



MARKHAM ELEMENTARY

CAMPUS IMPROVEMENT PLAN 2024-2025



Updated 10/2/2024

Markham Elementary 2024-2025 Campus Improvement Plan



Markham Elementary 2024-2025

Committee Members Include:

Markham Elementary Staff: Stacie Murry, Hadleigh Height, Ashley Murphy, Shelley Waters, Maggie Frausto, and Lacey Shindler

Parent: Monse Dannels

Parent: Amber Carrillio

Community Member: Stacey Henske

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Markham Elementary School Comprehensive Needs Assessment

The Comprehensive Needs Assessment (CNA) contains the Data Analysis Areas. The Data Analysis Areas contain four Multiple Measures of Data. The four Multiple Measures of Data are Demographics, Student Academic Achievement, District Processes & Programs, and Perceptions. The Data Analysis Areas each include: Summary, Strengths, and Needs.

Per Federal and State Law, funds are to be spent only when clearly identified in the Comprehensive Needs Assessment, District Improvement Plan, and Campus Improvement Plan.

Our Comprehensive Needs Assessment is a cyclical continuous process at Markham Elementary School that includes addressing improving academic achievement for students. The process involves a core committee of all stakeholders at the campus engaged in reviewing data, having discussions, and collaborating on finding the strengths, needs and areas of improvement. The core committee is comprised of the Superintendent, teachers, principal, administrator(s), counselor(s), Curriculum Director, PEIMS Coordinator, Special Education Director, Business Manager/CFO, parent(s) and community member(s).

The process includes:

- Core committee meets once a month to review district/campus data and CNA/DIP/CIP
- All components of the CNA are reviewed and addressed
- An evaluation of all programs funded is completed
- The CNA/DIP/CIP is reviewed to ensure any revisions are completed

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DEMOGRAPHICS:

Markham Elementary is a rural 2A school in the Tidehaven Independent School District located in the community of Markham, TX in Matagorda County. Markham Elementary serves 212 students Pre-kindergarten thru 5th grade.

Demographics:

Total Students 212

- White 42.5%
- Hispanic 50%
- African Americans 3.8%
- Economically Disadvantaged 65.8%
- At-Risk 9%

Demographic Strengths-

- 100% Qualified/Meets Requirement Staff
- More Hispanic students scored at the “Meets” performance level in 3rd grade reading and math
- More White students scored at the “Meets” performance level in 4th grade math
- The “All Students” demographic is

Demographic Needs-

- Increase rate of students meeting “Approaches” level in 4th Grade Writing
- Increase rate of Economically Disadvantaged students meeting “Approaches” level on STAAR Reading
- Develop academic interventions to support Economically disadvantaged and White students
- Maintain “Meets” percentages across grade levels and subjects

Fund Resources: Include in CIP

Title I, Part A (Teachers/Extra Duty) \$43,815.90

Title I, Part A (Math Curriculum) \$1,166

Title I, Part A (Math Curriculum) \$250.00

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STUDENT ACADEMIC ACHIEVEMENT:

Student Academic Achievement **Summary-**

- Accountability Rating: A (96 out of a 100) Met Standard
- Overall Performance in the 3 accountability domains:
 - Student Achievement- 93
 - School Progress-94
 - Closing the Gaps- 100

Student Academic Achievement **Strengths-**

- Campus met the target scores in all 3 accountability domains
- The campus earned distinctions in Science and Post-Secondary Readiness
- The following student groups met the state target for Academic Achievement in Reading
 - All Students
 - Hispanic
 - Economically Disadvantaged
- The following student groups met the state target for Academic Achievement in Math
 - All Students
 - White
 - Hispanic
 - Economically Disadvantaged
- The following student groups met the state target for academic growth in Reading
 - All Students
 - White
 - Hispanic
 - Economically Disadvantaged
- The following student groups met the state target for academic growth in Math
 - All Students
 - White
 - Economically Disadvantaged

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Student Academic Achievement **Needs-**

- Maintain the number of students achieving meet or exceeds in Reading and Math
- The following student group did not met the state target for Academic Achievement in Reading
 - White
- The following student group did not met the state target for Academic Growth in Math
 - Hispanic

Fund Resources: Include in CIP

Title I, Part A (Supplies and Materials) \$3,200

Title I, Part A (Teachers) \$43,815.90

Title I, Part A (laptops, printers, tablets) \$6,000

SCHOOL PROCESSES & PROGRAMS:

Instruction is essential to student achievement. Administrators conduct regular visits to classrooms for observations and walk-throughs to provide teachers with support to engage their students. Teachers also do walk-throughs to observe their colleagues. Data from these visits and conferences with teachers are an integral component for increasing student learning. The curriculum utilized to increase student achievement is critical. The curriculum must be aligned with the TEKS. Our campus departments meet twice a month to identify areas of strengths and weaknesses based on data to monitor student progress.

