Hamshire-Fannett Independent School District Hamshire-Fannett Elementary School 2024-2025 Campus Improvement Plan

Mission Statement

At Hamshire-Fannett Elementary, we make a difference by growing, educating, and loving all students.

Vision

Hamshire-Fannett Elementary will create a learning environment that will prepare all students to be productive members of society.

Core Beliefs

Honesty - We communicate honestly Optimism - We stay optimistic Respect - We respect one another Navigators - We guide <u>all</u> our students' learning Service - We serve <u>all</u> our students and community

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Description of School

Hamshire-Fannett Elementary is a PreKindergarten to 3rd-grade campus with a 2024-2025 enrollment of 638 students. *When the 23-24 TAPR report is released data will be updated.

	TEA	A TAPR DA	ТА			
	2016-2017	2017-2018	2018-2019	2019-2020	2021-2022	2022-2023
Total Students	580	621	605	564	562	636
Early Childhood Education	5	8	9	4	8	15
PreKindergarten	27	35	22	25	33	54
Kindergarten	121	132	133	100	112	126
First Grade	143	151	153	149	120	151
Second Grade	149	140	145	151	133	155
Third Grade	135	155	143	135	156	135

TEA TAPR DATA										

Demographics Strengths

Student enrollment is steadily returning to enrollment numbers prior to the two floods and covid. Pre-k and EE continue to be grade levels of growth. Our classes are robust with students.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): HFE is near capacity and we have little room for growth. **Root Cause:** Our community is growing. We have a high rated campus and a reputation in the area as one of the best elementaries to attend.

Student Learning

Student Learning Summary

	May 20	022 ST	AAR Mathem	natics, G	rade 3	May 2	023 ST.	AAR Mathen	natics, G	rade 3	Ma	y 2024	STAA	R Mathemati	cs, Grad	e 3
	Total Students	Scale Score	Approaches	Meets	Masters	Total Students	Scale Score	Approaches	Meets	Masters	Total Students	Raw Score	Scale Score	Approaches	Meets	Masters
Elementary School	127	1491	88.19%	57.48%	23.62%	130	1477	86.92%	50%	18.46%	127	22	1496	83.46%	52.76%	18.9%
American Indian/ Alaskan	1	1596	100%	100%	100%	1	1487	100%	100%	0%						
Asian	2	1552	100%	100%							2	29	1626	100%	100%	50%
Black/ African American	6	1570	100%	83.33%	50%	10	1398	80%	20%	0%	13	21	1480	76.92%	46.15%	15.38%
Hispanic	31	1454	77.42%	51.61%	12.9%	26	1422	80.77%	34.62%	0%	28	20	1464	71.43%	53.57%	10.71%
Native Hawaiian/ Pacific	1	1811	100%	100%	100%											
Two or More Races	5	1493	60%	60%	60%	3	1419	100%	33.33%	0%	3	21	1483	66.67%	66.67%	33.33%
White	108	1515	88.89%	58.33%	26.85%	83	1494	90.36%	56.63%	25.3%	81	22	1507	88.89%	51.85%	20.99%
Female	72	1465	76.39%	40.28%	20.83%											
Male	87	1517	86.21&	58.62%	28.74%											
Special Ed Indicator	21	1364	52.38%	14.29%	0%	22	1458	81.25%	50%	18.18%	23	18	1414	60.87%	30.43%	4.35%
	Mav	2022 \$	TAAR Readi	ing Grad	de 3	Max	2023 \$	TAAR Read	ing Grad	de 3	May 2024 STAAR Reading, Grade 3					
	Total Students	Scale	Approaches		Masters	Total Students	Scale	Approaches		Masters	Total Students	Raw	Scale	Approaches	Meets	Masters

