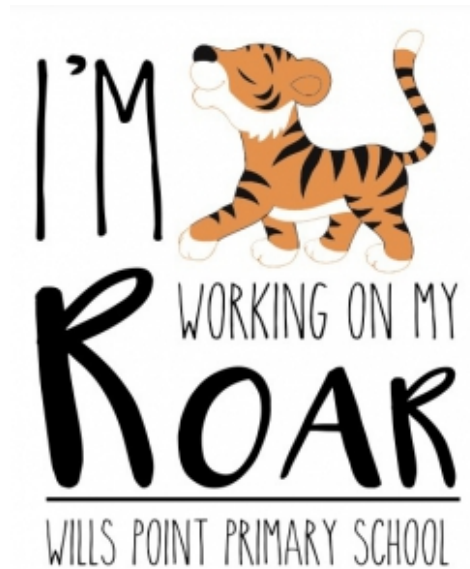


# Wills Point Independent School District

## Wills Point Primary School

### 2017-2018 Campus Improvement Plan

Accountability Rating: Met Standard



# Mission Statement

The mission of Wills Point Primary School is to provide all learners with a safe environment and opportunities to become self-reliant, productive members of a technologically-driven, global society.

# Vision

Wills Point Primary School is a community that engages all learners in an exemplary educational program.

Campus Motto: We're working on our ROAR!

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Wills Point Primary School is a rural campus located in North East Texas roughly sixty miles east of the Dallas-Ft. Worth Metroplex. The campus has an enrollment of 449 students. Demographically, the campus is made up of 62% White, 26% Hispanic, 5% African American, and 5% other. 79.3% of the students have been identified as economically disadvantaged and 22% at-risk. The Primary campus has a school-wide Title I program.

Wills Point Primary School conducted a comprehensive needs assessment in the Fall of 2017. Program review consisted of a campus committee, which analyzed data in the following areas: demographics; student achievement; school culture and climate; staff quality, recruitment and retention; curriculum, instruction and assessment; family and community involvement; school context and organization; and technology.

Effective Schools Correlates (Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement) and the Critical Success Factors (Academic Performance, Use of Quality Data to Drive Instruction, Leadership Effectiveness, Increased Learning Time, Family/Community Engagement, School Climate, and Teacher Quality) were considered as the goals and performance objectives were developed.

Prior to the development of this plan, campus staff conducted a thorough review of assessment data from the 2016-2017 school year. This review included State Accountability, System Safeguards (Federal Requirements), Performance Based Monitoring System (PBMAS), Public Education Information Management System (PEIMS) data, Annual Measurable Achievement Objectives (AMAO), along with TAPR and discipline reports.

Data was disaggregated for all population groups, including male and female, based upon student performance on the 2016-2017 formative unit assessments, 16-17 attendance rates, Measures of Academic Progress and DRA.

Surveys were disseminated to faculty, staff, and parents, including business and community representatives serving on the campus improvement committee. Campus improvement plans from the 2016-2017 school year were reviewed and revised, based on the achievement of specific goals and objectives. The new HB 5 Local Accountability Rating System designed by a local district committee was also reviewed and used to develop additional program and process improvement strategies.

### Demographics Strengths

Staff members are a part of the community and vested in the learning of our students.

## **Student Academic Achievement**

### **Student Academic Achievement Summary**

We will strive for continued success through the implementation of differentiated instruction, tiered instruction, RTI's, and continued professional development for all teachers targeting areas of need. We use MAP, DRA, and formal and informal assessments to measure student growth and achievement. Pre-K uses CLI Engage to measure student performance.

After a thorough review of multiple data sources, we have put a new curriculum in to effect along with unit assessments that target the TEKS that should be mastered. In review of our MAP data our students are right around the norm in both Math and Reading.

### **Student Academic Achievement Strengths**

We met or were above the norm in our campus MAP testing for kindergarten and first grade. Math was recognized as a strength in the pre-k assessment, CLI.

## School Processes & Programs

### School Processes & Programs Summary

Wills Point Primary is organized by the Principal, Assistant Principal, and a Site Based Decision Making Committee. Our campus has been able to expand the leadership team with the addition of an instructional coach that is assigned to the campus. Wills Point primary is made up of Pre-Kindergarden, Kindergarten and 1st grade students.

Changes to Wills Point Primary administration was made the 2016-2017 school year, after being led by the same administrator for over 20 years. There was little turnover until recently. Personnel changes were made during the school year. Highly qualified teachers were hired to replace those leaving.

In addition, other personnel changes include hiring of new leadership (Principal and Assistant Principal and an Instructional Coach that will provide vital assistance to our staff in the areas of lesson planning, data disaggregation, lesson modeling, PLC, and targeted professional development. The campus principal is in her first full year of service and many restructuring efforts have been implemented in a short amount of time.