The personnel at Markham Elementary are 100% highly qualified/meets requirement, with 45% of personnel holding Master's Degrees, 98% attending District/campus training, and a 100% retention rate . The organizational component at Markham Elementary consists of on-going professional development that focuses on specific areas of need based on teacher walk-throughs and student performance data.

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School Processes and Programs **Strengths-**

- All classroom teachers are ESL certified
- All ELAR teachers are GT certified
- Teachers complete the T-TESS evaluation system, set goals and evaluate their progress at the end of the year
- A testing calendar was developed and implemented, to include benchmarks, mCLASS testing, Star Renaissance testing, curriculum assessments, and CliEngage assessments
- K-5 students set goals, track their own data, and progress in data folders.
- Grade level teams participate in data meetings once a six weeks
- RtI meetings are held once every nine weeks to track students' progress

School Processes and Programs **Needs-**

- Increase the frequency of RtI meetings to once every six weeks
- Structure tutorial block to target specific academic needs to ensure student progress
- Develop an instructional leadership team to be involved in the decision making processes related to education and curriculum.
- Conduct two campus culture/climate surveys of staff in the fall and the spring

Fund Resources: Include in CIP

State Compensatory Education (SCE)-(Consultants/Teacher Professional Development) \$10,000

Title I Part A (Technology) \$8,000

PERCEPTIONS:

Markham Elementary has traditionally hosted opportunities for parents and family members to visit the school for Meet the Teacher , Open House, STAAR Nights, volunteering, behavioral strategies, awards ceremonies, Veteran's Day, PTO meetings, and Family Game Night. Our campus also holds community events such as a Thanksgiving dinner, Christmas programs, and The Color Run . This year due to COVID we have offered virtual opportunities for parental involvement such as Meet the Teacher, trainings through Region 3, and Family Code Night.

Perceptions **Strengths:**

- Volunteering by parents and family members
- Attendance at trainings/meetings increased
- Increase parent and family engagement

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Perceptions **Needs:**

- Increase parent and family attendance at trainings
- Increase teacher conferences with parents and family members to once a six weeks

Fund Resources: Include in CIP

Title I, Part A (Supplies-Parent Involvement) \$1,000

State Compensatory Education (SCE)-(Student Materials) \$2,200

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Markham Elementary Goals and Objectives

Goal 1: Markham Elementary will meet the standard or target in all indexes for which there is performance data.

Objective 1: By the spring of 2023, all students and student groups will meet or exceed the passing standard on the STAAR Reading, Writing, Math, and Science tests.

Goal 2: Markham Elementary will encourage parents/family members to become full partners in the educational process.

Objective 1: 100% of all parents/family members will participate in the education of their children.

Goal 3: Markham Elementary will recognize and address the unique characteristics and learning abilities of all students.

Objective 1: Talents, needs, and abilities of all students will be addressed to ensure that each child's maximum learning potential is achieved.

Goal 4: Markham Elementary will integrate technology into instruction and learning.

Objective 1: Markham Elementary will improve campus technology to enhance learning and ensure efficient management.

Goal 5: Markham Elementary faculty members will address the learning needs of all students.

Objective 1: Faculty and staff members will continue to develop and enhance their professional skills.

Goal 6: Markham Elementary will provide a safe and attractive learning environment where all students are productive citizens.

Objective 1: The physical safety and welfare of all students will be addressed.

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Goal 1: Markham Elementary will meet the standard or target in all indexes for which there is performance data.
Objective 1: By the spring of 2021, all students and all student groups will meet or exceed the passing standard on the STAAR Reading, Writing, Math, and Science tests.

