

Midland Independent School District
Santa Rita Elementary
2012-2013 Campus Improvement Plan
Accountability Rating: Recognized

Mission Statement

The Santa Rita Elementary Staff believes that the primary purpose of the school is to set high standards of academic performance for all students. We will accomplish this by implementing instructional programs designed to meet the academic standards set forth by the state of Texas, yet provide the necessary support system to meet the individual needs of each student.

Vision

The Santa Rita Staff accepts the responsibility to provide the academic rigor necessary to prepare students to achieve a post-secondary education.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Due to the economy in Midland, the enrollment at Santa Rita has increased by approximately 150 students over the last two years. This has caused class sizes to increase. The number of Hispanic students has also increased so that the percentage of Hispanic students is close to the same as the percentage of White students. The percentage of Economically Disadvantaged students continues to remain at just under 30%. The attendance rate for 2011-2012 was 95.1%. There were only three truancy cases where a fine was assessed.

Demographics Strengths

The Santa Rita staff has adjusted to the increased enrollment by implementing several new safety procedures. A new section of kindergarten has been added as well as a full time PE aide to assist in the increase in enrollment.

Demographics Needs

There is still a gap in the achievement of our subgroups, especially in the areas of math and writing.

Student Achievement

Student Achievement Summary

Looking at assessment data, there continues to be a gap in all subject areas in the achievement of the Economically Disadvantaged students versus the non Economically Disadvantaged students on STAAR. This is also seen in the performance of our Hispanic and African American students. Rigor needs to be increased for all students to meet the requirements for success on STAAR. Santa Rita did not meet AYP due to the performance of our Hispanic students in math. F&P data shows that 57% of the campus is reading at or above grade level. Star Early Literacy data shows that 74% of 1st & 2nd grade students are at or above the beginning of the year benchmark standard. STAR Reading data shows that in 3rd -6th grade, 55% of students are reading at or above the beginning of the year benchmark standard. STAR Math data shows that in 2nd - 6th grade 62% of students are at or above the beginning of the year benchmark standard.

Student Achievement Strengths

All ELL students increased at least one proficiency level on TELPAS. All but two students in the Read 180 and System 44 programs increased their lexile levels significantly enough to meet the exit criteria set by the district.

Student Achievement Needs

Based upon campus data analysis and information on the new STAAR exam, these areas of need are identified and listed in priority order:

- All teachers need an understanding of the STAAR Readiness, Supporting and Process standards including how learning builds between grades and depends on earlier grades.
- Teachers need training on how STAAR will assess eligible TEKS at a higher cognitive level.
- Teachers need training on how to effectively use manipulatives to teach concrete math concepts before trying to teach the concept abstractly.
- There continues to be a disconnect between students learning a concept and being able to apply that concept in a variety of ways.
- More time needs to be devoted in literacy in the primary grades.

School Culture and Climate

School Culture and Climate Summary

Safety is a priority at Santa Rita. Changes are made regularly to improve student safety. A campus discipline team is meeting regularly throughout the 2012-2013 school year in order to write a campus wide discipline program to address Tier I discipline issues. There were a total of 432 discipline referrals during the 2011-2012 school year. The majority of those were for minor infractions. During the 2011-2012 school year, there were 18 referrals to DAEP, 83 Off Campus Suspensions and 85 In Campus Suspensions. There were 187 referrals for violations to the Student Code of Conduct and 22 referrals for fighting.

School Culture and Climate Strengths

Region 18 conducted a safety audit and there were no violations.

Book study on Schoolwide Discipline Plan Without the Loopholes.

School Culture and Climate Needs

Written campus-wide discipline plan for Tier I student behavior that will result in fewer discipline referrals.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Santa Rita experienced a high staff turnover rate last year due to several factors, most of which are due to the economy in Midland.

Staff Quality, Recruitment, and Retention Strengths

There is at least one experienced lead teacher per grade level that is returning from last year.

All 1st year teachers are assigned a mentor to support them through the 1st year.

