

Spring Branch Independent School District

Nottingham Elementary School

2017-2018 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Academic Achievement in Science
Postsecondary Readiness



Comprehensive Needs Assessment

Demographics

Demographics Summary

As of 9-28-17, Nottingham has 507 students enrolled. Our enrollment is down from district projections (524) for the first time in 4 years. Our campus breakdown is as follows: Females 48% and males 52%.

Hispanic population: 24%

Asian: 8%

White: 48%

Two or more: 4%

Our top Primary Disabilities:

Speech Impairment 35%

Learning Disability: 17%

Intellectual Disability 15%

At-Risk 48%

Economically Disadvantage 38%

LEP: 19%

Immigrant: 13%

Special Ed: 8%

GT: 7%

Free Lunch Participation 34%

Homeless Status: 8%

Shelter: 7%

Demographics Strengths

One of the things that make NHE great is the diversity of our student population. Nottingham received an A rating in niche.com ratings of schools in Texas through various categories. Our diversity ranges in all forms such as race, culture, religion, language and economics. Families are seeking our school out because of the diversity of students we serve.

Problem Statements Identifying Demographics Needs

Problem Statement 1: NHE's African American population continues to be the lowest performing sub group at NHE. **Root Cause:** Connecting, Relationships, Motivation, and more needed PD on culture awareness.

Student Achievement

Student Achievement Summary

2017 STAAR:

3rd grade:

Reading: 71% (approaches) 24% (masters)

Math: 80% (approaches) 34% (masters)

4th grade:

reading 64% (approaches) 27% (masters)

math: 65% (approaches) 31% (masters)

5th grade:

reading: 80% (approaches) 37% (masters)

math: 80% (approaches) 26% (masters)

science: 80% (approaches) 28% (masters)

Student Achievement Strengths

This last year NHE made gains in 3rd grade math and 5th grade science. Nottingham earned two distinctions from STAAR performance. First distinction was Index 4: Postsecondary Readiness and Second distinction was in 5th grade Science.

Our growth areas last year were in 3rd grade math approaches level (+8%) and masters level (+10%)

5th grade science was also the next grade level growth areas. Science approaches level (+4%) and masters level (+15%).

NHE earned Science Distinction noted by TEA.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Some of our most difficult students to make a connection with are the ones that struggle academically the most. There's also a big language barrier that we are continuing to address with our new comers and refugees. Arabic is quickly becoming our second dominant language. Through various staff developments, we are continuing to miss the mark. We are noticing some gains, but not acceleration. **Root Cause:** Combination of needing more: Culture building and Connections, Empathy work, Working with students from poverty.

School Culture and Climate

School Culture and Climate Summary

Nottingham has continued to have very high school climate (how we feel). Our teachers enjoy each other, work well together, and enjoy coming to work every day. Nottingham had very little turn over the past three years, so most of our staff understands and knows the work involved and commitment it takes to maintain progress. By having a high climate, our students and school benefits because of the collaboration work, important data talks, healthy PLC's, openness and growth for all students.

This year NHE will spend a great deal of time focusing on Relationships, and School Culture (How we behave). In August, most staff beginning staff development was built around culture expectations for students and adults. Teachers created a student/teacher matrix to build expectations in all classrooms. Depelchin representative taught a session called "How to work with your most difficult students." We adopted the district 5 core values and personalized each to fit Nottingham and our needs. 1. Every day...every child. 2. Collaborative Spirit 3. Collective Greatness 4. Moral Compass and 5. Limitless Curiosity. I believe this work will lead to the gains we are looking to see.

School Culture and Climate Strengths

- Low turn over. Added four new staff members and two were added positions.
- Positive parent, teacher, community engagement.
- Supportive PTA Rocks.
- Teachers have a growth mindset.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: If we don't know them, can we truly grow them? Our school will focus on high expectations for all students. **Root Cause:** Relationship building, high expectations, and tolerance.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

This year, every grade level experienced a personnel change. Most all of these changes were with current staff receiving different opportunities.