	May 2	022 ST.	AAR Mathe	matics, G	rade 3	May 2	023 ST.	AAR Mathen	natics, G	rade 3	Ma	y 2024	STAA	R Mathemati	cs, Grad	e 3
	Total Students	Scale Score	Approache	6 Meets	Masters	Total Students	Scale Score	Approaches	Meets	Masters	Total Students	Raw Score	Scale Score	Approaches	Meets	Masters
Elementary School	127	1493	89.76%	59.84%	34.65%	129	1501	93.8%	66.67%	24.03%	132	30	1509	90.15%	60.61%	22.73%
American Indian/ Alaskan	1	1468	100%	5 100%	0%	1	1490	100%	100%	0%						
Asian	2	1675	100%	5 100%	100%						2	40	1643	100%	100%	50%
Black/ African American	6	1605	83.83%	66.67	66.67%	10	1444	90%	30%	10%	13	30	1506	84.62%	61.54%	23.08%
Hispanic	31	1466	69.81%	48.39%	29.03%	26	1464	92.31%	50%	15.38%	29	29	1489	86.21%	62.07%	24.14%
Native Hawaiian/ Pacific	1	1901	100%	5 100%	100%											
Two or More Races	3	1460	100%	66.67%	0%	7	1532	100%	85.71%	28.57%	3	31	1513	100%	33.33%	33.33%
White	83	1487	73.04%	61.45%	33.73%	85	1517	94.12%	74.12%	28.24%	85	30	1513	91.76%	60%	21.18%
Female																
Male																
Special Ed Indicator	14	1441	85.71%	35.71%	21.43%	22	1441	81.82%	40.91%	13.67%	23	22	1399	65.22%	21.74%	4.35%
2023-2024 Dat		Арр	roaches	Meets		Ν	Aasters									
HFE Math		83	53		20											
Region 5 Ma	th	61	33		10											
Texas Math		69	41		15											
HFE Readin	g	90	61		23				4							
Region 5 Rea		68	39		13				4							
Texas Readi	ng	74	49		21											

Student Learning Strengths

Hamshire-Fannett Elementary performed higher than the state and region averages for both 3rd Grade STAAR math and reading. On the STAAR Academic Achievement Status, HFE met all the state's targets for reading and math.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Third Grade Math scores dropped from 86 to 83 on Approaches, improved from 50 to 53 on Meets, and remained 20 to 20 on Masters. Root Cause: The test was different. There were different question types the students were not familiar with.

School Processes & Programs

School Processes & Programs Summary

Hamshire-Fannett Elementary is a PreKindergarten - 3rd-grade campus. Hamshire-Fannett Elementary is implementing Professional Learning Communities processes to guide our support and growth for administration, teachers, and staff. Through the PLC processes, we develop team norms, goals, common formative assessments, and develop strategic instructional strategies to improve instruction and student learning.

Hamshire-Fannett Elementary has a PreKindergarten Program that is all day for students identified as needing special education services starting at 3 years old and also offers all-day PreKindergarten to students meeting specific qualifying criteria set forth by the Texas Education Agency starting at 4 years old. HFE starting offering a 4-year-old Tuition PreKindergarten program for the 2021 school year. Enrollment is growing in the Pre-kindergarten with4 classes for the 2024-25.

Hamshire-Fannett Elementary utilizes Houghton Mifflin Harcourt, Saxon-Phonics, Guided Reading and Math, and scheduled intervention time to meet the academic needs of our students. Hamshire-Fannett Elementary is self-contained for PreKindergarten, Kindergarten, and First Grade; and Second and Third Grades are departmentalized (two teachers partnered to split the following courses math, reading, language, science, and social studies). Each grade level meets weekly and every six weeks to discuss instructional strategies based on data from teacher observations, teacher-made assessments, curriculum-based assessments, common formative assessments, developmental reading assessments, and Istation reports.

Hamshire-Fannett Elementary has a Response to Intervention (RTI) / Multi-Tiered Support System (MTSS) team made up of teachers, specialists, and administration reviews data to determine the appropriate interventions and steps to implement. Tier-II and Tier-III students receive specialized interventions.

Hamshire-Fannett Elementary has a campus-wide positive behavior program (PRIDE). P stands for Patience, R stands for Respect, I stands for Integrity, and D stands for Determination, and E stands for Excellence. Students are nominated every six weeks by demonstrating one of the PRIDE standards, an announcement is made describing why the student was nominated and then displayed on their grade level bulletin board. At the end of each six weeks, one student for each standard in each grade level will be nominated to receive recognition from the campus. Hamshire-Fannett Elementary also communicates daily behavior results home using a class folder that documents the student's behavior for the day using a classroom behavior management system (moving their clip or documenting in Classroom Dojo). For students needing additional support, they are given a personal behavior plan which allows them to earn incentives for reaching his/her goals for the day or week. The counselor provides guidance lessons once a six weeks for all classes.

Hamshire-Fannett Elementary is a Capturing Kids Heart Campus for the 2024-25 school year. Students will be supported with the Leadworthy Character Lessons for growth in social emotional learning.

School Processes & Programs Strengths

Hamshire-Fannett Elementary PRIDE behavior program, scheduled intervention, and common planning times in our master schedule have positively impacted our growth academically and behaviorally. Social emotional learning will be through Capturing Kids Hearts and through guidance lessons delivered by the counselor.

