

China Spring Independent School District
China Spring Intermediate
2020-2021 Campus Improvement Plan



Mission Statement

Our mission, in partnership with the community, is to provide individualized learning experiences to prepare students for success in life.

Campus Mission Statement

It is the mission of China Spring Intermediate to be an inclusive environment where staff and students learn kindness through service, perseverance through failure, and innovation through critical thinking in order to create individuals with a growth mindset.

Vision

Our vision in China Spring Independent School District is to strive for continuous improvement of our educational system by providing opportunities for all to achieve excellence.

Translation Statement

CSISD Translation Policy:

Required Documents will be translated to parents upon request in a language they can understand, such as through translated materials or a language interpreter and to adequate notice of information about any program, service, or activity that is called to the attention of all parents.

Process for Requesting Translations for District Wide Documents:

Submit English to Spanish or Preferred Language Translation Request to Jennifer Crook, Executive Director of Curriculum and Instruction, jcrook@chinaspringisd.net, 254-836-1115.

Expect 5 business days for 1- page documents and 8-10 business days for 3 or more pages.

Jobs will be prioritized by the date they are scheduled on the “First come, first serve” basis. CSISD reserves the right to review and approve all requests submitted. Documents that may be translated are those documents that have a direct impact on media and communication issues.

Política de traducción de CSISD:

Los documentos requeridos se traducirán a los padres cuando lo soliciten en un idioma que puedan entender, por ejemplo, a través de materiales traducidos o un intérprete de

idiomas, y con un aviso adecuado de información sobre cualquier programa, servicio o actividad que se llame a la atención de personas que todos los padres.

Proceso para solicitar traducciones para documentos de todo el distrito:

Envíe una solicitud de traducción de inglés a español o lenguaje preferido a Jennifer Crook, Directora Ejecutiva de Currículo e Instrucción, jcrook@chinaspringisd.net, 254-836-1115.

Espere 5 días hábiles para documentos de 1 página y 8-10 días hábiles para 3 o más páginas.

Los trabajos se priorizarán en la fecha en que se programen en base a "Primero en llegar, primero en servir". CSISD se reserva el derecho de revisar y aprobar todas las solicitudes enviadas. Los documentos que pueden traducirse son aquellos documentos que tienen un impacto directo en los problemas de comunicación y medios.

Parent and Family Engagement Policy

Education succeeds best when there is a strong partnership and communication between home and schools. As key players in the education of their children, parents should be involved in developing a policy, which will promote ties between home and school so that children will benefit from their time at school and the services provided. The parent involvement policy is one that needs to be reviewed annually to remain effective in meeting the needs of children who live in a constantly changing society. Parents and school personnel should work together to achieve such a policy.

China Spring Intermediate School

- involves parents in the joint development of the plan
- supports the Parent Teacher Association
- expects faculty and staff to communicate with parents
- expects open lines of communication between home, school and community
- encourages coordination of all programs, federal, state and local
- evaluates the parent involvement policy annually
- encourages parents to participate in school activities

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The campus houses 640 students in grades 4-6. The breakdown by subpops is as follows:

SPED-71

504-125

ESL-12

GT-86

White-473

African American-42

Demographics Strengths

*low mobility

Student Achievement

Student Achievement Summary

Based on past STAAR scores, benchmarks, and universal screeners student achievement is high and overall teachers are comfortable and knowledgeable with data to help drive instruction and intervention. However, there needs to be more frequent data meetings and streamlined reading screeners. More staff, such as study lab and behavior specialist, would benefit all students.

Student Achievement Strengths

- *most staff comfortable and knowledgeable with data
- *past STAAR scores, benchmarks, universal screener
- *recognize Student of the Month
- *students have recall of previous skills

School Culture and Climate

School Culture and Climate Summary

Although there is a good relationship between the school, parents, and community there is a need to streamline communication. There needs to be an improvement in communication among leadership and all staff. This could be accomplished through the development of committees.

School Culture and Climate Strengths

- *school presents a positive and cohesive face to the community
- *positive reflections of school displayed to the community and parents
- *strong parent and community connections
- *parents and students feel CS is a great place
- *district provides community with a variety of school-family-community events (book fair, watchDOGs, fun run, university day)
- *parents invited to watch music programs
- *students involved in culture and climate
- *improved parent/visitor parking
- *community members take pride in our district

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

China Spring ISD has a great reputation which draws teachers to the district. Once teachers are in the district they are committed and dedicated to stay. Our staff members are professional, hardworking, and organized. Although we have great teachers, there is a need for a stronger mentor program for new teachers to the district. At times some teachers feel stretched and not valued. We struggle with getting and keeping subs, so an increase in sub pay would be helpful. We had multiple teachers lead our monthly Collaboration in Action (PLC) meetings focusing on various topics.