Activity/Strategy		Person(s) Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	Cost Estimate
1.1	Grade 1-5 students will take practice STAAR 2.0 assessments in an online format. Students with 80 and above will work on increasing performance percentage at the Masters level. Data will be used to focus on individual student needs and the “deepest holes”.	Murry R. Garcia 1-5 grade teachers	TEA Released tests; practice assessments DMAC Lead4ward, TEKS Resource	January through April	Practice scores and data disaggregation	Increased STAAR scores/increase Masters Performance percentage	\$1200. Title I, Part A funds
1.2	Students will take MClass assessments three times a year and Star Early REN monthly to target progress and plan instruction.	Murry All teachers	Supplemental materials	September- May Monthly assessments	MClass reports and Star REN	All students on Tier I; improved comprehension and fluency	\$4,170 Title I, Part A funds
1.3	TEKS Resource System, Star Early Literacy, Star Math, and Sharon Wells curriculum will be implemented to students through direct instruction. Teachers will utilize TEKS Resource System to plan instruction. All students in grades 1-5 will take CAs every 6 weeks	Murry All teachers 1-5	TEKS Resource System DMAC Sharon Wells Renaissance	September- May	Achievement Guidelines	Increase overall academic achievement	\$1800.00 \$4.50 per student \$10,195.00 Title II
1.4	Markham Elementary will improve student performance in reading, math, science and writing by utilizing daily 45 minute tutorials (TIGER TIME) five days a week for K-5 th grade. Instruction will also focus on improving performance in reading, writing and math in all populations (SPED, ESL, and Hispanic). K-2 will improve student performance in reading and math in tutorials (TIGER TIME) five days a week from 3:00-3:30 beginning September 5 th .	Murry All teachers IAs Murry K-2 nd grade teachers, IAs	Students, materials, teachers & transportation	September-May	Sign in sheets	STAAR scores of at least 90% for all students in all STAAR areas. Practice STAAR test will be utilized to assess progress. MClass reports	\$2000.00 for 3-5 grade None for K-2 nd grade Use \$0.00
1.5	All students will participate in weekly science experiments in the science lab.	All teachers Murry	Related science equipment STEMscopes	September-May	Cumulative lab portfolio	Increase science STAAR scores	None Use \$0.00
1.6	Students will earn Markham Money, Tokens and treasure box passes for positive academic reinforcement.	Murry All Teachers	Colored paper Tokens	September-May	Achievement Guidelines	Increase overall academic achievement	\$200.00

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	Students will continue to earn “Markham Money” for positive academic and behavioral reinforcement.						
1.7	Continue with higher-level questioning strategies by using more open-ended questions to promote appropriate questioning development and establish high expectations of relevance and rigor to improve student performance.	Murry All teachers	Internet Instructional materials Fast Focus Mentoring Minds	September -May	Achievement Guidelines	Increase overall academic achievement	None Use \$0.00
1.8	3 rd , 4 th and 5 th grade tutorials in reading, math, science and writing will continue after STAAR benchmark for smaller group instruction during Tiger Time and after school.	Janish Talbert Shindler Saha Appling Frausto Garcia	Fast Focus Mentoring Minds Other instructional materials	September-May	Achievement Guidelines	Increase overall academic achievement	None Use \$0.00
1.9	Teachers will use Education Galaxy, Renaissance Place, MClass, XtraMath, Star REN, Star Early Literacy,, Reading A-Z, BrainPop, Learning.com, and other online STAAR preparation programs to prepare students for STAAR, STAAR- Alt assessments.	K-5 th grade teachers Murry	Renaissance Learning istation Apps	September-May	Online student reports	STAAR 2.0, STAAR Accommodated results	\$1200 initial and \$2.00 per student recurring annually
1.10	Additional Science materials for experiments will continue to be acquired to address the STAAR for 5th grade students.	Shindler Murry	Science materials	September-May	Inventory of science materials	95% or greater passing rate on Science STAAR 50% Advanced performance	\$350 Regular instruct funds
1.11	Markham teachers will utilize Region 3, neighboring elementary schools, and available workshops to investigate various techniques for continued student success. Teachers will continue to improve their craft by implementing strategies learned at workshops and share at monthly faculty meetings. Teachers will meet twice a month at grade level meetings to discuss data and individual student needs.	All teachers Murry Merideth Dodd	Region 3 data All teachers	September-May	Curriculum meetings; visit logs, feedback reports; workshop certificates	Improved STAAR scores	Variable Title I Title II
1.12	RtI Tier II and Tier III students will receive differentiated intensive instruction outside the regular classroom time. 45 minutes of daily tutorials “Tiger Time”.	Classroom teachers S. Cosgrove J. Mireles R. Garcia Instructional aides	Leveled readers; TEKS/STAAR objectives; educational games; QPS; DIP, MClass,	September - May	Report cards; istation results; Benchmarks; Progress Monitoring; Rtl documentation; STAR tests	STAAR scores; ITBS scores; istation; QPS; DIP, Star Early Literacy, Star REN	Variable Title I Title II TEA