Perceptions

Perceptions Summary

HFE works to create a warm welcoming learning environment for all students, staff, and community members. HFE has worked hard to improve communication through social media (Zoom, Google Meet, Facebook, Remind, and Blackboard) to reach as many community members. Parents and family members are invited to campus to each lunch with their students. HFE partners with the PTA to offer many family engagement opportunities. Volunteers are encouraged at school to help in many ways. HFE staff is comprised of many "hometown" (Teachers who attended HF) teachers, veteran teachers and novice teachers.

Perceptions Strengths

Hamshire-Fannett Elementary builds a positive culture/environment for staff, students, and the community. Having an open campus for parents and family to eat lunch with their students contributes to a positive perception of school. Parents and family are invited to awards programs and to eat for Grandparents Day, Thanksgiving and Christmas. Parents also were invited to parties throughout the year. Staff has been recognized for their longevity to Hamshire Fannett Elementary. PTA honors the "STAR" Teacher of the month.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Increased rate of turnover among staff Root Cause: Compensation package, better employment opportunities elsewhere, homeschool shift

Priority Problem Statements

Problem Statement 1: Increased rate of turnover among staff

Root Cause 1: Compensation package, better employment opportunities elsewhere, homeschool shift Problem Statement 1 Areas: Perceptions

Problem Statement 2: Third Grade Math scores dropped from 86 to 83 on Approaches, improved from 50 to 53 on Meets, and remained 20 to 20 on Masters.Root Cause 2: The test was different. There were different question types the students were not familiar with.Problem Statement 2 Areas: Student Learning

Problem Statement 3: HFE is near capacity and we have little room for growth.Root Cause 3: Our community is growing. We have a high rated campus and a reputation in the area as one of the best elementaries to attend.Problem Statement 3 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

• District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- Observation Survey results

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Professional development needs assessment data

Parent/Community Data

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

Support Systems and Other Data

- Communications data
- Budgets/entitlements and expenditures data

Goals

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett Elementary campus will maintain our ratings of "A".

Performance Objective 1: Hamshire-Fannett Elementary percent of 3rd graders that score meets grade level or above on the 2024-2025 STAAR Reading will score 65% or above.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Reading Assessment

Strategy 1 Details		Rev	iews	
Strategy 1: Identified Essential Standards using the R.E.A.L. (Readiness, Endurance, Assessed, Leverage) Method		Formative		Summative
Use Assessments (Circle, MClass, Texas Primary Reading Inventory, Developmental Reading Assessment, and Common	Oct	Jan	Mar	June
 Formative Assessments) to identify strengths and weaknesses to adapt instruction to meet the needs of the students Scheduled common planning times to implement the Professional Learning Communities process to improve students learning and teacher instruction Scheduled intervention time to implement a Multi-Tiered Support System to assist students not meeting standards Utilize Learning Aly, Edmentum (Reading Eggs), Renaissance, and IXL to assist students not meeting standards and for those students that are meeting standards to extend their learning Strategy's Expected Result/Impact: The above strategies are expected to improve student learning using the Professional Learning Communities Process by answering the following questions: What do we want students to learn? (Essential Standards) How do we trespond if the students already know it? (Multi-Tiered Support System, and IXL) How do we respond if the students already know it? (Multi-Tiered Support System, and IXL) Staff Responsible for Monitoring: HFE Teachers HFE Administration Title I: 2.4, 2.5, 2.6 Funding Sources: - 211 - Title I, Part A Improving Basic Program - \$10,354 				
Funding Sources: - 211 - Title I, Part A Improving Basic Program - \$10,354				
No Progress Accomplished -> Continue/Modify	X Discont	tinue		

Performance Objective 2: Hamshire-Fannett Elementary percent of 3rd graders that score meets grade level or above on the 2024-2025 STAAR Math will score 58% or above.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Math Assessment

Strategy 1 Details		Rev	iews	
Strategy 1: Identified Essential Standards using the R.E.A.L. (Readiness, Endurance, Assessed, Leverage) Method		Formative		Summative
Use Assessments (Circle, MyClass, Texas Primary Reading Inventory, I-Station, and Common Formative Assessments) to identify strengths and weaknesses to adapt instruction to meet the needs of the students Scheduled common planning times to implement the Professional Learning Communities process to improve students learning and teacher instruction	Oct	Jan	Mar	June
Scheduled intervention time to implement a Multi-Tiered Support System to assist students not meeting standards Purchased Explore Learning (Reflex Math) and IXL to assist students not meeting standards and for those students that are meeting standards to extend their learning				
Strategy's Expected Result/Impact: The above strategies are expected to improve student learning using the Professional Learning Communities Process by answering the following questions: What do we want students to learn? (Essential Standards) How do we know the students learned it? (Assessments) How do we respond if the students didn't learn it? (Multi-Tiered Support System and IXL) How do we respond if the students already know it? (Multi-Tiered Support System and IXL)				
Staff Responsible for Monitoring: HFE Teachers HFE Administration				
Title I: 2.4, 2.5, 2.6				
Funding Sources: - 211 - Title I, Part A Improving Basic Program - \$3,295				
Image: Wow of the second se	X Discon	ntinue		

Performance Objective 3: Hamshire-Fannett Elementary increase program options that develop the strength, needs, and interest of students served in special programs.