Staff Quality, Recruitment, and Retention Needs

Strong staff development and support are needed to retain the 15 new teachers at Santa Rita, 11 of which are first year teachers.

Family and Community Involvement

Family and Community Involvement Summary

Santa Rita has a very active PTA that provides support through fundraising, Room Moms, Book Fairs, Parent support programs, and community service projects. We also have a great relationship with Christ Church of Midland that provides mentor and donation support for at-risk students. We have many community organizations that provide educational presentations such as: PDAP, Life Center, Rape Crisis Center, Safe Place, Rays of Hope. The Rotary Club gives dictionaries to 3rd grade students. Wells Fargo, Midland Need to Read and the Rotary Club present a book to each 1st grade student.

Family and Community Involvement Strengths

Christ Church of Midland provides mentors for at-risk students through the Kid's Hope program.

Very active PTA.

Partners in Education - Apache, Dickey's BBQ, Albertsons, Target, Dominos Pizza

Family and Community Involvement Needs

Technology

Technology Summary

Santa Rita does not have the funds necessary to adequately equip each classroom with the needed technology hardware.

Technology Strengths

Smart Boards and document cameras in grades 1-6.

90 NEOs

Technology Needs

Each classroom needs to be set up with a SmartBoard, document camera and at least five student use computers.

WiFi access

Mobile laptop lab

iPads for student use

Comprehensive Needs Assessment Data Documentation

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

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- PBMAS data
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Prior year(s) campus and/or district improvement plans
- Special education population, including performance, discipline, attendance, and mobility
- ELL population, including performance, discipline, attendance and mobility
- Class size data
- Texas STaR Chart
- PDAS data
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and/or STAAR L test results
- Local Reading Diagnostic Assessment Data
- Local Math Diagnostic Assessment Data
- Race/Ethnicity data, including performance, discipline, attendance and mobility
- Dyslexic population, including performance, discipline, attendance and mobility
- Response to Intervention (RtI) data

Goals

Goal 1: Santa Rita will support high academic standards.

Performance Objective 1: 95% of all Santa Rita students will meet or exceed proficiency standards while 50% of Santa Rita students will achieve the highest standards by attaining the Advanced Academic level on the STAAR in all content areas.

Summative Evaluation: STAAR results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) All students will receive individualized instruction based on diagnostic data to ensure student success.	Teachers, Campus Administrators	Diagnostic data from district assessments, STAR Early Literacy, STAR Reading, STAR Math, Accelerated Math, teacher observations, STAAR, Fountas & Pinnell, and other district approved assessments				
2) Students working above grade level will receive enrichment activities to enhance their learning.	Teachers, Campus Administrators	Growth in all academic areas as shown through F&P data, STAR Early Literacy data, STAR Reading data, STAR Math data, teacher observations and/or other district assessment data.				
3) Disaggregation of data will be used to identify student strengths and weaknesses to determine instructional priorities.	Teachers, Campus Administrators	Improvement in all assessment data				
4) 6th grade students will tour Texas Tech University to enhance college knowledge and available college resources.	Counselor, Teachers, Campus Administrators	Student survey				
	Funding Sources: Donations - \$2500.00, PTA - \$1200.00					

Goal 1: Santa Rita will support high academic standards.

Performance Objective 2: 100% of Santa Rita students will participate in learning environments with high expectations for learning that are safe, drug free, and conducive to learning while promoting a healthy lifestyle.

Summative Evaluation: PEIMS discipline data, parent, student and teacher feedback

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) All students will participate in various programs to promote character and build positive relationships. These programs include but are not limited to: Kid's Hope Mentoring program, Red Ribbon Week, student mentoring program, Wildcat Council, Bullying Awareness & Prevention Activities, Social Skills training groups, Being Safe program, PDAP presentation, Life Center presentations	Teachers, Counselor, Campus Administrators Funding Sources: PTA - \$112.15	Increased number of service projects, decreased number of discipline referrals, decreased number of bullying allegations				
2) Implementing the District and Campus Crisis Management Plan	Campus Administrators, Teachers, District Police	100% Compliance with crisis drill expectations				
3) A campus behavior team will write a campus-wide discipline plan while going through on-going training throughout the year.	Campus Administrators, teachers	Creation of a strong, well-written campus discipline plan.				