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			Reading by Design				
1.13	All parents of 5 th grade students who are unsuccessful on the 1 st , 2 nd , or 3 rd administration of the Reading or Math STAAR test will participate in a Grade Placement Committee meeting to evaluate progress and to develop an Accelerated Instruction Plan based on the student's academic weaknesses.	Shindler Saha R. Garcia Murry Davant	TEA guidelines; GPC handbook	March-August	Grade Placement Committee minutes	Increased percentage of 5 th grade students passing the 2 nd and 3 rd administration of the Reading and Math STAAR test	None Use \$0.00
1.14	Markham Elementary will increase STAAR scores in reading and math each year to address performance safeguards for all students, including Hispanic and economically disadvantaged.	Murry Classroom teachers Instructional aides	Released STAAR tests, DMAC, Mentoring Minds, Sharon Wells, Other instructional materials	September - May	Report Cards, CCAs, Benchmarks,	STAAR scores of at least 90% for all students in all STAAR areas.	\$1200 SCE funds
1.15	A "Curriculum Night" will be held on an evening in November and February There will be multiple sessions for families to participate in such as STAAR Reading, Math, Science, Writing, Technology, and crafts.	Murry Classroom teachers Instructional aides	STAAR materials	February 2019	Sign-in sheets	Increase percentage of students passing STAAR and parental involvement	\$500
	The Title I, Part A, schoolwide program is based on a comprehensive needs assessment of the entire school that takes into account information on the academic achievement of children in relation to the challenging State academic standards, particularly the needs of those children who are failing, or are at-risk of failing, to meet the challenging State academic standards and any other factors as determined by the local educational agency.	Campus Leadership Team	Comprehensive Needs Assessment, Sign-In sheets, Minutes	July-June	Completed CNA for 20-21	Evaluate campus data to assess student achievement for each student group.	
	The CIP is developed with the involvement of teachers, principals, administrators, parents, community members.	Campus Leadership Team	Campus Improvement Plan, Sign-In sheets, minutes	July-June	Completed Campus Improvement Plan	Evaluate campus data to assess student group needs for meeting academic achievement.	

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	The CIP shall be regularly monitored and revised as necessary based on student needs to ensure that all students are provided opportunities to meet the challenging State academic standards.	Campus Leadership Team	Campus Improvement Plan, Sign-In sheets, minutes	July-June	Completed Campus Improvement Plan	Evaluate campus data to assess teacher needs in professional development.	
	The Title I, Part A Schoolwide plan is available to the LEA, parents, and the public, and the information contained in such plan shall be in an understandable and uniform format and, to the extent practicable, provided in a language that the parents can understand.	Principal, Campus Leadership Team, Teachers	Policy, Website, Certification Document	July-June	Completed policy (translated as needed)	Parents are made aware of the plan and it is available to parents and families.	
	Identify students in PEIMS as At-Risk (not meeting standards or dropping out of school) using the 14 criteria	Teachers, Counselor	PEIMS Report	August-May	Increase student achievement for each student.	Increase student achievement for each student.	
	Provide supplemental accelerated instruction to students identified as At-Risk	Teachers	Budget reports, Class Schedule	August-May	Increase student achievement for each student.	Increase student achievement for each student.	
	Evaluate the status of each student at regular intervals, and use the appropriate entry and exit procedures. Students do not remain identified as being in an at-risk situation throughout their school career unless they continue to meet one of the 14 At-Risk criteria.	Teachers, Counselor	PEIMS Report, Student Reports	August-May	Increase student achievement for each student	Increase student achievement for each student	
	Provide research-based programs for small reading groups for RtI students with fidelity.	Teachers, RtI Personnel	Student Reports, RtI interventions	August-May	All students in reading intervention will increase reading levels by at least one grade level each year. Progress monitoring will be completed bi-monthly	All students in reading intervention will increase reading levels by at least one grade level each year. Progress monitoring will be completed bi-monthly.	