Staff Quality, Recruitment, and Retention Strengths

- *great, hardworking staff
- *once teachers establish their position within the district they want to stay
- *teachers want to be in the district because of the reputation
- *majority of teachers are committed to CS
- *having staff involvement with Collaboration in Action (PLC)
- *majority of our teaching staff are professional, dedicated, organized, and hardworking

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Teachers are creative and innovative in finding appropriate materials and resources to provide targeted instruction and intervention. However, there is a need for more detailed curriculum and STAAR/TEK based resources (IXL/Education Galaxy). When looking at curriculum/textbooks/resources involve teachers in decision making process. Grade levels do a great job of meeting and planning on a regular basis.

Curriculum, Instruction, and Assessment Strengths

- *necessary attention is given to the acquisition of technology for our classrooms
- *teachers are very resourceful when coming up with materials to use in the classroom
- *administration does everything possible to supply staff with materials needed
- *Star Enterprise, TEKS Resource, Nearpod, Eduphoria
- *team planning
- *teachers using both personal finances and creative/innovative methods to find materials for classroom instruction

Parent and Community Engagement

Parent and Community Engagement Summary

Overall we do a great job in our outreach efforts to our parents and community by providing activities for them to be involved in such as festivals, concerts, and volunteer programs. Communication with parents and community happens through a variety of sources (website, facebook, twitter, remind, email, newsletters, parent portal). There is a need to increase the involvement of parents and community helpers. Teachers want to be informed of community activities and their role in the activities. The district did a good job of providing parents with valuable information through parent summits.

Parent and Community Engagement Strengths

- *proud of our tangible outreach efforts which take the form of such things as festivals, concerts, tournaments, parent volunteer programs
- *great communication with parents
- *providing parents with valuable information through the summit meetings
- *including parents and community in local school events
- *website, facebook, twitter, newsletters, parent summit, email, parent portal, Remind
- *many activities and forums for parent involvement

School Context and Organization

School Context and Organization Summary

Teachers feel supported and that their input is valued. There needs to be committees to help share various tasks throughout the campus. An increase in communication to provide clear direction and information regarding various events. Administration is hands-on and allows teachers to be innovative in their teaching.

School Context and Organization Strengths

- *good communication to teachers
- *positive about receiving input from teachers
- *administration is hands-on and always providing us with the materials we need
- *administration involves us in problem solving
- *we feel like our input is valued
- *supportive, open minded, thinks outside the box
- *support from admin
- *allow teachers to try new and innovative teaching methods in the classroom

Technology

Technology Summary

All students are exposed to technology through technology class and STEAM during electives. The campus has 4 chromecarts and an iPad cart that classroom teachers can check out for use during instruction and intervention. There is a need for more STAAR/TEK based resources (IXL/Education Galaxy). Even though communication between school, parents, and community is good there is a desire to streamline the communication by using a district wide resource (Remind, GroupMe). Teachers and students do have access to Nearpod, Eduphoria and TEKs resource.

Technology Strengths

- *technology offered during electives

- *STEAM class during elecives

- *4 chromecarts, 1 iPad cart

- *3-4 chromebooks and 2-3 iPads per classroom

- *campus social media (facebook, twitter)

- *Nearpod, Eduphoria, TEKs Resource

Comprehensive Needs Assessment Data Documentation

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

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Student Success Initiative (SSI) data for Grades 5 and 8

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Special education/non-special education population including discipline, progress and participation data

Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback

Employee Data

- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data

Goals

Goal 1: Goal 1: China Spring Intermediate School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: 1: CSISD students will continue to make gains on STAAR assessments resulting in an increase of at least one point in Domain 1 student achievement.

Evaluation Data Sources: STAAR Scores

Summative Evaluation: None

Strategy 1: Use STAAR score data to drive instruction through data meetings. Strategy's Expected Result/Impact: Student Growth, Test Scores, PLC/Data Meetings Staff Responsible for Monitoring: Teacher, Administrators, Interventionist, Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Goal 1: China Spring Intermediate School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: Special Education Students will accomplish Expected Progress performance on all STAAR tests.

Evaluation Data Sources: STAAR Report Card

Summative Evaluation: None

<p>Strategy 1: Provide training to special education staff regarding the use of general education data to drive individualized instruction and related plans.</p> <p>Strategy's Expected Result/Impact: Special Education students will show expected growth on STAAR report cards.</p> <p>Staff Responsible for Monitoring: Teacher, Administrator</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Goal 1: China Spring Intermediate School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: Domain 2 - School Progress score will increase at least one point with a gain in the number of students meeting and exceeding a years worth of academic growth.