Evaluation Data Sources: 3-4 week Common Formative Assessments, STAAR test, I-station, Eduphoria, three-week progress reports, 6-week report cards

Strategy 1 Details		Rev	iews	
Strategy 1: Disaggregate special education data using Eduphoria and CFA's focusing on objective weaknesses below 70%.		Formative		Summative
Strategy's Expected Result/Impact: Teachers identify low scoring standards and implement interventions to improve learning. Staff Responsible for Monitoring: Campus Teacher Campus Administration Title I: 2.4, 2.6	Oct	Jan	Mar	June
Strategy 2 Details		Rev	iews	•
Strategy 2: Monitor strategies to promote continuous improvement for students receiving services in Special Education and		Formative		Summative
504. Strategy's Expected Result/Impact: Increase the percentage scored on Common Formative Assessments and STAAR Assessments Staff Responsible for Monitoring: Campus Teachers Campus Paraprofessionals	Oct	Jan	Mar	June
Campus Administration				

Strategy 3 Details		Rev	views	
Strategy 3: Tutorials/Intervention/Summer Programs-Accelerated instructional time focusing on re-teaching to assist		Formative		Summative
 students with mastering TEKS and daily lessons during the school year and summer school. Strategy's Expected Result/Impact: Increase the percentage scored on Common Formative Assessments and STAAR Assessments, and mastery of TEKS. Staff Responsible for Monitoring: Campus Teachers Campus Paraprofessionals Campus Administration 	Oct	Jan	Mar	June
Title I: 2.4, 2.6 - Results Driven Accountability Funding Sources: - 199 - State Compensatory Ed (SCE): State, - 211 - Title I, Part A Improving Basic Program - \$196,724				
Strategy 4 Details		Rev	views	
Strategy 4: Continue vertical/horizontal teaming/planning to align, write, extend, and revise TEKS lessons - based on Formal/Informal Assessments.		Formative		Summative
Strategy's Expected Result/Impact: Improve lessons and differentiation to increase student learning Staff Responsible for Monitoring: Campus Teachers Campus Administration	Oct	Jan	Mar	June
Strategy 5 Details		Rev	views	
Strategy 5: Utilize school counselor to help homeless students transition and cope with school and master TEKS and daily		Formative		Summative
 lessons during the school year and summer Strategy's Expected Result/Impact: Increase the percentage scored on Common Formative Assessments and STAAR Assessments, and mastery of TEKS. Staff Responsible for Monitoring: Counselor Administration Teachers Funding Sources: - 199 - State Compensatory Ed (SCE): State - \$6,254 	Oct	Jan	Mar	June
No Progress Occomplished Continue/Modify	X Discor	itinue		

Performance Objective 4: Hamshire-Fannett Elementary will end the year with a 95% percentage rate for the attendance rate 2024-2025 school year.

Evaluation Data Sources: TAPR, State Accountability Reports

	Rev	views	
	Formative		Summative
Oct	Jan	Mar	June
	Rev	views	•
	Formative		Summative
Oct	Jan	Mar	June
	Rev	views	
	Formative		Summative
Oct	Jan	Mar	June
	Oct	Formative Oct Jan Rev Formative Oct Jan Rev Formative Rev Formative Rev Formative	Oct Jan Mar Oct Jan Mar Reviews Reviews Oct Jan Mar Oct Jan Mar Oct Jan Mar Reviews Reviews Formative Image: Construct on the state of the stat

Performance Objective 1: Hamshire-Fannett Elementary will train 100% of the staff on EOP procedures and processes each school year.