Goal 1: Santa Rita will support high academic standards.

Performance Objective 3: 100% of Santa Rita students will be involved in moderate to vigorous physical activity to support high academic achievement

Summative Evaluation: Fitnessgram, Walk Across Texas, teacher observation

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Students in grades K-6 will participate in moderate to vigorous physical exercise during Physical Education classes for 135 minutes per week.	Teachers	Increased results on Fitnessgram				
2) Students will participate in activities to promote physical health including but not limited to: Walk Across Texas, Jump Rope for Heart, Walk for Diabetes, CATCH activities, Health Night, Family Dance Night	Teachers	Increased participation in activities				

Goal 1: Santa Rita will support high academic standards.

Performance Objective 4: Santa Rita administrators, teachers and counselors will work collaboratively with Junior High campuses a minimum of twice a year to provide smooth transitions from elementary to Junior High.

Summative Evaluation: Early enrollment records, SPED transition meetings

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Sixth grade students and parents will be introduced to Junior High Curriculum requirements and the six year graduation plan.	Counselor	Early Enrollment Documents				
2) Special Ed. staff from Santa Rita will work with the Special Ed. staff from the Junior High Campuses to ensure a smooth transition of services for all Special Ed. Students	Special Ed. teachers, diagnosticians, counselors	All IEP documentation successfully transferred to receiving Junior High.				
3) In the spring, the 6th grade students will go to visit the Junior High they will be attending for a tour, orientation and explanation and demonstration of certain electives.	Junior High and Elementary administrators, teachers, and counselors	Early Enrollment Documents				
	Funding Sources: Donations - \$2500.00, PTA - \$1200.00					

Goal 1: Santa Rita will support high academic standards.

Performance Objective 5: Santa Rita will work to improve daily attendance to an overall 97%.

Summative Evaluation: Average Daily Attendance

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) The Santa Rita attendance committee will meet a minimum of once a six weeks to review student absences and make contact with parents of students that are having attendance problems.	Campus Administrators, teachers, counselor	Fewer truancy filings				

Goal 1: Santa Rita will support high academic standards.

Performance Objective 6: 100% of Bilingual Parent Denials and ESL students will demonstrate a minimum increase of one level of growth in all areas on TELPAS.


Summative Evaluation: TELPAS results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) All teachers with ESL, parent denial and monitor students will be trained on the ELPS and the PLDs in order to support English Language proficiency growth.	Campus Administrators, teachers	increased English Language proficiency for all ELL students as measured on TELPAS				

Goal 2: Santa Rita will uniformly use effective instructional strategies.

Performance Objective 1: 100% of Santa Rita students working at least one grade level below grade level will receive targeted interventions.

Summative Evaluation: District Benchmark data, STAR Early Literacy, STAR Reading & Math, Fountas & Pinnell Benchmark Assessment System, STAAR, SRI/SPI

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) All students who are not performing on grade level and those who are at risk of performing below grade level will receive interventions in order to close the achievement gaps. Interventions will include, but are not limited to, Read 180, System 44, Take Flight, Imagine Learning, Leveled Literacy Intervention, Accelerated Math, as well as other interventions as determined by the STAT committee.	Campus Administrators, teachers	Minimum of 5% decrease in the gap between student performance and student expectation				
	Funding Sources: 199 Local - \$4500.00, 199 Local - \$3000.00					
2) All students in need of intervention will be referred to the Student-Teacher Assistance Team (STAT) for additional support.	Campus Administrators, teachers, Campus Leadership Team	All students demonstrating need for intervention will be referred to the STAT committee.				
						

Goal 2: Santa Rita will uniformly use effective instructional strategies.

Performance Objective 2: 100% of Santa Rita students will receive core content instruction using the district provided and/or CSCOPE scope & sequence.

Summative Evaluation: District Benchmark Assessments

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) All Santa Rita teachers will deliver instruction based on the scope & sequence provided by the Teaching & Learning Staff.	Campus administrators, teachers	Increased performance on district created benchmark assessments aligned to the scope & sequence.				

Goal 3: Santa Rita will recruit, develop, and support highly motivated staff members who maximize student success.

Performance Objective 1: 100% of Santa Rita teachers will be considered highly qualified under NCLB criteria.

Summative Evaluation: Certification review, PDAS, IFVs

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) A campus team will interview and select highly qualified teachers using NCLB criteria.	Campus Administrators, Campus Interview Team	High student performance based on teacher effectiveness.				

Goal 3: Santa Rita will recruit, develop, and support highly motivated staff members who maximize student success.

Performance Objective 2: Staff development opportunities in Reading, Language Arts, Math and Science will be provided to 100% of Santa Rita teachers to allow them to grow personally and professionally in order to improve instruction which will have a positive effect on student achievement.

Summative Evaluation: PDAS, IFVs, student assessment data

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Staff development activities will be provided based on campus and individual needs.	Campus administrators, teachers, T&L staff	Successful implementation of staff development activities as evidenced by student achievement.				
	Funding Sources: 199 Local - \$465.00					

Goal 4: Santa Rita will prepare technologically advanced students.

Performance Objective 1: Santa Rita will exhibit continuous improvement in the areas of technology by reaching an overall campus rating of developing technology in 100% of the four key areas as reported by the STAR chart survey.

Summative Evaluation: STAR chart proficiencies

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Increase the amount of technology based instruction, equipment, software and staff development to meet SBEC standards.	Campus administrators and teachers	review of budget expenditures, IFV documentation				
	Funding Sources: PTA - \$8800.00, 199 Local - \$6232.00					
2) 100% of Santa Rita teachers will meet standard on the district technology proficiency assessment.	Campus Administrators, teachers	Assessment results.				

Goal 5: Santa Rita will provide facilities that support exemplary learning environments

Performance Objective 1: 100% of teachers will have SmartBoards, document cameras and a minimum of one student use computer.


Summative Evaluation: Budget expenditures, software utilization reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Increase the number of classrooms with access to technology such as SmartBoards, document cameras, and more student computers by two classrooms per year.	Campus Administrators	Increase in number of classrooms with appropriate technology access.				
	Funding Sources: PTA - \$8800.00, 199 Local - \$6232.00					

Goal 6: Santa Rita will fully develop positive partnerships with Midland's community and business organizations.

Performance Objective 1: Santa Rita will reach out to community and business organizations through Partners in Education to meet the needs of students.

Summative Evaluation: Summary of PIE activities.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Christ Church of Midland will provide mentors to work with at-risk students once a week through the Kid's Hope program.	Teachers, Counselor, Campus Administrators	Decreased discipline referrals and increased student performance for students working with a mentor.				
2) Santa Rita Partners In Education will continue to provide funds to allow 6th grade students to tour Texas Tech to promote a college going culture.	Campus Administrators, 6th grade teachers, Counselor	Student survey				
	Funding Sources: Donations - \$2500.00, PTA - \$1200.00					
						

Goal 6: Santa Rita will fully develop positive partnerships with Midland's community and business organizations.

Performance Objective 2: Santa Rita will continue to provide opportunities for parents to participate in their child's education by holding a minimum of two evening informative, instructional meetings and six PTA meetings in order to increase parent involvement by 20% during the 2012-2013 year.