Evaluation Data Sources: STAAR Scores

Summative Evaluation: None

Strategy 1: Regular PLC meetings to discuss student progress and needed instructional adjustment. The use of data wall to visually monitor and support student progress in core curriculum.	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Goal 1: China Spring Intermediate School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: Improve Gifted and Talented Program to differentiate instruction for all gifted learners.

Evaluation Data Sources: An individual plan for subject choice project will be developed for 4-6 grades.
4/5 in pullout and 6 during core subjects

Summative Evaluation: None

Strategy 1: Nomination in fall and spring of possible GT candidates. Strategy's Expected Result/Impact: GT students appropriately identified. Staff Responsible for Monitoring: GT Teacher, Counselor, GT Selection Committee Title I Schoolwide Elements: 2.5	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 2: Ensuring that all teachers that serve GT students receive the initial 30 hours of GT training and participate in the 6 hour update required yearly by CSISD. Strategy's Expected Result/Impact: Teachers trained Staff Responsible for Monitoring: Campus Administrators, District, Teachers Title I Schoolwide Elements: 2.6	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Goal 1: China Spring Intermediate School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: CSI Faculty and Staff will conduct data meetings following Unit Assessments, Screeners, and Benchmark assessments to create intervention groups and develop MTSS documentation.

Evaluation Data Sources: BOY, MOY, EOY Renaissance Learning screener, Fountas and Pinnell Screener, Unit assessments for all core subjects, Benchmark data

Summative Evaluation: None

Goal 2: China Spring Intermediate will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 1: China Spring Intermediate will increase parent and family involvement participation by 5% throughout the 2020-2021 school year.

Evaluation Data Sources: Sign-in Rosters, Approved Volunteer List, SBDMC Sign-In Roster

Summative Evaluation: None

Strategy 1: Offer multiple platforms to include Facebook live, TWITTER Feed, School Messenger, and Campus Website to notify families of involvement opportunities. Strategy's Expected Result/Impact: None Staff Responsible for Monitoring: Faculty, Staff, Administrators Title I Schoolwide Elements: 3.1, 3.2	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 2: CSI will host multiple family/student learning opportunities to increase family engagement. Strategy's Expected Result/Impact: Increase in family/community engagement by 5% Staff Responsible for Monitoring: Faculty, Staff, Administration Title I Schoolwide Elements: 3.2	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 3: Recruit to increase the number of Family and Business members on the SBDMC. Strategy's Expected Result/Impact: Increase in SBDMC participation Staff Responsible for Monitoring: Faculty, Administration, Staff Title I Schoolwide Elements: 3.2	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: China Spring Intermediate will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 2: CSIS will continue to increase electronic and social media presence to enhance community support and engagement by informing stakeholders of educational advancements, innovations, and opportunities offered by the campus.

Evaluation Data Sources: Views, Shares, Likes, Posts, clicks

Summative Evaluation: None

Strategy 1: Work with campus personnel to assist assigned social media advocates on best practices for audience engagement. Strategy's Expected Result/Impact: Increased awareness throughout community of CSI activities, celebrations, and events Staff Responsible for Monitoring: Office Staff, Faculty, Staff, Administration	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: China Spring Intermediate will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 3: China Spring Intermediate will continue to support families of online learners through a weekly Google Meet to offer student assistance.

Evaluation Data Sources: Google Meet

Summative Evaluation: None

Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 1: Ensure a safe and secure facility and environment for both staff and students.

Evaluation Data Sources: Fences and Gates installed and used.
Add cameras to back of building by Cafeteria parking lot.

Summative Evaluation: None

Strategy 1: Perform regular building walks and security checks of doors, windows, and physical facility etc., Strategy's Expected Result/Impact: Safe and Secure Campus Staff Responsible for Monitoring: Administrators, Teachers, SRO, Office Staff Title I Schoolwide Elements: 2.5	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 2: Maintain regular drills related to fire, shelter in place, disaster drills, etc. Strategy's Expected Result/Impact: Safe and Secure Campus, Compliance with state standards. preparedness Staff Responsible for Monitoring: Administration, Staff, Faculty,SRO, Office Staff	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 2: China Spring Intermediate will ensure that students, parents, and staff have access to physical and emotional health and wellness information.

Evaluation Data Sources: Add and maintain a Character Education class for students to discuss and understand their emotional health needs and learn about a growth mindset.

Counselor will provide in the CSI Happenings a weekly SE (social emotional) tip or resource.