New staff to NHE:

5 teachers (KG, First, Fourth, Fifth, and Life Skills)

2 paras (Health Fitness, and Teacher Assistant)

Staff Quality, Recruitment, and Retention Strengths

Nottingham has great teacher quality. Several of our teachers serve on district committees, curriculum writing, and lead staff developments. NHE has 3 Vanguard teachers and these teachers work on building capacity with staff to help move our school to more personalized learning. There are more new young families moving into NHE zone.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: NHE does not have a lot of flexibility with staffing to get creative with positions. **Root Cause:** Positions are limited by the current traditional structure model.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Nottingham is excited to implement some new curriculum this year. Some of the new programs and new learning are:

- Lucy Calkins for KG-2nd.
- MAP assessments three times per year
- Mastery Connect for grades 2nd-5th
- Staff completed book study over summer and blogged for GT requirement hours. Book title: Pure Genius
- Cadres were revised and goal work were created (Literacy, Math, PBIS, and Technology) The Technolgy cadre is new to NHE this year.
- NHE is implementing schoolwide Pathway time for grades 1st through 5th to meet the needs of our students.

Curriculum, Instruction, and Assessment Strengths

Nottingham is continuing to build stronger PLC time together. We have altered to the master schedule to dedicate and provide more time to reading and math. This year part of our extended learning time will involve more data talks. Having 3 Vangaurd teachers have been very helpful in providing staff development for teachers.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: NHE feels overly stretched in terms of implementing desired practices. **Root Cause:** Lack of staff.

Family and Community Involvement

Family and Community Involvement Summary

NHE PTA has committed to funding and hosting a family engagement night. This night will not be a fund raiser but a way to bring the community together free of charge. Last year community night was movie night under the hard top. This year night will be catered dinner by a local restaurant. WATCH DOGS will return for the third year. More dads are signing up for this program and teachers are appreciative of the additional help.

Family and Community Involvement Strengths

Very diverse community with many people having a variety of various needs. Our community has always found a way to come through in times of need and getting whatever is needed to ensure our students have the best learning experience.

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: Need more parent education classes. **Root Cause:** Have found ways to offer what was needed but the events were not heavily attended

Technology

Technology Summary

Each year PTA has designated funds for chromebooks for intermediate grade levels since the district upgraded and gifted all primary grade levels new devices.

Through our parent community survey, feedback was more parents prefer electronic documents and information over paper copies.

PTA is online and send a newsletter weekly.

NHE have purchased two online platforms in reading for all grade levels. KG-2nd (Smarty Ants) 3rd-5th (Raz-Kids). Slumdog will be our math program for all grade levels.

Technology Strengths

This year NHE added a technology cadre that will meet once a month. This cadre will drive and lead Professional development for teachers, create our campus expectations around care, and align all of apps and what it measures.

Problem Statements Identifying Technology Needs

Problem Statement 1: Now that more testing is going online, all scheduling involving testing takes over the master schedule **Root Cause:** Not enough devises.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- State and federal planning requirements

Accountability Data

- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- Accountability Distinction Designations
- Federal Report Card Data
- Community and student engagement rating data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Highly qualified staff data
- Professional development needs assessment data
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices

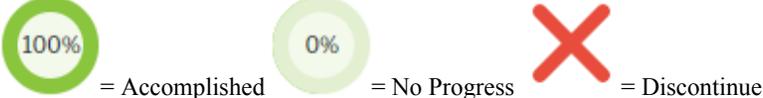
Goals

Goal 1: (Post-Secondary Readiness, Achievement) NHE will increase the percentage of 5th grade students post-secondary ready by 8% by June 2018.

Performance Objective 1: Effective reading is the foundation of all other learning. ILT, teachers, and team leaders will be immersed in hands on training of the effective planning of instructional units.

Evaluation Data Source(s) 1: PLC planning, SIT binders, Data conferences, and Lesson plans.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6</p> <p>1) Each grade level will meet bi weekly in PLC extended planning time. Instructional Specialist will meet weekly with each grade level.</p>	1, 2, 3, 4, 8, 9	Administration Instructional Specialist (reading and math) Team leaders Content Cadre's Teachers	Weekly walkthroughs Appraisals Multiple assessment data to drive instruction.			
Funding Sources: 211 - Title I, Part A - \$6,000.00						
						

Goal 1: (Post-Secondary Readiness, Achievement) NHE will increase the percentage of 5th grade students post-secondary ready by 8% by June 2018.