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Goal 2: Markham Elementary will encourage parents/family members to become full partners in the educational process.							
Objective 1: 100% of all parents/family members will participate in the education of their children.							
Activity		Person(s) Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	Cost Estimate
2.1	<p>All parents whose child has a grade of 75 or below will confer with teachers at the end of the second and fifth six weeks report card pick up.</p> <p>Pre-K – report card K-2nd – report card/istation 3rd-5th – report card and STAAR update</p> <p>In the 5th 6 weeks, conferences will be held with parents as needed.</p>	Murry Davant All teachers	Report cards, istation, STAAR Benchmark testing, Title I parent compacts; Home Language translators as needed	October and April	Sign-in sheets; teacher records	Increased parent involvement	None Use \$0.00
2.2	<p>Parent attendance at Parent Teacher Committee meetings will increase to 50% of each class. Translator will be provided. Informative meetings will be held. Incentive coupons will be given to students who bring their parents to the PTO meeting. Teachers will also receive coupons for attending the meetings.</p> <p>Parents and students will be active participants in “Make- It Take- It” learning activities and receive a free book at monthly PTO meetings.</p>	Culbreath Teachers Davant Murry	Paper Instructional Materials First Book Grant	Monthly	PTO monthly sign-in sheets; PTO agendas	At least 50% parent participation in monthly meetings	\$150 Title II \$700
2.3	Volunteers will continue to support campus activities.	All teachers Davant Murry	Parent Volunteers	Each 6 weeks	Visitor sign-in sheets	At least 10 hours of volunteer time per 6 weeks	None Use \$0.00
2.4	Parents will attend the Region III Parental Involvement Conference.	Murry Davant	Region 3 Parent Involvement conference	October	Sign in sheets and attendance certificates.	Increased parent involvement.	\$500 Title II, Part A
2.5	Written communication will be provided in the home language and a translator will make contact as needed.	Davnat Murry Harvey Gonzales Sanchez	Translators and Bilingual materials	August-May	Parent conference logs	Increased parent involvement	Free translato r website
2.6	Markham Elementary will publish a monthly newsletter to provide on-going communication with all families in the learning community.	Lori Palomares All teachers Murry	iPads, color printer	Aug. - May	Completion of monthly newsletter	Distribution of newsletter to all member of the learning community	None Use \$0.00

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	<p>Students will be nominated each week for displaying social emotional character traits. Students' pictures will be posted on the webpage, MES Facebook page, and sent to the local newspapers for publication: The Palacios Beacon, will publish the "Super Tigers of the Week".</p> <p>Teachers will also increase parent communications through "Class Dojo" and weekly updating classroom webpage, newsletters, and lesson plans.</p>						
2.7	Markham Elementary will invite mothers, fathers, grandparents, etc. to "Breakfast with a Buddy" to encourage parental involvement at school.	Murry All teachers Instructional Assistants	Muffins Donuts	Sept., Oct. & Feb.	Sign-In Sheets	Sign-In Sheets	\$200.00 Student Activity fund
2.8	Parents will be invited to "Meet the Teacher Night" and "Open House" before school starts and in March.	Murry All teachers	Teachers	Aug. & March	Sign-In Sheets	Sign-In Sheets	None Use \$0.00
2.9	Markham Elementary parents will be able to view student progress online via a secure site that is password protected (txconnect parent portal)	Murry teachers A. Simpson	txConnect Parent Portal	Sept. - May	Number of parents who sign up for password	Number of parents who login	\$District expense
2.10	Programs for parents will be presented throughout the year to inform parents of how to help their children at home through academic and social activities.	Davant Murry Teachers	Net 3 Translator	Sept. - May	Number of parents who attend	Increase parent involvement	\$200.00
2.11	<p>Assignment notebooks/folders (STAR Notebooks & DOT Binders) will be used by all Kinder through fifth grade students at Markham Elementary.</p> <p>Wednesday Folders will be sent home each week with students' weekly graded work. Parents will initial that they have received the work and return to school the following day.</p>	Murry All teachers	Assignment books Wednesday Folders	August-May	Verbal written/communication between parents/teacher regarding assignment books	Yearly parent surveys	\$500 Regular Instruct funds
2.12	Parent resource materials will be provided to address a variety of learning needs.	Davant	Materials	February	Inventory of parent materials	Circulation of parent materials	None Use \$0.00
2.13	A Student Parent Compact will be reviewed with parents concerning school, student, and parent responsibilities.	Murry All teachers	Student Parent Compact	Beginning of school	Signed compact	Increase parent involvement	None Use \$0.00
	The campus has a written parent involvement policy and conducts, with the meaningful involvement of parents and family members, an annual evaluation of the content and effectiveness	Campus Leadership Team	Parents are made aware of the policy, procedure, and	August-May	Agenda, Sign-In sheet, Parent	Parents are made aware of the policy, procedure, and	