Summative Evaluation: None

<p>Strategy 1: Ensure staff participation in training on identification and reporting process regarding violence, suicide, substance abuse, and any other wellness issues.</p> <p>Strategy's Expected Result/Impact: Live links Site Analytics Trainings Offered and attended Healthier Staff and stakeholders</p> <p>Staff Responsible for Monitoring: Campus Administration, District Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
<p>Strategy 2: School offers specific coordinated school health activities for students through nursing services and Physical Education Activities, counseling services.</p> <p>Strategy's Expected Result/Impact: Safe and Secure Campus, Healthy stakeholders, Identifying student need, Compliance</p> <p>Staff Responsible for Monitoring: Administration, SBDMC, Nurse, Teachers, Counselors</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: China Spring ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 3: 3: Promote anti-bullying campaign through "See Something, Say Something".

Evaluation Data Sources: Place posters on how to access "See something Say Something " near every water fountain and restroom.

Summative Evaluation: None

Strategy 1: Maintain clear documentation regarding campus response to bullying. Strategy's Expected Result/Impact: Clear and consistent guidelines for stakeholders. Staff Responsible for Monitoring: Campus Administration, Counselors	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 2: Ensure placement of program posters in multiple and highly visible areas. Strategy's Expected Result/Impact: Provide students with repeated visuals of available options for assistance. Staff Responsible for Monitoring: Campus Administration	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 3: Via district website, opportunities to report bullying and other suspicious activities are available through website link. Strategy's Expected Result/Impact: Student reports concerns are relayed to campus administrators in order to follow up appropriately for the safety of all. Staff Responsible for Monitoring: Technology Department, Campus Administrators	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: China Spring Intermediate will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

Performance Objective 1: Hire quality and qualified staff that matches the culture and diversity of CSISD.

Evaluation Data Sources: Teacher Assignment Report, Equity Data, PR1500

Summative Evaluation: None

Strategy 1: Attend regional and relevant job fairs to recruit qualified instructional staff. Strategy's Expected Result/Impact: Meet and Greet prospective employees, applicants, and resumes from the job fair Staff Responsible for Monitoring: Administration, Faculty	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: China Spring Intermediate will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

Performance Objective 2: Promote positive work environment to retain quality personnel.

Evaluation Data Sources: Host Weekly PLCs to discuss classroom environment, learning strategies, etc..
 Host voluntary book study using positive educational literature.
 Create committees to help with culturizing the campus.

Summative Evaluation: None

<p>Strategy 1: Teachers new to district and/or profession will participate in mentoring to increase level of comfort, satisfaction, and decrease learning curve.</p> <p>Strategy's Expected Result/Impact: Increased performance and retention among new teachers: Mentor Meeting Agenda New Cougar Orientation Agenda New Teacher survey (mid semesters)</p> <p>Staff Responsible for Monitoring: Administration, Mentor Teachers</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
<p>Strategy 2: Nominate and Celebrate Faculty and Staff Members of the Month and their achievements at Board Meetings, on the District Website/Campus Website, and on other District/Campus media.</p> <p>Strategy's Expected Result/Impact: Recognition of efforts, positive atmosphere: Board Book Website and Media Postings</p> <p>Staff Responsible for Monitoring: Administrators, Faculty, Staff</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
<p>Strategy 3: Promote positive actions through service, challenges, participation, etc. to include Twitter challenges, attendance challenges, committee membership, school wide activities.</p> <p>Strategy's Expected Result/Impact: Positive staff morale, increased participation in faculty/staff activities</p> <p>Staff Responsible for Monitoring: Administrators, Faculty, Staff</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
<p>Strategy 4: Create a positive environment by honoring/affirming faculty and staff with tokens of appreciation to include teacher appreciation week.</p> <p>Strategy's Expected Result/Impact: Improved campus morale, affirmation of teachers</p> <p>Staff Responsible for Monitoring: Campus Administrators, office staff</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: China Spring Intermediate will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

Performance Objective 3: Provide relevant professional development related to campus needs.

Evaluation Data Sources: CNA, Surveys, Communication with faculty/staff, certificates of attendance. Teachers are encouraged to seek out high interest workshops and evaluate whether they would benefit the teaching environment. Teachers will present what they learned at their workshop during a PLC.

Summative Evaluation: None

Strategy 1: Coordinate professional development through Region 12 and other contracted services. Strategy's Expected Result/Impact: Increased achievement, Teachers receiving desired PD Staff Responsible for Monitoring: District/Campus Administrators, Teachers, Counselors Title I Schoolwide Elements: 2.5	Reviews			
	Formative			Summative
	Oct	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue				