

Galena Park Independent School District

North Shore Elementary School

2019-2020 Campus Improvement Plan

Accountability Rating: B



Mission Statement

The mission of North Shore Elementary is to prepare our students to become productive citizens and life long learners in society.

Vision

The vision of North Shore Elementary is to create a safe campus that has high academic standards for all students, and work collaboratively with teachers, parents, and students to make positive contributions to the community.

Core Beliefs

North Shore Elementary is committed to the education and well-being of all our students. The following virtues will be used in order to guide our policies, procedures, programs, and day-to-day decisions.

Tolerance: We will work collaboratively and be open to each other's ideas to help promote students success.

Responsibility: We will promote and support both the campus and district mission and vision for academic achievement.

Confidence: We will build students' belief in self achievement of their goals.

Perseverance: We will create students that continue to strive to be life long learners even when faced with various obstacles.

Discipline: We will provide a safe environment for all students, in which they are able to control their thoughts and actions in order to make good choices..

Respect: We will treat one another with dignity and courtesy.

Honesty: We will be straightforward in all conversations and actions

Compassion: We will demonstrate care and concern for the welfare of students, staff, and the community in order to promote a safe environment in which all students can learn.

Friendliness: We will provide an environment in which we are considerate, kind, and generous to others in all aspects of our

daily routines.

Service: We will develop positive relationships with school, staff, and community.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

North Shore Elementary (NSE) is the largest of 15 elementary campuses in the Galena Park Independent School District. The highest enrollment count has been 1,117 and the lowest enrollment count has been 993. The school services Pre-K (4year olds) to 5th grade. We have multiple special education programs (Life Skills, FOCUS, PASS, Resource, Co-Teach); Gifted & Talented; 504, Dyslexia and Tiered intervention programs (RtI). 51.5% of the student population is enrolled in bilingual and English language programs. 67.2% of students are considered at risk of dropping out of school. The accountability rating for the campus is B. The school is ranked among the top 50% in the state of Texas. The current campus administrator, Mrs. Esmeralda Perez, has been the building Principal for the last 13 years. Under her leadership the campus has received exemplary ratings and many other distinctions as awards over the years.

The student population at North Shore Elementary:

- 84.5% Hispanic
- 9.0% African American
- 5.1% White
- 0.8% Two or more races
- 0.1% Not Specified

Student/Teacher ratio: 18.9

88.5% of students receive a free or discounted lunch

North Shore Elementary schools employs 52.3 full-time teachers

Demographics Strengths

- Identification process for homeless students.
- Outreach program for students with excessive absences by utilizing the district provided software (RAA WEE) and by conducting parent conferences and home visits.

- Identifying our low social economic students and ensuring that they are successful.
- Ensuring that all student get free breakfast and lunch as well as school supplies and uniforms as needed.
- More students in all subpops are being identified GT.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Campus Enrollment numbers have increased steadily over the last several years. **Root Cause:** The students attending North Shore Elementary on a Shared Residency Affidavit has increased over the last several years.

Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. **Root Cause:** Parents do not see the value in building the partnership with the teacher.

Student Academic Achievement

Student Academic Achievement Summary

NSE is a school that has Met Standard on the state assessments accountability rating. We did receive the first Quartile in Attendance at 97.2%.

3rd Grade Reading

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
175	141	77%	66%	38%	35%	17%	18%

4th Grade Reading

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
156	183	56%	77%	28%	38%	16%	15%

5th Grade Reading

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
140	156	82%	80%	57%	38%	19%	15%

3rd Grade Math

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
175	141	77%	67%	46%	30%	20%	14%

4th Grade Math

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
156	183	83%	82%	54%	51%	28%	32%

5th Grade Math

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
140	156	92%	87%	59%	55%	24%	34%

4th Grade Writing

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
156	179	62%	68%	35%	26%	8%	6%

5th Grade Science

# of Students		Approaches		Meets		Masters	
2018	2019	2018	2019	2018	2019	2018	2019
138	158	64%	68%	29%	42%	12%	16%

Student Academic Achievement Strengths

- School support sessions with Campus Instructional Coaches to assist with curriculum corner plans
- Push in/pull out groups
- Fact Fluency/STEM Lab
- I-Station Reading implementation

- IPAD Implementation
- Data Driven Decision making by administrators, teachers, and CICs
- Progress Monitoring
- Modeling & Coaching
- District Competition
- Meets to Masters Interventions
- Instructional Rounds
- Balanced Literacy/Anchor Charts (Campus Focus)

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Our Science scores have increased slightly over the last two years, but we continue to be below the district average. **Root Cause:** 5th grade Math/Science teachers need to take ownership of Science. It is not just the job of the Science Lab Teacher to ensure mastery of the concepts.

Problem Statement 2: Students are not aware of expected goals of upcoming assessments, etc. **Root Cause:** Even though a procedure is in place and teachers are given goal setting cards they are not followed with fidelity.

Problem Statement 3: Students are not aware of expected outcomes **Root Cause:** NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Problem Statement 4: Effective planning containing all the components is lacking at NSE. **Root Cause:** Teachers do not see it as a priority and do not follow the plans that are in Eduphoria with fidelity.

Problem Statement 5: The Science Scores of the EL are significantly lower than the rest of the population. **Root Cause:** The EL students struggle with the academic language and vocabulary.

School Processes & Programs

School Processes & Programs Summary

This year NSE has formed a committee that has the specific duty of ensuring that we have our curriculum tightly aligned with the standards and 21st Century Learning Skills. We ensure that teachers are implementing the districts curriculum by visiting classrooms regularly. NSE teachers are also held accountable for implementation fidelity. A variety of assessments are used to assist in making instructional decisions that impact student academic success. The assessment data is also used to provide needed interventions. NSE teachers and instructional coaches collaborate to discuss the results of the data and the effectiveness of the implemented interventions.

School Processes & Programs Strengths

- Planning vertically and horizontally.
- Data driven decisions based on student achievement.
- Making necessary interventions for student success.
- Tutorials offered in grades Kinder through 5th, with a special emphasis on the Meets to Masters students.
- Math and Reading camp.
- Instructional Rounds and Powerwalks.
- Math and Science Family Night.
- STEM lab and ELA lab.
- Increased intervention time with CICs

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: The Response to Intervention program is not being utilized effectively at NSE. **Root Cause:** There is a disconnect in the RTI Process between the Coordinator(s) and teachers. Teachers are not effectively trained to know what is expected of them. There is a lack of follow through on part of the Coordinator and the Teacher(s)

Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. **Root Cause:** Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Problem Statement 3: Computer programs and technology resources are not being utilized with fidelity. **Root Cause:** Teacher training on the use of the

programs (Kurzweil, etc.) and resources (lightspeed, etc.) is not a priority.

Perceptions

Perceptions Summary

NSE has a family-oriented campus culture due to its open door policy to the parents. We welcome parent involvement through our PTA Volunteers for our many activities around the campus. The students enjoy participating in our many programs that enrich our students' educational experience, which include the Fall Festival, Polar Express Day, Friendship Dance, Talent Show, Field Day, Pancakes for Parents, Dads and Donuts, Moms and Muffins, and Grandparents breakfast.

Our Foundations Committee is a committee that is continuously working to help make NSE a safe place for all students and staff. Students and parents are aware of the expectations of our school, Pony P.R.I.D.E. Procedures and Expectations of NSE.

Perceptions Strengths

- Students and staff motivation to improve our school attendance.
- Monthly Grade Level Meetings with administrators.
- Weekly calendars (Week at A Glance) to inform teachers of all campus and district staff development and activities.
- Campus goals are aligned with goals of the district.
- Family-oriented atmosphere and working environment for our staff and teachers.
- Building good relationships amongst team and coworkers.
- Teachers and staff are 100% highly qualified.
- Quality mentoring program and support network.
- Parent Communication through various methods in both languages.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student discipline referrals sent to the office have increased and the behaviors have not changed. **Root Cause:** Students are referred to office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Problem Statement 2: Student attendance rate has steadily declined as the year progresses. **Root Cause:** The attendance committee has failed to follow through with the implementation of the attendance plan for each of the six weeks concerning incentives, conferences, etc.

Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. **Root Cause:** Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Priority Problem Statements

Problem Statement 1: Campus Enrollment numbers have increased steadily over the last several years.

Root Cause 1: The students attending North Shore Elementary on a Shared Residency Affidavit has increased over the last several years.

Problem Statement 1 Areas: Demographics

Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership.

Root Cause 2: Parents do not see the value in building the partnership with the teacher.

Problem Statement 2 Areas: Demographics

Problem Statement 3: Our Science scores have increased slightly over the last two years, but we continue to be below the district average.

Root Cause 3: 5th grade Math/Science teachers need to take ownership of Science. It is not just the job of the Science Lab Teacher to ensure mastery of the concepts.

Problem Statement 3 Areas: Student Academic Achievement

Problem Statement 4: Students are not aware of expected goals of upcoming assessments, etc.

Root Cause 4: Even though a procedure is in place and teachers are given goal setting cards they are not followed with fidelity.

Problem Statement 4 Areas: Student Academic Achievement

Problem Statement 5: Students are not aware of expected outcomes

Root Cause 5: NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting

walkthroughs, power walks, and instructional walks.

Problem Statement 5 Areas: Student Academic Achievement

Problem Statement 6: Effective planning containing all the components is lacking at NSE.

Root Cause 6: Teachers do not see it as a priority and do not follow the plans that are in Eduphoria with fidelity.

Problem Statement 6 Areas: Student Academic Achievement

Problem Statement 7: The Response to Intervention program is not being utilized effectively at NSE.

Root Cause 7: There is a disconnect in the RTI Process between the Coordinator(s) and teachers. Teachers are not effectively trained to know what is expected of them. There is a lack of follow through on part of the Coordinator and the Teacher(s)

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 8: Even though available through several methods, parental concern about effective communication is still a concern.

Root Cause 8: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Problem Statement 8 Areas: School Processes & Programs

Problem Statement 9: Computer programs and technology resources are not being utilized with fidelity.

Root Cause 9: Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) is not a priority.

Problem Statement 9 Areas: School Processes & Programs

Problem Statement 10: Student discipline referrals sent to the office have increased and the behaviors have not changed.

Root Cause 10: Students are referred to office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Problem Statement 10 Areas: Perceptions

Problem Statement 11: Student attendance rate has steadily declined as the year progresses.

Root Cause 11: The attendance committee has failed to follow through with the implementation of the attendance plan for each of the six weeks concerning incentives, conferences, etc.

Problem Statement 11 Areas: Perceptions

Problem Statement 12: Teachers, although various methods are available, have expressed concern that communication is not effective.

Root Cause 12: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Problem Statement 12 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- 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
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions

Student Data: Student Groups

- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Enrollment trends

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Other additional data

Goals

Goal 1: NSE will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 1: NSE will provide regular communication/recognition for students, parents, and staff.

Evaluation Data Source(s) 1: Remind APP

PTA Meetings

Notes, Flyers, Phone calls utilizing School Status and ParentLink.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) 1) Communication with parents will be accomplished by newsletters, parent phone calls, school website and with the Social Media updates.	Administrators, Office Staff, and Teachers					
Problem Statements: School Processes & Programs 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Goal 1: NSE will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 2: NSE will continue a coordinated Health/Wellness program

Evaluation Data Source(s) 2: Brighter Bites Data and Documentation. CATCH Lessons, etc.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Parents will be provided information on improving student nutrition and physical activities as related to the home through parent newsletters and meetings. Review lunch menu with students to discuss health benefits of offered meals(Whoa, Slow and Go foods).	Health & Wellness Team	Parent evening provided and packets sent to parents				
	Problem Statements: Demographics 2					
2) The campus health and wellness team will meet with classroom teachers, PE teachers, nurse and cafeteria in training, implementing, monitoring, and evaluating a wellness program.	Nurse	Meetings held as noted on attendance reports and minutes of meetings				
	Problem Statements: Student Academic Achievement 3					
3) Utilize counselors, CYS worker and district intervention department as resources in helping students to be accountable for their actions.	Campus Administration	Students receive additional services as needed				
	Problem Statements: Perceptions 1					
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
Student Academic Achievement
Problem Statement 3: Students are not aware of expected outcomes Root Cause 3: NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Perceptions

Problem Statement 1: Student discipline referrals sent to the office have increased and the behaviors have not changed. **Root Cause 1:** Students are referred to office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Goal 1: NSE will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 3: NSE will create a healthy environment so staff and students thrive and are productive.

Evaluation Data Source(s) 3: Students will utilize character education strategies to avoid discipline issues. Early Act First Knight Curriculum will be taught in the Enrichment Rotation and will be celebrated during ceremonies throughout the year.