Evaluation Data Sources: Sign-in sheets and certificates

Strategy 1 Details		Rev	views	
Strategy 1: Increase knowledge of Campus Crisis Management Plan/Emergency Operation Plan by having safety drills		Formative		Summative
each month utilizing RAPTOR. Strategy's Expected Result/Impact: Campus Emergency Operation Plan Documentation Binder Staff Responsible for Monitoring: Campus Administration	Oct	Jan	Mar	June
Strategy 2 Details		Rev	views	
Strategy 2: Continue training and communication with staff and students on Response Standard Protocols.		Formative		Summative
Strategy's Expected Result/Impact: Campus Emergency Operation Plan Documentation Binder Staff Responsible for Monitoring: Campus Administration	Oct	Jan	Mar	June
Strategy 3 Details		Rev	views	
Strategy 3: Participate in active shooting training at the campus.		Formative		Summative
Strategy's Expected Result/Impact: Campus Emergency Operation Plan Documentation Binder Staff Responsible for Monitoring: Campus Administration	Oct	Jan	Mar	June
Strategy 4 Details		Rev	views	
Strategy 4: Increase awareness of visitors on campus by providing visitor passes to adults who come on campus.		Formative		Summative
Strategy's Expected Result/Impact: Lesson Plans Staff Responsible for Monitoring: Campus Administration Counselor Grade Level Leaders	Oct	Jan	Mar	June
Strategy 5 Details		Rev	views	
Strategy 5: Coordinate with local and district emergency personnel during practice drills throughout the year to establish		Formative		Summative
aligned protocols. Strategy's Expected Result/Impact: Align protocols between local and district emergency protocols Staff Responsible for Monitoring: Campus Administration Counselor	Oct	Jan	Mar	June



Performance Objective 1: Hamshire-Fannett Elementary will increase email and electronic communications to parents, staff, and community members concerning school events, grading periods, positive notifications, and all pertinent information. HFE will utilize the district communications director to increase positive district culture by keeping him informed of all events and activities on campus

Evaluation Data Sources: Number of parents receiving information from the campus using technology devices and apps

Reviews				
Formative			Summative	
Oct	Jan	Mar	June	
	Reviews			
Formative			Summative	
Oct	Jan	Mar	June	
Reviews				
Formative Sum			Summative	
Oct	Jan	Mar	June	
Reviews				
Formative S			Summative	
Oct	Jan	Mar	June	
	Oct	Formative Oct Jan Rev Formative Oct Jan Rev Formative Oct Jan Rev Formative Rev Formative Rev Formative Rev Formative	FormativeOctJanMarReviewsFormativeOctJanMarOctJanMarOctJanMarOctJanMarJanMarOctJanMarOctJanMarOctJanMarOctReviewsFormativeFormative	



Goal 3: LEADERSHIP: Hamshire-Fannett ISD will establish a positive district culture.

Performance Objective 2: Hamshire-Fannett Elementary will reduce the turnover rate among staff.

Evaluation Data Sources: Staff Turnover

Strategy 1 Details	Reviews			
Strategy 1: Make staff feel appreciated and valued by giving hand written notes in appreciation for a job well done, end of		Formative		Summative
year questionnaire for input on how to improve morale.		Jan	Mar	June
Staff Responsible for Monitoring: Administration				
Strategy 2 Details	Reviews			-
Strategy 2: Create a supportive atmosphere for employees by giving them input on Staff development and curriculum decisions.		Formative Summat		
		Jan	Mar	June
Strategy's Expected Result/Impact: Reduce staff turn over				
Staff Responsible for Monitoring: Administration				
No Progress Accomplished -> Continue/Modify	X Discor	ntinue		

Goal 4: LEADERSHIP: Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 1: Hamshire-Fannett Elementary will have a UIL team participate in every UIL category that is offered at the elementary level, with each team having max participants.

Evaluation Data Sources: Members of UIL academic teams

Strategy 1 Details		Rev	iews	
Strategy 1: Request that all teachers advocate for the program and encourage students to try out to participate for Academic	Formative Summ			Summative
UIL. Strategy's Expected Result/Impact: Number of students trying out for Academic UIL Staff Responsible for Monitoring: Campus Administration Counselor Grade Level Leaders	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Send fliers home informing parents/guardians the benefits of participating in Academic UIL activities.		Formative		Summative
Strategy's Expected Result/Impact: Communication Binder Staff Responsible for Monitoring: Campus Administration Counselor All Teachers	Oct	Jan	Mar	June
No Progress Occomplished Continue/Modify	X Discor	l ntinue	<u> </u>	

Campus Funding Summary

			199 - General Fund: Local	
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	4	2		\$2,250.00
			Sub-Total	\$2,250.00
			199 - State Compensatory Ed (SCE): State	
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	3	3		\$0.00
1	3	5		\$6,254.00
Sub-Total				\$6,254.00
			211 - Title I, Part A Improving Basic Program	
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	1	1		\$10,354.00
1	2	1		\$3,295.00
1	3	3		\$196,724.00
			Sub-Total	\$210,373.00
			461 - Campus Activity Fund	
Goal	Objective	Strategy	Resources Needed Account Code	Amount
1	4	2		\$750.00
		·	Sub-Tota	l \$750.00