Although the school-wide restructuring process is a need and has been beneficial for the organization, it has not come without challenges. Our campus strives to ensure all staff are engaged in collaborative teams, that are focused on extending the learning and developing of students. We recognize the success of our campus is contingent upon the strengths of the relationships we foster, and thus strive to provide the highest quality of customer service in and outside of school. Communication with all stakeholders is the core of our daily structure. It is our goal that when a student leaves Wills Point Primary that they are effective communicators and problem-solvers prepared for 2nd grade.

## Perceptions

### Perceptions Summary

We are working on our ROAR! A positive school culture and school climate is something we pride ourselves on at Wills Point Primary school. Our hallways are safe for all who enter and our faculty and staff work diligently to promote and provide a safe and welcoming environment conducive to lots of hands-on learning that produces productive, thoughtful students. The culture and climate at Wills Point Primary continues to embrace the changing student demographics. We look forward to an inviting atmosphere that will allow staff, students, and parents to be stakeholders in the educational process.

Wills Point Primary encourages all members of the educational community to work together to enhance student learning. The campus hosts events such as Meet the Teacher, Open House, Trunk or Treat, Field Day, Grandparents Day, Turkey Trot, Bookfair Events, Color Run, and an open lunch policy. Wills Point Primary uses a variety of communications with parents including Remind, Peachjar digital flyers, notes home, phone calls, Facebook, positive parent contacts, parent conferences, daily communication with folders, campus web site, grade book online and campus report card on district web site. Wills Point Primary strives to engage students and parents from different cultures and ethnic backgrounds by engaging them in Family Literacy classes and multicultural celebrations.

Students are recognized weekly as an incentive to promote good behavior. The school also recognizes perfect attendance with an award ceremony. Celebrations for semester honor roll with parent participation. Students are also engaged weekly in character and health education. PTO hosts events to support our students and parents with Daddy Daughter Dance, Mother Son Nerf Night and PTO Art Show.

We as teachers continue to strive to help parents understand grade level expectations. Wills Point Primary needs to continue training for parents to use web based information systems such as: Peach Jar and Remind for communication, and Parent Portal to monitor grades and attendance.

### Perceptions Strengths

- Moderate amount of parent involvement with high parent attendance at events
- Communicates with parents in a variety of ways: Remind, Peachjar digital flyers, notes home, phone calls, facebook, positive parent contacts, parent conferences, daily communication with folders, campus web site, and grade book online
- Community businesses support the school
- Positive Behavior Intervention Support (PBIS) program in place
- Caring Staff committed to supporting all learners



# 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
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data



# Goals

## Goal 1: Wills Point Primary School will provide a quality instructional program to meet the needs of all students.







**Performance Objective 1:** Wills Point Primary will align 100% district curriculum and instructional processes and programs to meet the needs of all students.

(State Performance Objective 4)

**Evaluation Data Source(s) 1:** Comal, unit assessments

### Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) The campus will develop PLC cycles for curriculum alignment, best practices implementation, teacher collaboration, and analysis of student products and data.	1, 3, 8	Principal Assistant Principal Instructional Coach Teachers	Increased quality of instruction based on observations/ walk throughs.				
2) All Primary teachers follow the district curriculum within all content areas.	1, 3	Principal Assistant Principal Instructional Coach Teachers	Students will show growth by the end of the year through MAP testing data.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue


**Goal 1:** Wills Point Primary School will provide a quality instructional program to meet the needs of all students.

**Performance Objective 2:** 80% of Wills Point Primary Teachers will score at a proficiency level of at least 2 on Domains 2 (Instruction) and 3 (Learning Environment) of the formal evaluations by May 2018.

**Evaluation Data Source(s) 2:** Walkthroughs, formal evaluations

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) Professional Development and Teacher Support Plans: The campus will create and implement a PD plan supporting teachers and staff to increase the quality of instruction. PD will be differentiated by groups such as: grade, content, vertical teams, to address various campus needs.	1, 4	Principal Assistant Principal Instructional Coach Teachers	Improvement on teacher evaluations and school climate.				
2) Ensure that all teachers and teacher assistants are state certified and highly qualified.	1, 3	Principal	Highly qualified teachers and teacher assistants.				