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Prevention of unwanted physical or verbal aggression, sexual harassment, and bullying will be integrated into the Foundations and CHAMPS behavior program along with the PONY P.R.I.D.E.	Foundations Team classroom teachers	Variety of activities completed by students				
2) Conduct sessions in classrooms on the topics of bullying, aggressive behavior, and sexual harassment	Counselor	Observation of consistency in implementation of TBSI				
3) Discipline team will work with concerns in area of school discipline in order to enhance an environment conducive to learning, Foundations program will be implemented.	Campus Administration, Foundations Team	Discipline team will make recommendation as evidenced by written report.				
4) Train faculty on Texas Behavior Support Initiative (TBSI) Training to properly restrain students as needed.	Campus Administration, Foundations Team	Observation of consistency in implementation of TBSI				
5) Review cafeteria discipline plan and make recommendations for improvement.	Foundations Team	Cafeteria guidelines developed & students demonstrate adherence to the plan.				
6) Continue to implement our Early Act First Knight Character Education program and curriculum at NSE. Review discipline expectations and model the "Knightly" behavior at all grade levels.	EAFK Committee and Administrators	Monthly virtues will have an impact on student discipline and attitudes on campus.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: NSE will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 1: NSE will increase student, teacher and parent awareness of college and career opportunities

Evaluation Data Source(s) 1: Students will be aware of college and career choices through monthly college highlights, as well as Career days.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide activities and encouragement so that all students may develop the mind set that graduation is a given and additional formal education is a necessity. -Class of (year) -College night for parents/students -College days-teachers wear their university shirts -Career awareness -Field trips to local colleges and universities -Lunch with principal	Campus administration, counselors, teachers, College awareness committee	Activities conducted and evaluations positive				
			Problem Statements: Demographics 2 - School Processes & Programs 2			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> = Accomplished </div> <div style="text-align: center;"> = Continue/Modify </div> <div style="text-align: center;"> = No Progress </div> <div style="text-align: center;"> = Discontinue </div> </div>						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Goal 2: NSE will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 2: NSE will continue to provide transitional opportunities to students and parents on our campus.

Evaluation Data Source(s) 2: Students will be able to make transitions smoothly from one grade level to the next.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Bilingual students will be provided an opportunity to transition to English by being immersed in an environment that promotes listening, speaking, reading, writing, and learning in Spanish and English.	Administrators, Teachers	Students exit bilingual program before entering middle school.				
Problem Statements: Student Academic Achievement 2, 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Student Academic Achievement
Problem Statement 2: Students are not aware of expected goals of upcoming assessments, etc. Root Cause 2: Even though a procedure is in place and teachers are given goal setting cards they are not followed with fidelity.
Problem Statement 3: Students are not aware of expected outcomes Root Cause 3: NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Goal 2: NSE will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 3: Ensure counselor's role retains focus on implementation of the Comprehensive Guidance Program to assist students in developing skills they need to enhance their personal, social, emotional and career development

Evaluation Data Source(s) 3: There will be a reduction in the number of office referrals by 5% from previous year.

Summative Evaluation 3: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) The counselor will present the seven components of TEA's comprehensive guidance plan: 1) Self confidence 2) Cross cultural effectiveness 3) Decision making 4) Responsible behavior 5) Motivation to achieve 6) Interpersonal effectiveness 7) Communication skills	Counselor	Program presented; end of year report indicates accomplishment; counselor survey				
	Problem Statements: Demographics 2					
2) NSE will provide counseling program for students and parents that encourage college preparation and career planning. Activities may include: college day; college/career evening for parents and students; field trip to local colleges or universities; college/career fair.	Counselor	Programs presented; end of year counselor's survey indicate accomplishment				
	Problem Statements: Demographics 2 - School Processes & Programs 2					
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Goal 3: NSE will ensure student growth in tested areas.

Performance Objective 1: All NSE students will meet or exceed the state average in all tested areas.

Evaluation Data Source(s) 1: When compared to last year's assessment scores, there will be an increase in student performance in areas of ELA/Reading, Writing, Math and Science.

Summative Evaluation 1: Met Performance Objective

Next Year's Recommendation 1: Possible addition of lower grade Science Lab teacher or STEM Teacher.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide on-going support and staff development for STAAR focusing on each subject area: math, reading, writing and science and how to better serve our ELL and White subpops.	Campus Administration and Instructional coaches	District Benchmarks & STAAR Results				
Problem Statements: Student Academic Achievement 1, 2, 3						
2) Utilize science and computer labs in all grade levels and provide hands-on activities and concepts related to each subject. Provide an ELL Summer Science program focusing on science concepts and vocabulary for all incoming fifth graders.	Campus Administration, and Computer and Science instructional coaches	District Benchmarks & STAAR results				
Problem Statements: Student Academic Achievement 1 - School Processes & Programs 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

Student Academic Achievement
Problem Statement 1: Our Science scores have increased slightly over the last two years, but we continue to be below the district average. Root Cause 1: 5th grade Math/Science teachers need to take ownership of Science. It is not just the job of the Science Lab Teacher to ensure mastery of the concepts.
Problem Statement 2: Students are not aware of expected goals of upcoming assessments, etc. Root Cause 2: Even though a procedure is in place and teachers are given goal setting cards they are not followed with fidelity.

Student Academic Achievement

Problem Statement 3: Students are not aware of expected outcomes **Root Cause 3:** NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

School Processes & Programs

Problem Statement 3: Computer programs and technology resources are not being utilized with fidelity. **Root Cause 3:** Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) is not a priority.

Goal 3: NSE will ensure student growth in tested areas.

Performance Objective 2: NSE campus administrators will monitor student performance and achievement gap of special populations and programs

Evaluation Data Source(s) 2: When comparing various assessment scores from last year, there will be an increase in student performance of our special population.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Next Year's Recommendation 2: Continue to monitor interventions and growth for SPED Pop. Continue to provide extended planning opportunities for teachers.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Assess students and monitor progress in each subject with district assessments based on the district testing calendar. Special focus on ELL's, White and Spec. Ed. subpops.	All classroom teachers and instructional coaches	Pre-assessments & benchmark tests administered and scores disaggregated and utilized in planning				
Problem Statements: Student Academic Achievement 1, 4						
2) Disaggregate STAAR and assessment data and use information to determine: 1) Program strength 2) Student strengths and weaknesses: ELL's and AA 3) Tutorial groups	Administrators and instructional	Data disaggregated and used by campus in planning				
Problem Statements: Student Academic Achievement 3, 4						
3) Pre-K teachers plan with Kindergarten teachers in order to assist transition from "at-risk" program to elementary school program.	PK teachers	Teachers plan together as evidenced by meeting notes.				
Problem Statements: Demographics 2						
4) Campus Early Intervention Specialist will use research based materials (i.e. Reading Coach) to provide instruction to dyslexia, at risk students, and students in KG - 2 who are not meeting expectations on DRA.	Campus Dyslexia teacher	Student's work evaluated District Benchmarks				
Problem Statements: Student Academic Achievement 4 - School Processes & Programs 1						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Demographics

Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. **Root Cause 2:** Parents do not see the value in building the partnership with the teacher.

