parent surveys

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Improve and increase Parent communication: Newsday Tuesday Folder with classroom letter Maintain Parent information bulletin board and Marquee' Parent/Teacher Conferences for 1st Six Weeks Report Card	Teachers Clerical Aide Principal	Local	Parent survey Teacher comments				
Continue Parent/Community Volunteer Program	PTO President Principal	Local	Log of volunteers				
Increase parent involvement opportunities and emphasize importance of family with the following activities: Back to School Bash, McCord Cookout. Muffins for Mom and Donuts for Dad.	Counselor Principal	Title VI funds	Sign in sheets Parent survey				
Invite parents and students to Meet the Teacher at beginning of the year	Principal	Local	Sign in sheets				
Parent Orientation Meeting to explain curriculum, classroom discipline, special programs, Title I and expectations for parents and students	Teachers	Local	Sign in sheets				
GT Parent Orientation Meeting to explain GT program and expectations	GT Teacher	Local	Sign in sheets				
Family Learning Event to demonstrate curriculum	Teachers	Local	Sign in sheets				
National Young Readers' Day Celebration with guest readers in each classroom	Counselor Teachers	None	Sign in sheets for volunteer readers				
Family Literacy Reading Program for Kindergarten ESL students	Kindergarten ESL teacher	Local	Sign in sheet Parent survey				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

State Compensatory

Budget for T.G. McCord Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-61XX.00-105-0-30	6119 Salary Professional	\$303,614.00
	6100 Subtotal:	\$303,614.00

Personnel for T.G. McCord Elementary:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
	Teacher		5
	Paraprofessional		2

Title I

Schoolwide Program Plan

McCord Elementary is a schoolwide Title 1 school. Title I money is used to hire personnel who work directly with struggling students to improve academic achievement.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

McCord Elementary is currently searching for opportunities for parents to become involved under Title I policy guidelines. Parent Involvement Policy, Parent-School compact, and opportunities for parent involvement meetings are being designed and implemented.

2: Schoolwide Reform Strategies

McCord Elementary is using AIMSweb to monitor student progress, as well as benchmark assessments in each grade level. RTI is used to help give resources to teachers who have students with behavior or academic problems. Paraprofessionals are used to tutor students who do not meet the benchmark performance standards. Time is provided for flexible, small group instruction for all students as identified through the Professional Learning Community (PLC) meetings.

3: Instruction by highly qualified professional teachers

All faculty and staff members at McCord Elementary are highly qualified according to NCLB standards. When new teachers are hired, the committee looks for teachers who are ESL certified, or are interested in getting ESL certification added to their teaching certificate.

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

All professional development training opportunities are aligned with the campus and district improvement plans. Professional Learning Communities have been established and meet once per week during the school day to focus on student assessment data and curriculum instruction.

5: Strategies to increase parental involvement

McCord Elementary encourages feedback from parents through a parent survey. Many activities are provided each year to give parents the opportunity to be involved in their child's education. We have Meet the Teacher, Parent Orientation, a hamburger cookout, students programs in the fall and spring, PTO, book fairs, National Young Readers' Day, Muffins for Mom, Donuts for Dad, Parent/Teacher Conferences, Family Learning Event, awards programs, end of school picnics, track meets and many other events throughout the year. Parents are encouraged to come and participate in any and all events at McCord.

6: Strategies to attract highly qualified teachers

Vernon ISD has an online application process through Region 9, and also attends college job fairs to attract highly qualified personnel. VISD provides a new teacher orientation at the beginning of the year, and our curriculum director meets with new teachers during the school year to discuss problems and questions that they might have. At McCord Elementary each teacher has a teaching partner who helps new employees become familiar with procedures and traditions in our school.

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

McCord Elementary has PreKindergarten Roundup and Kindergarten Roundup to enroll students who will attend school the following fall. Students in the community preschools visit McCord during May to introduce them to our school and the teachers. We also invite the private kindergarten classroom to tour our school and enroll for first grade.

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

McCord Elementary uses assessment data to evaluate teaching strategies and identify instructional gaps. Our school used AIMSweb as part of our assessment process. The Professional Learning Communities for each grade level develops and administers common assessments each six weeks for English/language arts and math. These common assessments as well as AIMSweb will be used by teachers to plan for student learning.

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

AIMSweb and common assessments are used to drive intervention and identify students in need of assistance. Paraprofessionals tutor students in need of intense instruction and progress monitoring in AIMSweb and give weekly probes on the student's skill level. Classroom teacher collaborate to work with students who are identified as below average in AIMSweb. Teachers monitor these students with grade level probes on a monthly basis. Computer assisted interventions are provided utilizing the Waterford program.

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

McCord Elementary coordinates and integrates our federal, state and local services and programs to meet the needs of all students. Teachers and paraprofessionals paid from federal funds provide small group instruction to improve academic achievement for students in Tier 2 and Tier 3.

2009-2010 Campus Planning Committee

Committee Role	Name	Position	Signature
Administrator	Alcie Estes	Principal	
Business Representative	Irl Holt	Business Representative	
Classroom Teacher	Nicki Streit	PreKindergarten Teacher	
Classroom Teacher	Cheryl Woody	First Grade Teacher	
Classroom Teacher	Angela Morrison	District Committee Member	
Classroom Teacher	Kathy Coffee	District Committee Member	
Classroom Teacher	Molly Lemon	Kindergarten Teacher	
Classroom Teacher	Susie Magallanes	ESL Teacher	
Classroom Teacher	Robyn Hamm	First Grade Teacher	
Community Representative	Carolyn Rozzell	Community Representative	
Non-classroom Professional	Janet Bristo	Counselor	
Non-classroom Professional	Kathy Craighead	Title I Reading Teacher	
Non-classroom Professional	Sandie Parmer	Special Education Teacher	
Parent	Cassie Hall	Parent	

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Title I Part C

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Title I-C : Migrant Students

McCord Elementary School migrant program services will include the areas of focus, instructional interventions appropriate to the grade level and preschool migrant children. Included in the areas of focus will be migrant services coordination with migrant coordinator, identification and recruitment, early childhood education, graduation enhancement, parental involvement, secondary credit exchange and accrual, and utilization of the New Generation System.