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	of the parent and family engagement policy in improving the academic quality of all students served.		process. Policy is available to parents and families.		Involvement Policy	process. Policy is available to parents and families.	
	The campus convenes an annual meeting, at a convenient time, to which all parents of participating children shall be invited and encouraged to attend, to inform parents of their school's participation under this part and to explain the requirements of this part, and the right of the parents to be involved.	Campus Leadership Team	Conduct Annual meeting after all campus data has been evaluated	August-May	Agenda, Sign-In sheet, Annual Title I PowerPoint	Conduct Annual meeting after all campus data has been evaluated.	
	The campus served shall jointly develop with, and distribute to, parents and family members of participating children a written parent and family engagement policy, agreed on by such parents. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. Such policy shall be made available to the local community and updated periodically to meet the changing needs of parent and the school.	Campus Leadership Team	Parents are made aware of the policy, procedure, and process. Policy is available to parents and families.	August-May	Agenda, Sign-In sheet, Parental Involvement Policy (translated as needed)	Parents are made aware of the policy, procedure, and process. Policy is available to parents and families.	
	The campus has School-Parent compacts at that outline how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards. Elementary campuses hold conferences with parents/family members for School-Parent compact.	Campus Leadership Team	Parents are made aware of the compact, procedure, and process. Compact is available to parents and	August-May	Agenda, Sign-In sheet, Compact	Parents are made aware of the compact, procedure, and process. Compact is available to parents and families.	
	The campus shall educate teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school.	Principal, Teachers, Parents	Campus will conduct training with assistance from parents to assist in engaging parents and families.	August-May	Agenda, Sign-In sheet, PowerPoint	Campus will conduct training with assistance from parents to assist in engaging parents and families.	

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The campus provides to parents information that shows how the school's student's achievement on the State's academic assessments compared to students served by the local educational agency and the State.	Principals, Teachers	Parents and families will be provided information on campus performance.	August-May	Student Report	Parents and families will be provided information on campus performance.	
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Goal 3: Markham Elementary will recognize and address the unique characteristics of all students.							
Objective 1: Talents, needs, and abilities of all students will be addressed to ensure maximum potential is achieved by each child.							
Activity		Person(s) Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	Cost Estimate
3.1	ESL learners will be provided with modifications and opportunities to develop their oral and cognitive skills.	All ESL teachers Enoch	Oral Language Proficiency tests; ESL teaching materials TELPAS	September and May March	OLPT scores	Advanced RPTE and passing STAAR scores LAT evaluation	\$300 ESL funds
3.2	Gifted and Talented students will be identified and provided opportunities to expand their learning through in-class extensions and a pull-out program for 45 minutes each week .	Davant Janish Shindler Waters Talbert Brown Murphy Shindler Murry	Teaching Materials; G/T class twice weekly	Sept.-May	Samples of student work	Pupil product portfolios	\$350 GT funds
3.3	Students with Learning Disabilities will be provided instruction and services in a variety of settings which are appropriate for their educational needs.	S.Cosgrove J. Mireles Gonzales Perez Barker Duckett Lewin	GCSE assessment staff; teaching materials	Each 6 weeks	Progress as noted on IEPs	Progress on STAAR Accommodation test; annual ARDS	\$500 Special Educ funds
3.4	Markham Elementary will conduct an annual evaluation of the GT program.	Davant Murry Shindler Murphy Brown Janish	Surveys	May	Previous year's survey results	Report to administrative staff	\$50 GT funds
3.5	Summer school services will be provided for students who are at risk for retention.	Murry Philyaw Davant	Teachers; materials; identified students	June	Report card grades; STAAR, ITBS scores, TELPAS	Follow up on summer school students;	\$14,000 Summer school funds;

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		K-5 th grade teacher				STAAR and ITBS scores	Title I funds
3.6	Students with dyslexic tendencies will be evaluated, monitored and provided extra assistance.	Rodriguez Mireles Garcia Murry Davant	Testing materials; DIP program; Reading by Design, GCEC	September-May	Test results; Murry Enoch Garcia Harvey	STAAR testing	\$300 Regular instruct funds
3.7	Students will be rewarded for reading success in the Accelerated Reader Program. All students K-5 th grade will be rewarded each six weeks for meeting their AR goal. Students will also be rewarded at the end of each semester for meeting their goal each six weeks.	Murry Pre-K-5 th grade teachers	Rewards for Accelerated Readers Certificates	August-May	Report generated from Accelerated Reader program.	Cumulate report generated from Accelerated Reader program	\$1,000.00 PTO funds
3.8	Students will be rewarded for good behavior/character and grades twice a year. Students will be eligible to earn Markham Money and participate in “Markham Money Mania” twice a year.	Murry Davant PTO Classroom teachers, IAs	Rewards Markham Money	January & May	Reports @ 3wks Conduct Sheets Observation	Report Cards AR goals Conduct Sheets Observation	\$1,000.00 PTO funds
3.9	The skills and attributes, Super Character will be taught to all students. Students will be awarded Tiger of the Week certificates for exhibiting the attributes of the week. Students’ pictures will be posted on the Markham Elementary website and submitted to the Bay City Sentinel, Palacios Beacon and the Bay City Tribune weekly.	Murry All teachers Davant	Rewards; certificates	Aug-May	Lesson plans	Students exhibit attributes related to super character	\$300.00