## Goal 2: Wills Point Primary School will improve student achievement.

**Performance Objective 1:** Increase MAP Math scores by 20% and Reading scores by 10% by May 2018.

**Evaluation Data Source(s) 1:** MAP

### Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
<p>1) Data Tracking System:</p> <p>The campus will develop a system to track student achievement data to determine gaps in curriculum and evaluate teaching strategies. Data will be tracked at the campus, grade, content, and classroom and student levels. PD opportunities in PLCs will be provided on using data to make instructional decisions. Data such as MAP, DRA, and Unit Assessments.</p>	1, 2, 8, 9	Principal Assistant Principal Instructional Coach Teachers Students	Increased student achievement				
<p>2) RTI:</p> <p>The campus will develop a structure to regularly analyze student data and student work to determine appropriate intervention activities, such as, small group instruction, tier 3 intervention support.</p>	2, 8, 9, 10	Principal Assistant Principal Interventionist Instructional Coach Teachers	Individual student data tracker, updated interventions, attendance trackers				
<p>3) The campus will utilize small group instruction based on student needs.</p>	1, 2, 3, 9	Principal Assistant Principal Teachers	Students will show growth through MAP and Unit Assessments.				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 2:** Wills Point Primary School will improve student achievement.

**Performance Objective 2:** 100% of teachers will be involved in a professional learning community that will provide opportunities to grow professionally. (State Performance Objective 6)

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

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) Teachers will participate in weekly PLC meetings with the instructional coach focusing on data and best instructional practices.	1, 4	Principal Assistant Principal Instructional Coach Teachers	Students will show growth through MAP and Unit Assessments.				
							

**Goal 3: Wills Point Primary School will maintain a positive campus climate and culture.**

**Performance Objective 1:** Wills Point Primary school will provide Positive Behavior Interventions and Supports to increase promote a positive learning environment.

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

**Summative Evaluation 1:**


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) The campus will utilize PBIS strategies to help promote a positive school environment. We will recognize and highlight good behavior in and out of the classroom through Tiger of the Week, ROAR rallies, and ROAR reward tickets.	1, 2, 3	Principal Assistant Principal Teachers	Overall behavior referrals will be decreased and teachers will use positive, growth mindset language in the classroom.				

**Goal 3:** Wills Point Primary School will maintain a positive campus climate and culture.

**Performance Objective 2:** Wills Point Primary will provide character education and a school health program to 100% of at-risk students to support the district's performance goals. (State Performance Objective 5)

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

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) The campus will provide bi-weekly character lessons from the counselor and monthly health lessons in PE to support the campus mission for a positive, safe learning environment.	1, 3	Principal Assistant Principal Counselor Physical Education Teacher	Students will gain valuable character traits and healthy habits.				
							

**Goal 3:** Wills Point Primary School will maintain a positive campus climate and culture.

**Performance Objective 3:** Student attendance rate will be at 97% or higher by May 2018

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) Behavior Management Plan:  The school will create monitoring systems for attendance, student discipline to promote a positive learning environment and to maximize instructional time.	1, 2, 5	Principal Assistant Principal Counselor Teachers	Increased student attendance, decreased number of referrals to the office.				

**Goal 4: Parents and Community will be welcomed partners in the education of all students.**

**Performance Objective 1:** Wills Point Primary will increase parent and community participation by providing parent/community involvement activities at least once a month over the entire school year. (State Performance Objective 1)

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

**Summative Evaluation 1: Met Performance Objective**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) Parent Involvement:  The school will create opportunities to assist parents in understanding the state's academic content and will offer various opportunities for parental involvement and collaboration to improve student achievement.	1, 6	Principal Assistant Principal Counselor	Increased parent involvement and participation in events. Parent survey results.				




**Goal 4:** Parents and Community will be welcomed partners in the education of all students.

**Performance Objective 2:** Wills Point Primary will increase communication with parents and community by 25% by implementing Remind text messaging and social media. (State Performance Objective 1)

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

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) Wills Point Primary will utilize Peach Jar electronic flyers, along with Remind, facebook and the Wills Point Primary website to disseminate information to the parents.	1, 6	Principal Assistant Principal	Parent involvement will increase.				
							

**Goal 4:** Parents and Community will be welcomed partners in the education of all students.

**Performance Objective 3:** Wills Point Primary will provide parent and community educational services by two additional events to increase student performance. (State Performance Objective 1)

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Dec	Feb	Apr	July
1) The campus will offer events to help educate parents on educational needs of their students. This will be done through parent/teacher conferences, counselor meetings, open house, and community events.	1, 6	Principal Assistant Principal Counselor Teachers	Parents involvement in student's education will increase.				

## Campus Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Kimberly Cole	Principal
Administrator	Ashley Besco	Assistant Principal
Classroom Teacher	Donna Polege	Pre-K Teacher
Classroom Teacher	Ali Cox	Head Start Teacher
Classroom Teacher	Nikki Phillips	Kindergarten Teacher
Classroom Teacher	Emily Weber	Kindergarten Teacher
Classroom Teacher	Keely Turner	1st Grade Teacher
Classroom Teacher	Cassie McDaniel	1st Grade Teacher