Student Academic Achievement

Problem Statement 1: Our Science scores have increased slightly over the last two years, but we continue to be below the district average. **Root Cause 1:** 5th grade Math/Science teachers need to take ownership of Science. It is not just the job of the Science Lab Teacher to ensure mastery of the concepts.

Problem Statement 3: Students are not aware of expected outcomes **Root Cause 3:** NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Problem Statement 4: Effective planning containing all the components is lacking at NSE. **Root Cause 4:** Teachers do not see it as a priority and do not follow the plans that are in Eduphoria with fidelity.

School Processes & Programs

Problem Statement 1: The Response to Intervention program is not being utilized effectively at NSE. **Root Cause 1:** There is a disconnect in the RTI Process between the Coordinator(s) and teachers. Teachers are not effectively trained to know what is expected of them. There is a lack of follow through on part of the Coordinator and the Teacher(s)

Goal 3: NSE will ensure student growth in tested areas.

Performance Objective 3: District and campus will meet all state and federal accountability standards

Evaluation Data Source(s) 3: The campus will meet state accountability and system safe guards.

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) NSE will provide on-going tutorials throughout the year to all at risk students in risk of failing the STAAR tests.	All STAAR teachers, instructional coaches and administrators	Increased student performance				
Problem Statements: Student Academic Achievement 3, 4 - School Processes & Programs 1						
2) Campus reading instructional coach will provide instruction to small groups of students in grades 3, 4, & 5 when they are not meeting expectations on district assessments and STAAR.	Reading Instructional Coach	Student's work evaluated District Benchmarks & STAAR Results				
Problem Statements: Student Academic Achievement 1, 2, 3, 4						
3) Increase inclusion of students with disabilities in general education classrooms to provide the least restrictive learning environment	Resource and general education teachers	Total number of Special Ed. Students participating in general ed. classes.				
Problem Statements: School Processes & Programs 1						
4) Implement Response to Intervention (RtI) for students not performing on grade level in reading and math.	RtI Team	Student performance results				
Problem Statements: School Processes & Programs 1, 3						
5) Students and teachers will know the value of setting goals and monitoring performance.	CIC Campus Administrators					
Problem Statements: Student Academic Achievement 1, 2, 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

Student Academic Achievement

Problem Statement 1: Our Science scores have increased slightly over the last two years, but we continue to be below the district average. **Root Cause 1:** 5th grade Math/Science teachers need to take ownership of Science. It is not just the job of the Science Lab Teacher to ensure mastery of the concepts.

Problem Statement 2: Students are not aware of expected goals of upcoming assessments, etc. **Root Cause 2:** Even though a procedure is in place and teachers are given goal setting cards they are not followed with fidelity.

Problem Statement 3: Students are not aware of expected outcomes **Root Cause 3:** NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Problem Statement 4: Effective planning containing all the components is lacking at NSE. **Root Cause 4:** Teachers do not see it as a priority and do not follow the plans that are in Eduphoria with fidelity.

School Processes & Programs

Problem Statement 1: The Response to Intervention program is not being utilized effectively at NSE. **Root Cause 1:** There is a disconnect in the RTI Process between the Coordinator(s) and teachers. Teachers are not effectively trained to know what is expected of them. There is a lack of follow through on part of the Coordinator and the Teacher(s)

Problem Statement 3: Computer programs and technology resources are not being utilized with fidelity. **Root Cause 3:** Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) is not a priority.

Goal 4: NSE will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 1: NSE will implement an enrichment program that addresses the needs of individual students so that they can experience success in PE, Art, Music, and Library.

Evaluation Data Source(s) 1: There will be an increase in the number of students participating in fine arts program when compared to students participating in program last year.

Summative Evaluation 1: Met Performance Objective

Next Year's Recommendation 1: Look for ways to incorporate PK into rotation due to full day Pre-K.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Students will be provided with weekly instruction in fine arts.	Enrichment Teachers	Programs and activities held to feature students' skills and talents				
Problem Statements: Demographics 1, 2						
2) Continue to participate in 5th grade Olympiad.	PE Coach	Students will become aware of the importance of being fit.				
Problem Statements: Demographics 1, 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Campus Enrollment numbers have increased steadily over the last several years. Root Cause 1: The students attending North Shore Elementary on a Shared Residency Affidavit has increased over the last several years.
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.

Goal 4: NSE will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 2: Increase student participation in extra-curricular activities that will enhance student learning. (Choir, Art Club, Handbells, Recycling, Student Council, and EAFK service group, etc.)

Evaluation Data Source(s) 2: There will be an increase in the number of students participating in extra curricular activities when compared to students participating in extra curricular activities from last year.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) 4th and 5th grade students will have the opportunity to participate in hand bells and honor choir.	Music Teacher	Students will perform in a fall and spring show.				
Problem Statements: Demographics 1, 2						
2) Students will have opportunities to participate in various extracurricular activities outside the classroom: choir, art club, hand bells, recycling, EAFK Service Group, Safety patrol as well as several district sponsored events: spelling bee, geography bee, rodeo art, choir, fast on facts, UIL academic meet, Olympiad, and Multimedia Festival.	Committee chairpersons	Participation by students in these activities				
Problem Statements: Demographics 1, 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Campus Enrollment numbers have increased steadily over the last several years. Root Cause 1: The students attending North Shore Elementary on a Shared Residency Affidavit has increased over the last several years.
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.

Goal 5: NSE will have a 97% or higher staff attendance rate.

Performance Objective 1: NSE will offer incentives and encouragement to attain a teacher attendance rate of 97% or higher each nine weeks.

Evaluation Data Source(s) 1: Attendance Action Plan

Summative Evaluation 1: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide incentives to students and teachers each nine weeks and at the end of the year.	Campus administration	Increased attendance				
			Problem Statements: Perceptions 2, 3			
2) Teachers and administrators will communicate the importance of student attendance through the use of newsletters, parent conferences, PTA meetings, etc.	Administrators and teachers	Increased student attendance				
			Problem Statements: Demographics 2 - School Processes & Programs 2 - Perceptions 2			
3) Administrators will conference with Teachers who have three or more absences.	Administrator, and PEIMS clerk	Teacher Attendance will improve in 2019-2020 school year				
			Problem Statements: Perceptions 3			
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Perceptions

Problem Statement 2: Student attendance rate has steadily declined as the year progresses. **Root Cause 2:** The attendance committee has failed to follow through with the implementation of the attendance plan for each of the six weeks concerning incentives, conferences, etc.

Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. **Root Cause 3:** Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 6: NSE will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 1: NSE will continue to improve parent involvement, community relations and opportunities to participate in campus planning and decision making.

Evaluation Data Source(s) 1: Parental involvement will increase when compared to previous year which will be evident through sign in sheets for all parental involvement activities.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) District will distribute parental involvement surveys to campus.	Research & Evaluation Dept.	Surveys collected and evaluated, distribute for campus use				
Problem Statements: Demographics 2 - School Processes & Programs 2						
2) Campus will provide communication opportunities between school and parents, i.e. campus events: Weekly reports to parents, parenting training programs, Campus Report Card, parent conferences, praise notes to each child, Campus Open House, translating of communications into parents home language to extent possible, and campus monthly activities calendar and newsletter.	Campus administrators, counselors, CPAC team, all teachers	NSE activities calendar each month, weekly reports done				
Problem Statements: Demographics 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.

School Processes & Programs

Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. **Root Cause 2:** Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Goal 6: NSE will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 2: NSE will increase parent involvement and volunteer opportunities by providing a welcoming atmosphere for parents and volunteers.

Evaluation Data Source(s) 2: We will see an increase in parental involvement in volunteer opportunities throughout the year.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Welcome parents to Open House, STEAM, PTA, Parent Volunteer Program, and Adult Education classes	Administrators and Staff	Improved communication between home, community, and school Parent Surveys				
Problem Statements: Demographics 2 - School Processes & Programs 2						
2) NSE will offer Reading, Math and Science as well as a STAAR Family Night to better educate our parents on academic strategies and information relevant to each subject.	Counselor Specialists	Increase Parent Involvement Rate				
Problem Statements: Demographics 2 - School Processes & Programs 2						
3) Parent coordinator to provide flexible orientation and training for parents to assist or volunteer in the school. Training will include Title I orientation, NCLB/STAAR Night, and Parent/School Compact policy meeting	Parent Coordinator and Counselors	Increased number of volunteers in our school Parent Surveys				
Problem Statements: Demographics 2 - School Processes & Programs 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.

School Processes & Programs

Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. **Root Cause 2:** Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Goal 7: NSE will ensure high quality staff is employed.

Performance Objective 1: NSE will provide professional development or allow teachers to attend workshops to increase student achievement and job performance.

Evaluation Data Source(s) 1: Student achievement will increase.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Allow teachers to attend workshops /inservice during the day as requested to increase expertise in all content areas including how to serve our special populations.	Principal	Teacher and student success				
Problem Statements: Student Academic Achievement 4 - Perceptions 3						
2) Provide opportunities for teachers and staff to give input regarding campus and classroom needs related to achieving or increasing student success. (CPAC, grade level meetings, committee meetings, etc.)	administrators, Teachers, and Campus and District Specialists	Teacher and Student success.				
Problem Statements: Student Academic Achievement 4 - School Processes & Programs 3 - Perceptions 3						
3) Implement CPI and TBSI training	District personnel and administrators	Staff will implement strategies learned				
Problem Statements: Student Academic Achievement 3, 4 - Perceptions 1, 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

Student Academic Achievement
Problem Statement 3: Students are not aware of expected outcomes Root Cause 3: NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.
Problem Statement 4: Effective planning containing all the components is lacking at NSE. Root Cause 4: Teachers do not see it as a priority and do not follow the plans that are in Eduphoria with fidelity.

School Processes & Programs

Problem Statement 3: Computer programs and technology resources are not being utilized with fidelity. **Root Cause 3:** Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) is not a priority.

Perceptions

Problem Statement 1: Student discipline referrals sent to the office have increased and the behaviors have not changed. **Root Cause 1:** Students are referred to office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. **Root Cause 3:** Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 7: NSE will ensure high quality staff is employed.

Performance Objective 2: NSE will enhance programs that increase district's leadership capacity.

Evaluation Data Source(s) 2: We will see an increase in teacher leadership skills.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide opportunities for teachers to participate in Aspiring Administrator Academy.	Administrators and teachers	Increased leadership skills on campus				
Problem Statements: Perceptions 3						
2) Provide opportunities for teachers to attend job fairs to recruit teachers and staff.	Administrators and teachers	Increased leadership skills on campus.				
Problem Statements: Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 7: NSE will ensure high quality staff is employed.

Performance Objective 3: NSE will provide opportunities for teachers and staff to give input regarding campus and classroom needs related to achieving and/or increasing student success.

Evaluation Data Source(s) 3: Student achievement will increase.

Summative Evaluation 3: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide opportunities for teachers and staff to discuss campus and classroom needs during grade level meetings	Administrators	Needs addressed and increased student achievement				
Problem Statements: Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 7: NSE will ensure high quality staff is employed.

Performance Objective 4: NSE will maintain compliance with all Highly Qualified requirements.

Evaluation Data Source(s) 4: The campus meets all the Highly Qualified requirements.

Summative Evaluation 4: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) 100% of teachers and paraprofessionals hired are North Shore Elementary will be highly qualified as defined as defined by NCLB	Principal	Highly qualified teachers and paraprofessionals employed				
Problem Statements: Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 4 Problem Statements:

Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 7: NSE will ensure high quality staff is employed.

Performance Objective 5: NSE will continue to assess and implement efforts in recruiting and retaining highly qualified staff in identified shortage areas.

Evaluation Data Source(s) 5: The campus is able to recruit and retain highly qualified teachers.

Summative Evaluation 5: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide new teachers a mentor and CIC support	Administrators, CIC's	Staff survey shows 90% or higher satisfaction				
Problem Statements: Student Academic Achievement 1, 2, 3, 4 - Perceptions 1, 3						
2) Provide team building activities throughout the year.	Administrators and Leadership Team	Teacher retention rate will increase.				
Problem Statements: Perceptions 3						
3) Provide staff development to teachers as needed.	Principal	Teacher retention rate will increase				
Problem Statements: Student Academic Achievement 3, 4 - Perceptions 3						
4) Provide positive feedback to teachers such as notes, medals, luncheons, recognitions, etc.	Administator	Teacher retention rate will increase				
Problem Statements: Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 5 Problem Statements:

Student Academic Achievement
Problem Statement 1: Our Science scores have increased slightly over the last two years, but we continue to be below the district average. Root Cause 1: 5th grade Math/Science teachers need to take ownership of Science. It is not just the job of the Science Lab Teacher to ensure mastery of the concepts.