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Goal 4: Markham Elementary will integrate technology into instruction and learning.							
Objective 1: Markham Elementary will improve campus technology to enhance learning opportunities for all students.							
Activity		Person(s) Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	Cost Estimate
4.1	All students will utilize Internet access.	Murry All teachers/ IAs A Simpson	Computers	September-May	Lesson plans integrating Internet access	Increase in student technology use	None Use \$0.00
4.2	Teachers will integrate technology into lessons daily and utilize ipads, Laptop Lab, iPad Lab, and Chromebook cart. Integrate use of Interactive whiteboard, projectors, Chromebook cart, and ipads.	All teachers Murry A Simpson	Lesson Plans; technology resources	Sept.-May	Lesson plans	Student proficiency in technology TEKS	Title I funds
4.3	Use of the computer lab will be maintained by all students at Markham Elementary.	Murry All teachers Instructional Aides	Laptop computers	September -May	Lesson Plans	Student research samples	None Use \$0.00
4.4	Continue to train aides and teachers to become more computer-literate to assist in computer lessons, use, and research. All staff will participate in Ten Minutes of Technology at monthly faculty meetings.	Murry All teachers	Trained personnel	2015-2016 school year	List of district employees	Improve service to students	None Use \$0.00
4.5	Implement various computer programs including istation, Star Reading, Mathseeds ESGI, Brainpop, Education Galaxy, Flocabulary, Learning.com and Reading A-Z. Teachers will also utilize Stemsopes science online components to supplement lessons.	All teachers	Software for computers	Sept-May	Lesson plans	Increase academic performance	\$9000.00
4.6	All students will be expected to obtain higher goals in the Accelerated Reading Computer program through different venues.	All teachers	Computers, AR software, Science-related reading books	Sept. - May	AR testing	AR goal percentages	None Use \$0.00
4.7	Markham Elementary teachers will collaborate with the Library Media Specialist to ensure that students are given extra opportunities when engaged in the Learning Resource Center (internet based, and research) All classrooms will have a weekly library time/lesson that correlates with grade level TEKS.	All teachers Murry	Training for LMS Additional technology in LRC	Sept. - May	Lesson plans for LRC	Walk-through observation of LRC	\$3,000
4.8	Computer Technology class will be implemented to cover TEKS and enhance the students keyboarding skills	All teachers Murry	Computers Software	Aug. - May	Lesson plans	Student proficiency in	None Use \$0.00

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						keyboarding skills	
4.9	Word of the Day will be implemented school wide to promote vocabulary enrichment.	All staff Murry	WOD cards, paper	Sept.- May	Lesson plans	Increase vocabulary	\$100

Goal 5: Markham Elementary faculty members will address the learning needs of all students.							
Objective 1: Faculty and staff members will continue to develop and enhance their professional skills.							
	Activity	Person(s) Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	Cost Estimate
5.1	All teachers will be GT and ESL certified and continues with annual updates of certificates. All teachers and IAs will be "highly qualified".	Murry	Staff development	Sept. - May	Teacher training certificates	List of ESL and GT certified teachers, HQ	\$ 200 Staff dev funds
5.2	Counselor will provide guidance and assist in testing responsibilities.	Murry Enoch	Guidance materials	Sept. - May	Informal checks	Improve services to students	\$20000 ½ time with BE
5.3	Markham teachers will collaborate on staff development days set in the school calendar to plan together for Critical Concept sheets and go over CAs and data review	Murry All teachers Merideth Dodd	Cross grade level meetings Both elem. schools meeting	Sept.-May	Informal checks	District curriculum Scope and Sequence	None Use \$0.00
5.4	Markham Elementary will complete a comprehensive needs assessment of the entire school program based on information that includes achievement of children.	Murry All staff	Surveys; assessment data	May	Minutes from meeting	Comprehensive needs assessment folder	None Use \$0.00
5.5	Markham Elementary will improve and evaluate a Student Success Committee through Response to Intervention.	Garcia Murry Classroom teachers	SSC Evaluation Form istation	Sept. – March	Follow-up SSC Meetings	Assessment of student performance	None Use \$0.00
5.6	Use of istation, CIRCLE Assessment, CA 6 week assessments and STAAR benchmark scores for data/disaggregation of STAAR scores and predictors to focus on individual needs of students.	All classroom teachers Pre-K-5 Murry	CIRCLE istation CA assessments STAAR benchmarks	Sept. - May	Scores and data disaggregation	Increase STAAR scores, increased commended performance % Increase K-2 nd performs. through interventions	\$1400
5.7	Faculty meetings will be conducted 2 times a month with curriculum-based presentations from teachers to share with others	Murry All teachers	Workshops from different sources	August-May	Follow up in classrooms	Improvement in student achievement	None Use \$0.00