Performance Objective 2: Timely response to student intervention during the day and will be implemented on a daily basis a variety of methods and sources.

Evaluation Data Source(s) 2: STAAR scores, PSA's, Teacher common assessments, Pre and Post assessments.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Pathway Time: Students in 2nd-5th will take part in a 40 minute personalized small group that will remediate and/or accelerate students based off assessment data and Mastery connect.</p>	1, 2, 3	Administrators ILT Team Leaders Reading and Math Specialist	Quicker responses to address student needs Closure of gaps for students Extend the learning for those that already have it.			
Funding Sources: 211 - Title I, Part A - \$4,000.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 2: (School Connectedness): Using the Panorama Survey Data 3rd-5th grade students, at least 50% of our students believe that adults in the school care about their learning and them as individuals).

Performance Objective 1: Through the use of our campus wide PBIS (Positive Behavior Intervention System), our students will be recognized for positive behavior. Students will have an opportunity to earn...Principals 100 Club, Principal Award end of every 9 weeks, classroom rewards, and Principal Positive phone call.

Evaluation Data Source(s) 1: Students have the opportunity to collect shields (tickets) through out the year.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
1) Our student are expected to be Respectful, Responsible, and Ready to Learn. All staff are trained in Project Class strategies to build social skills with students. Both platforms are built around recognizing students for positive behavior.	1, 2, 6, 8	Administration PBIS Cadre	Goal of 50% reduction in referrals.			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 3: (Post Secondary Readiness, Equity) NHE will decrease the achievement gap by 5% across all demographic and subgroups by June 2018.

Performance Objective 1: NHE will partake in the School Redesign process this year through the SBISD Research Design Department. Committees will be formed to involve all stakeholders in the redesign parts of our school to better meet the needs of students and T-2-4.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5</p> <p>1) ILT and one teacher will serve as the Core Team and will participate in on going staff development throughout the year in an effort to design our school shift to personalization.</p>	1, 2, 4, 5, 6	Administrators NHE Core Team School Redesign Staff	Closing achievement gaps Increase Parent Involvement Increase school connectedness			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 4: 50% of NHE students will meet their MAP targets by the end of the school year.

Performance Objective 1: Students will have the opportunity to utilize technology to advance skills, receive additional instruction or prove mastery of content.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
1) Purchase additional technology to support classroom implementation of Dreambox, Raz Kids, Smarty Ants, and ItsLearning.	1, 2, 6	Administrators Math & Reading Specialist ILT	More students reading from home and more students showing growth.			
	Funding Sources: 211 - Title I, Part A - \$4,000.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 5: NHE will remain in compliance to Federal, State and Local Guidelines and Legislation Requirements.

Performance Objective 1: NHE will conduct a Title 1 meeting to share goals, school compact, PTA, and ways to volunteer. Watch D.O.G.S (Dads Of Great Students)

Evaluation Data Source(s) 1: Minutes and calendar dates and agendas.

Summative Evaluation 1:

Goal 5: NHE will remain in compliance to Federal, State and Local Guidelines and Legislation Requirements.

Performance Objective 2: NHE CSHAC Committee will review campus data, identify focus areas, plan required elements, plan events and activities supporting a healthy school environment for students and teachers.

Evaluation Data Source(s) 2: CSHAC components will be met

Summative Evaluation 2:

Campus Funding Summary

199 PIC 11 - Instructional Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$21,125.00
+/- Difference					\$21,125.00
199 PIC 23 - Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$200.00
+/- Difference					\$200.00
199 PIC 30 - At Risk School Wide SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,000.00
+/- Difference					\$1,000.00
199 PIC 99 - Undistributed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$12,409.00
+/- Difference					\$12,409.00
211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount

1	1	1	Primary leveled readers	211.11.6329	\$6,000.00
1	2	1	On line reading resources: Raz-Kids and Achieve 3000 (Smarty Ants)		\$4,000.00
4	1	1	On line learning platform: Raz-Kids and Smarty Ants	211.11.6398	\$4,000.00
Sub-Total					\$14,000.00
Budgeted Fund Source Amount					\$79,100.00
+/- Difference					\$65,100.00
Grand Total					\$14,000.00