Student Academic Achievement

Problem Statement 2: Students are not aware of expected goals of upcoming assessments, etc. **Root Cause 2:** Even though a procedure is in place and teachers are given goal setting cards they are not followed with fidelity.

Problem Statement 3: Students are not aware of expected outcomes **Root Cause 3:** NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.

Problem Statement 4: Effective planning containing all the components is lacking at NSE. **Root Cause 4:** Teachers do not see it as a priority and do not follow the plans that are in Eduphoria with fidelity.

Perceptions

Problem Statement 1: Student discipline referrals sent to the office have increased and the behaviors have not changed. **Root Cause 1:** Students are referred to office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.

Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. **Root Cause 3:** Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 7: NSE will ensure high quality staff is employed.

Performance Objective 6: NSE will continue to implement strategies to address the teacher retention rate.

Evaluation Data Source(s) 6: Teacher retention rate will increase when compared to previous year.

Summative Evaluation 6: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Establish a committee to plan and implement monthly team building, monthly activities and incentives for our faculty and staff.	Principal and Leadership team	Increased teacher attendance and retention rate.				
Problem Statements: Student Academic Achievement 3 - Perceptions 1, 2, 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 6 Problem Statements:

Student Academic Achievement
Problem Statement 3: Students are not aware of expected outcomes Root Cause 3: NSE has implemented the focal wall but needs to ensure that it is being utilized with fidelity and observed when personnel are conducting walkthroughs, power walks, and instructional walks.
Perceptions
Problem Statement 1: Student discipline referrals sent to the office have increased and the behaviors have not changed. Root Cause 1: Students are referred to office for minor offenses that could have been handled in the classroom as a teaching opportunity to model and change unwanted behaviors.
Problem Statement 2: Student attendance rate has steadily declined as the year progresses. Root Cause 2: The attendance committee has failed to follow through with the implementation of the attendance plan for each of the six weeks concerning incentives, conferences, etc.
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 8: NSE will provided superior operational services to best support students and staff success.

Performance Objective 1: NSE will continue to develop and present transparent financial information demonstrating commitment to high quality professional standards.

Evaluation Data Source(s) 1: The campus budget will adhere to all requirements and guidelines set by the district.

Summative Evaluation 1: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Authorized personnel will be trained to collect, and deposit money. Access to funds will be restricted to those authorized and accountable for monetary funds.	Principal and principal secretary	Budget manager and secretary will follow budget procedures and guidelines. No irregularities involving money handling.				
Problem Statements: Demographics 1, 2 - School Processes & Programs 2						
2) Following state and district guidelines North Shore Elementary will develop a budget to meet the needs of all stakeholders.	Principal and CPAC committee	Budget is in compliance with all district, state, and federal guidelines.				
Problem Statements: Demographics 1, 2 - School Processes & Programs 2						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Campus Enrollment numbers have increased steadily over the last several years. Root Cause 1: The students attending North Shore Elementary on a Shared Residency Affidavit has increased over the last several years.
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).

Goal 8: NSE will provided superior operational services to best support students and staff success.

Performance Objective 2: NSE will maintain an internal control framework where policies and procedures are created, implemented and communicated to ensure resources are safeguarded against waste, loss or abuse.

Evaluation Data Source(s) 2: All resources will be accounted for at the end of the school year.

Summative Evaluation 2: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide training for staff responsible for handling money.	Principal	All procedures/directives are followed				
Problem Statements: School Processes & Programs 3						
2) All funds will be verified by the financial secretary or administrator. All funds will be secured and deposited.	Principal	No irregularities				
Problem Statements: Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 2 Problem Statements:

School Processes & Programs
Problem Statement 3: Computer programs and technology resources are not being utilized with fidelity. Root Cause 3: Teacher training on the use of the programs (Kurzweil, etc.) and resources (lightspeed, etc.) is not a priority.
Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 8: NSE will provided superior operational services to best support students and staff success.

Performance Objective 3: NSE will ensure and demonstrate efficient and effective use of district and campus financial resources.

Evaluation Data Source(s) 3: All resources purchased will be utilized to increase student achievement.

Summative Evaluation 3: Exceeded Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Review monthly budget to ensure that it is accurate and in compliance.	Principal and Secretary	Balanced budget				
Problem Statements: Perceptions 3						
2) All materials and resources purchased will be utilized to meet the needs of students.	Principal	Needs of students are met				
Problem Statements: School Processes & Programs 2 - Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 3 Problem Statements:

School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).
Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 8: NSE will provided superior operational services to best support students and staff success.

Performance Objective 4: NSE will maintain the allocation of available resources to maximize student achievement and ensure accommodation of student growth.

Evaluation Data Source(s) 4: Student achievement will increase.

Summative Evaluation 4: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) CPAC will meet and review the budget to ensure allocation of available resources to maximize student achievement and ensure accommodation of student growth.	Principal, CPAC, Principal Secretary	Money is allocated to meet the needs of students.				
Problem Statements: Demographics 2						
2) Provide budget updates to CPAC to ensure that its aligned to Campus Improvement Plan	Administrators, CPAC, and Secretary	CPAC Minutes				
Problem Statements: Demographics 2 - Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 8: NSE will provided superior operational services to best support students and staff success.

Performance Objective 5: NSE will continue to provide excellent customer service to all the stakeholders of the campus.

Evaluation Data Source(s) 5:

Summative Evaluation 5: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Providing training to office personnel on appropriate customer relations in dealing with the stakeholders of the campus.	Administrators	Provide an environment where stakeholders feel that they are a valuable asset to the decision making process				
Problem Statements: Demographics 2 - Perceptions 3						
2) Provide training to teachers and office staff to equip them to be effective communicators with the stakeholders of NSE.	Administrators	Ensure that the stakeholders are communicated with effectively and in a timely manner that is consistent with the district expectation of "No more than 24".				
Problem Statements: Demographics 2 - School Processes & Programs 2 - Perceptions 3						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Performance Objective 5 Problem Statements:

Demographics
Problem Statement 2: North Shore Elementary continues to ensure that we have an effective Parent/Teacher Partnership. Root Cause 2: Parents do not see the value in building the partnership with the teacher.
School Processes & Programs
Problem Statement 2: Even though available through several methods, parental concern about effective communication is still a concern. Root Cause 2: Parents are not aware of all the various methods that they have to communicate effectively with the teacher (conduct folder, remind app, moodle page, school status, parent/teacher conferences, etc.).
Perceptions
Problem Statement 3: Teachers, although various methods are available, have expressed concern that communication is not effective. Root Cause 3: Teachers either are not aware or neglect to review the communication methods (Email, week at a glance, remind group messages, etc.)

Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the \$4060.00 Attendance Incentive Plan allotment.

Performance Objective 1: Increase student attendance percentage to 97.3% or higher for the 2nd 6 Weeks Period.

Evaluation Data Source(s) 1: Increased student attendance on PEIMS Report.

Summative Evaluation 1: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide incentives to targeted students from list who had two or fewer absences in the 2nd 6 weeks or perfect attendance. (Popcorn & Pickle Party) The \$250 Spent on the Popcorn, Pickles, and Drinks are coming from the Bonus Bucks that were awarded.	E. Perez J. Husband K. Wells C. Garcia	Problem Statement: Cold and Flu Season Begins and students begin to spread germs that affect the classes. Therefore students miss several days of school Expected Outcome: Motivate students from the targeted list to attend school on a daily basis.				
Funding Sources: 199 - Attendance Incentive Allocation - 250.00						
2) Parent conferences with students over 5 absences utilizing the RAA WEE system to identify the students.	J. Husband C. Garcia	To proactively intervene in the attendance of the student to ensure that absenteeism does not become a reoccurring theme.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the \$4060.00 Attendance Incentive Plan allotment.

Performance Objective 2: Increase student attendance percentage to 97.3% or higher for the 3rd 6 Weeks Period.

Evaluation Data Source(s) 2: Increased student attendance on PEIMS Report.

Summative Evaluation 2: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Pizza Party for the students on the target list (10 or more absences from previous year) who have 5 or less absences.	E Perez J Husband K Wells C Garcia	Problem Statement: Parents plan additional days for vacation around the school holiday calendar. Expected Outcome: To motivate students to attend school on a daily basis.				
Funding Sources: 199 - Attendance Incentive Allocation - 200.00						
2) Parent conferences with students over 5 absences utilizing the RAA WEE system to identify the students.	J. Husband C. Garcia	To proactively intervene in the attendance of the student to ensure that absentism does not become a reoccurring theme.				
3) Perfect attendance for the 1st semester/ targeted students with 3 or fewer absences "Rice University School House Mania" Dec. 19th	J Husband C Garcia	Problem Statement: Parents plan additional days for vacation around the school holiday calendar. Expected Outcome: To promote student attendance everyday.				
Funding Sources: 199 - Attendance Incentive Allocation - 1563.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the \$4060.00 Attendance Incentive Plan allotment.

Performance Objective 3: Increase student attendance percentage to 97.3% or higher for the 4th 6 Weeks Period.

Evaluation Data Source(s) 3: Increased student attendance on PEIMS Report.

Summative Evaluation 3: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Parent conferences and contracts with students that are below the 90% mark utilizing RAA WEE to identify the students and School Status to make the appointments to meet with the parent/guardian.	J Husband C Garcia	To proactively intervene in the attendance of the student to ensure that absentism does not become a reoccurring theme.				
2) Provide popcorn and movie for students on target list (list of students who had 10 or more absences the previous year) who have 3 or fewer absences and students with perfect attendance.	E Perez J Husband K Wells C Garcia	Problem Statement: Inclement weather affects the attendance. Parents keep students home when it rains or is too cold to walk. Expected Outcome: Increase in student attendance				
Funding Sources: 199 - Attendance Incentive Allocation - 250.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the \$4060.00 Attendance Incentive Plan allotment.

Performance Objective 4: Increase student attendance percentage to 97.3% or higher for the 5th 6 Weeks Period.

Evaluation Data Source(s) 4: Increased student attendance on PEIMS Report.

Summative Evaluation 4: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Conferencing with parents of students that have attendance concerns using RAA WEE and School Status	J Husband C. Garcia	Problem Statement: Parents Schedule vacation days around the school holiday calendar. Expected Outcome: Increase in student attendance during these times.				
2) Provide ice cream for perfect attendance students as well as students on the target list with 3 or fewer absences.	E Perez J Husband K Wells C Garcia					
Funding Sources: 199 - Attendance Incentive Allocation - 250.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 9: NSE will achieve a 97.2% or higher student attendance rate, utilizing the \$4060.00 Attendance Incentive Plan allotment.

Performance Objective 5: Increase student attendance percentage to 97.3% or higher for the 6th 6 Weeks Period.

Evaluation Data Source(s) 5: Increased student attendance on PEIMS Report.

Summative Evaluation 5: Met Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Perfect attendance Field Trip to Skate Machine for students with perfect attendance up to May 22 and those on the target list who had 5-10 fewer absences than the previous year.	E Perez J Husband K Wells C Garcia	Problem Stement: When State Testing is completed or after PK/K Graduation the parents and students have a feeling that school is over. Expected Outcome: Student attendance to increase.				
Funding Sources: 199 - Attendance Incentive Allocation - 1500.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Our campus met on **April 15th (our Saturday Workday)** to begin our CNA process. Four committees were established and met individually before **May 2019**. Each team reviewed the data (parent, student, and teacher surveys, STAAR results, attendance data, discipline data, schedules, TAPR Report, School Report Card). Each team listed strengths and concerns/weaknesses. We discussed each concern/weakness and deleted any items that were out of campus control and focused on one or two that we could make our goals for 2019-2020. Each team then wrote a problem statement and identified root causes. Based on our CNA, our 3 areas of focus will be:

1. Increased Attendance
2. Academic Rigor and Relevance
3. Effective Communication to all Stakeholders (Parents, Staff, etc.)

Persons listed below were split between 4 committees and served in the CNA process.