Summative Evaluation: Sign-in sheets, parent feedback

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Opportunities for parent involvement include but are not limited to: Meet the Teacher Night, Math Night, Fall Festival, PTA meetings, Grade level performances, Family Fitness Night, parent conferences, campus webpage, PAW Binders, Gradespeed access, PK/HS parent training, Life Center presentations, Breakfast with Books, Walk Across Texas activities, Field Day, Class parties, field trips, Kindergarten Round-up, Junior High Parent meeting, Review of AEIS data	Campus Administrators, teachers	Increased number of parents participating in Parent Involvement activities.				

Goal 7: Santa Rita will exercise fiscal responsibility.

Performance Objective 1: Santa Rita administrators will solicit input from stakeholder groups that include representation from teachers, parents and community members concerning school needs

Summative Evaluation: CEIC meeting minutes, PTA Board minutes, faculty meeting agendas

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Campus administrators will solicit input during faculty meetings, CEIC meetings, and PTA Board meetings on campus needs and the budgetary implications of those needs.	Campus Administrators, teachers	CEIC, PTA Board, faculty feedback				

State Compensatory

Budget for Santa Rita Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6119.00.123.2.24	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$58,000.00
	6100 Subtotal:	\$58,000.00

Personnel for Santa Rita Elementary:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Jennifer Spaulding	Teacher	Read 180/System 44	1.0

2012-2013 Campus Education Improvement Committee

Committee Role	Name	Position	Signature
Business Representative	Carey Lawrence	Owner, Winch & Wrench	
Business Representative	Kristi McKnight	Owner, McKnight Photography	
Campus Administrator	Kellie Ebenstein	Principal	
Campus Administrator	Linda Silvas	Asst. Principal	
Classroom Teacher	Sarah Andrews	1st Grade teacher	
Classroom Teacher	Christi Barnes	5th Grade teacher	
Classroom Teacher	Katie Fink	Life Skills teacher	
Classroom Teacher	Tracy Jordan	3rd Grade teacher	
Classroom Teacher	Mary Lehrer	6th Grade teacher	
Classroom Teacher	Jennifer Mahan	2nd Grade teacher	
Classroom Teacher	Kisha Samsel	4th Grade teacher	
Classroom Teacher	Tammy Shoults	Kindergarten teacher	
Classroom Teacher	Jennifer Spaulding	Read 180/System 44 teacher	
Non-classroom Professional	Yvette Lozano	Counselor	
Parent	Carmen Hayes		
Parent	Annie Martin		
Support staff	Keitha Butler	Office/Library Clerk	

Campus Funding Summary

199 Local					
Goal	Objective	Strategy	Summary	Account Code	Amount
2	1	1	Purchase LLI Red kit, 20 additional Imagine Learning licenses		\$4,500
2	1	1	Purchase LLI Red kit, 20 additional Imagine Learning licenses		\$3,000
3	2	1	PDAS online course		\$465
4	1	1	purchase 6 new student use computers, 4 document cameras, 4 SmartBoards (PTA)		\$6,232
5	1	1	Purchase of 6 new student use computers, 4 document cameras, 4 SmartBoards		\$6,232
Sub-Total					\$20,429
Donations					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	4	Partner In Education and PTA donations to fund Tech trip		\$2,500
1	4	3	Partner in Education & PTA donations for 6th grade Tech trip		\$2,500
6	1	2	Partner in Education & PTA donations for 6th Grade Tech trip		\$2,500
Sub-Total					\$7,500
PTA					
Goal	Objective	Strategy	Summary	Account Code	Amount
1	1	4	Partner In Education and PTA donations to fund Tech trip		\$1,200
1	2	1	Red Ribbon Week Supplies		\$112
1	4	3	Partner in Education & PTA donations for 6th grade Tech trip		\$1,200
4	1	1	purchase 6 new student use computers, 4 document cameras, 4 SmartBoards (PTA)		\$8,800
5	1	1	Purchase of 6 new student use computers, 4 document cameras, 4 SmartBoards		\$8,800
6	1	2	Partner in Education & PTA donations for 6th Grade Tech trip		\$1,200
Sub-Total					\$21,312

	Grand Total \$49,241
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