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5.8	Coordinate the professional development activities of preschool and kindergarten teachers in order to align prekindergarten and kindergarten curricula and goals through TEKS Resource System and Pre-K guidelines	Murry	TEKS TEKS Resource System Pre-K guidelines	Aug.-May	Follow up in classroom	Improvement in student achievement	None Use \$0.00
5.9	Team meetings will be twice a month to review data and ensure that grades, CAs, grades, and tutorials are reflective of each child's progress. All teachers will keep a Curriculum Notebook which will include: Planning Calendar, Data, Work Samples, 504/ SpEd documentation, Tutorial Documentation, and TEKS.	Murry Amy Kubecka All teachers	TEKS DMAC data Istation TEMI Star REN	September-May	DMAC reports Istation reports TEMI reports Star REN reports work samples	Improvement in student achievement	None Use \$0.00

Goal 6: Markham Elementary will provide a safe and attractive learning environment where all students are productive citizens.							
Objective 1: The physical safety and welfare of all students will be addressed.							
Activity		Person(s) Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	Cost Estimate
6.1	DARE program will be held for 5 th graders; drug-free guidance lessons for all students.	Shindler Saha Officer Buis Officer Villarreal	DARE curriculum; DARE officer Red Ribbon week materials	Sept. – Jan.	Lesson Plans	Drug free students; fewer violence incidents	\$7000 SDFS funds
6.2	Character education will be taught to all Markham Elementary students. The 6 pillars of character will be taught and practiced. Mr. Ross will continue to teach lessons once a month during PE classes.	Davant	Character education curriculum SEL Curriculum	Aug.-May	Lesson plans	Fewer violence incidents; Students exhibit attributes related to college and careers	\$300.00
6.3	Markham Elementary will ensure that visitors to the campus follow the sign in/out procedures. The Raport System will be used accordingly.	All staff	None	August-May	Visitor Logs	Visitor Logs Staff feedback	None Use \$0.00
6.4	Students in at risk situations will be provided with a high school or adult mentor. (Example: Athletes, DARE, PALS)	Davant	Mentors/PALS	Sept. - May	Mentor list	End of year evaluation	None Use \$0.00
6.5	Markham Elementary students will learn to use safe responses in all emergency situations. Fire drills will be conducted monthly.	All teachers Instructional Assistants Murry	Classroom fire captains; “All Clear Cards” Phone system	August - May	Elapsed time needed to evacuate	Number of successful drills throughout the year.	None Use \$0.00

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	<p>Markham Elementary will participate in 4 safety drills each year which will include: A Lock Out Drill, A Lock Down, and building evacuation.</p> <p>Staff and students will participate in mock active shooter drills each six weeks.</p>				building or lock-down		
6.6	Markham Elementary students will have presentations on safety, drug awareness, and other issues.	Murry Davant Coach Galvan Coach King L. Palomares	Buis	August - May	Student feedback	Student feedback	None Use \$0.00
6.7	Markham Elementary will conduct bus evacuation drills once per semester.	Murry	School bus Evacuation video	August-May	Elapsed time needed to evacuate the bus	Number of successful bus evacuation drills throughout the school year	None Use \$0.00
6.8	School Health Advisory Committee (SHAC) will meet at least 4 times a year.	Murry Taska Committee members	None	Sept.-May	Sign in sheets	Evaluation of implemented programs	None Use \$0.00
6.9	Continue to utilize the Fitness Gram to monitor the health and wellbeing of all students in grades 3-5.	Murry Coach Galvan Coach King	Fitness Gram software	2015-2016 school year	Student data from various activities	Results as recorded for the Fitness Gram	\$7,000
6.10	<p>An Emergency Response Team will continue to train for emergencies.</p> <p>Officer Buis will also conduct table top training drills once per semester.</p>	Murry Davant Sanchez Philyaw Palomares All Classroom teachers	Region 3 safety workshops	August-May	Monitoring of drills	Number of successful drills during the school year	None Use \$0.00
6.11	The Safety Committee will continue to meet twice a year to discuss safety issues and evaluate procedures.	Murry Palomares Philyaw Sanchez All Classroom teachers	Campus guidelines/ procedures	August-May	Monitoring of procedures	Number of successful drills during the school year	None Use \$0.00