Esmeralda Perez	Principal	eperez@galenaparkisd.com	Administrator
James Husband	Assistant Principal	jhusband@galenaparkisd.com	Administrator
Lindsey Arenales	Teacher	larenales@galenaparkisd.com	Classroom Teacher
Silvia Lloyd	Teacher	slloyd@galenaparkisd.com	Classroom Teacher
Leslie Henson	Teacher	lhenson@galenaparkisd.com	Classroom Teacher
Lidia Garza	Teacher	lgarza@galenaparkisd.com	Classroom Teacher

Esmeralda Perez	Principal	eperez@galenaparkisd.com	Administrator
Amelia Cardenas	Teacher	acardenas@galenaparkisd.com	Classroom Teacher
natalie Tuthill	Teacher	ntuthill@galenaparkisd.com	Classroom Teacher
Laura Ramirez	Teacher	lramirez2@galenaparkisd.com	CIS/Campus Professional Staff
Judy Holbrook	District Rep	jholbrook@galenaparkisd.com	District-level Professional
Alecia Winebrenner	Lifeskills	awinebrenner@galenaparkisd.com	Classroom Teacher
Sara Lopez	Teacher	symbert@galenaparkisd.com	Classroom Teacher
Kimberly Wells	Assistant Principal	kwells@galenaparkisd.com	Administrator
Moneeshea Dailey	Parent		Parent
Melissa Moreno	Parent		Parent
Carol Youens	Community Partner		Community Representative
Edna Rocha	Community Partner		Community Representative
Isis Taveras	Business Partner		Business Representative
Ralph Myles	Business Partner		Business Representative
Juan Deleon	Business Representative		Business Representative

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Esmeralda Perez	Principal	eperez@galenaparkisd.com	Administrator
James Husband	Assistant Principal	jhusband@galenaparkisd.com	Administrator
Lindsey Arenales	Teacher	larenales@galenaparkisd.com	Classroom Teacher
Silvia Lloyd	Teacher	slloyd@galenaparkisd.com	Classroom Teacher
Leslie Henson	Teacher	lhenson@galenaparkisd.com	Classroom Teacher
Lidia Garza	Teacher	lgarza@galenaparkisd.com	Classroom Teacher
Amelia Cardenas	Teacher	acardenas@galenaparkisd.com	Classroom Teacher
natalie Tuthill	Teacher	ntuthill@galenaparkisd.com	Classroom Teacher
Laura Ramirez	Teacher	lramirez2@galenaparkisd.com	CIS/Campus Professional Staff
Judy Holbrook	District Rep	jholbrook@galenaparkisd.com	District-level Professional

Esmeralda Perez	Principal	eperez@galenaparkisd.com	Administrator
Alecia Winebrenner	Lifeskills	awinebrenner@galenaparkisd.com	Classroom Teacher
Sara Lopez	Teacher	symbert@galenaparkisd.com	Classroom Teacher
Kimberly Wells	Assistant Principal	kwells@galenaparkisd.com	Administrator
Moneeshea Dailey	Parent		Parent
Melissa Moreno	Parent		Parent
Carol Youens	Community Partner		Community Representative
Edna Rocha	Community Partner		Community Representative
Isis Taveras	Business Partner		Business Representative
Ralph Myles	Business Partner		Business Representative
Juan Deleon	Business Representative		Business Representative

2.2: Regular monitoring and revision

CPAC meeting dates are **September 19, 2019, November 21, 2019, February 13, 2020, and May 21, 2020**, to review monitor and revise the CIP.

2.3: Available to parents and community in an understandable format and language

A copy of our Campus Improvement Plan is available in our front office, and is posted on our school's web page. It is provided in English and will begin being available in Spanish for the 2020-2021 School year. Parents were sent a mass communication via text and email of how to access the document.

2.4: Opportunities for all children to meet State standards

All students will have the opportunity to meet state standards through whole group instruction, small group interventions, tutorials, differentiated instruction, and TEKS focused high-quality instruction. We provide various opportunities for our students to meet state standards. The leadership team makes teacher recommendations as to who needs additional professional development to ensure quality student instruction is presented. Our teachers have been trained extensively on guided reading, small group instruction and data driven instruction. We also provide student tutorials for those identified at -risk and

those students that are at the meets level to maximize their potential; our interventionist provides dyslexic services for those identified in need. Our campus instructional coaches provide intervention support to teachers as well as to students throughout the year. Our school counselor provides students emotional support and guidance whenever needed. We provide a brighter bites nutritional program to assist parents with attaining healthy vegetables to serve to the students and provide free breakfast, lunch, and an after school meal for students.

2.5: Increased learning time and well-rounded education

Master schedule is created to ensure that every subject meets the state mandated amount of instructional time. Teachers ensure all lessons are planned and prepared to maximize instructional time. After school tutorials and Saturday tutorials will be offered to all students. Students will attend Music, Art, PE, Early Act First Knight, and Library to ensure a well-rounded education to hone and develop their other talents. Extra-curricular activities will be available for students including, but not limited to: boys club, girls club, honor choir, robotics, and UIL Elementary Academic Meet.

2.6: Address needs of all students, particularly at-risk

North Shore is a Title I school due to our low socio-economic status. We have a large number of at risk learners that come to us with many needs such as

- Limited English proficient,
- Learning disabilities
- Family and health issues
- Low mobility rate
- Retainees

Counseling through our school counselor and CIS assists those students that are at risk as well as

assistance through our nurse, faculty and staff. Students needs are met at school so they can feel validated and have a successful academic/extracurricular opportunities. We provide the following programs to assist the at risk learner:

- After-school and Saturday tutorials
- RTI and dyslexia interventions
- Small group interventions are provided daily.
- The counselors provides guidance and counseling sessions.
- Parent meetings are held to discuss campus concerns.
- After School Program

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The counselor presents and sends out information concerning the Parent and Family Engagement Policy to the parents at the beginning of the school year and at PTA meetings. The Parent and Family Engagement Policy is approved by the CPAC.

3.2: Offer flexible number of parent involvement meetings

A variety of meetings are held throughout the year for parent involvement.

- Meet the teacher / Open House
- GT Night for lower/upper grades
- Math and Reading nights
- TELPAS informational meetings
- STAAR informational meetings
- PTA meetings

- Principal Potlucks
- Briter Bites
- Nutritional Classess
- STREAM Night

Campus Needs Assessment Team

Committee Role	Name	Position
Administrator	James Husband	
Administrator	Esmeralda Perez	
Administrator	Kimberly Wells	
Campus Professional Staff	Marquetia Christensen	
Counselor	Carmela Garcia	
Classroom Teacher	Lindsey Arenales	Teacher
Classroom Teacher	Silvia Lloyd	Teacher
Classroom Teacher	Yvette Valdez	Teacher
Classroom Teacher	Jose Razo	Teacher
Classroom Teacher	Marianna Perez Molina	Teacher
Classroom Teacher	Alecia Winebrenner	Life Skills Teacher
Campus Professional Staff	Jordan Santos	Science Instructional Coach
Community Representative	Carol Youens	Community Rep
Community Representative	Irma Cuatianquiz	Community Rep
Parent	Maria Gomez	Parent
Business Representative	Alyssa Mendoza	Business Partner
Business Representative	Tashina Loville	Business Partner
Classroom Teacher	Lidia Garza	Teacher