

South San Antonio Independent School District

Palo Alto Elementary School

2024-2025 Campus Improvement Plan



Mission Statement

SSAISD

Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.

Palo Alto Elementary School

Palo Alto Elementary School will provide a well-balanced curriculum and a positive learning environment to ensure mastery of basic skills and to foster each child's attainment of his or her highest potential in academics as well as in extra-curricular interest. We believe that the mastery of these skills combined with the positive reinforcement of each child's inherent skills and talents will result in a productive involved citizen for tomorrow. We at Palo Alto will accomplish this mission through the implementation of best practices and the PLC process, which includes instructional focus and leadership, high expectations, a positive school climate, systematic measurement and evaluation and parental involvement. The success of this mission will be measured by student achievement data, attendance data and formal and informal surveys of faculty, students, and parents.

I can motivate and inspire myself to be the hero of my own story...

Vision

SSAISD

To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.

Palo Alto Elementary School

All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

I can motivate and inspire myself to be the hero of my own story...

Value Statement

SSAISD

WE believe that:

1. All of us must be bold, student-focused advocates, making collaborative decisions to ensure a united vision that enhances educational opportunities.
2. Trust is an active process and essential to ensure the academic wellness, safety, and success of our students, staff, and community.
3. All of us deserve to be cherished, challenged and stretched to reach our highest level of contribution.
4. All of us must take responsibility for our learning journey to achieve the goals we set for ourselves.
5. Authentic transformation requires being comfortable with being uncomfortable.

Palo Alto Elementary School

WE BELIEVE:

- A SAFE AND STRUCTURED STUDENT ENVIROMENT will provide a positive learning atmosphere that will enable students to achieve academic success.
- TEAMWORK, COLLABORATION, and STRATEGIC PLANNING creates effective curriculum to cultivate successful learners.
- CONSISTENT INFORMATIVE AND POSITIVE COMMUNICATION among all stakeholders will instill good rapport and promote academic achievement

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Palo Alto's serves an urban community of the southernmost area in San Antonio. Our demographics have remained relatively consistent in the past three years with a slight decline in enrollment. However, even with declining enrollment we have experienced the least amount of student loss in comparative to area elementary schools. The accountability rating for the 2018 - 2019 school year was a C and earned two distinctions for Math and Comparative Academic Growth. There was no data for 2019 - 2020 due to the COVID-19 pandemic which resulted in TEA waiving the STAAR test. The results for 2021-2022 are as follows with a B rating and a distinction for academic growth. The last 2 years have had no ratings because of judicial order.

Currently, we educate and support 539 students and of those 539, 94% of those students are economically disadvantaged. The population is 96% Hispanic with a 16% mobility rate. 11% are receiving special education services (41% of those with Intellectual Disabilities) with a 0% retention rate. In 2021, 94% was the attendance rate with (23% considered chronically absent). During the COVID-19 pandemic virtual attendance fluctuated. 100% are leaders, willing and ready to make a difference on the world.

Demographics Strengths

We have been able to set structures in place to identify students most in need and provide supports. These supports and wrap around services have fostered relationships with our families so much so they continue to stay with us even though they have moved out of our attendance zone.

Our strengths include a solid admin team and RTI structures: that identify new students for invention with in the 1st month of school as well as teachers that understand and demonstrate empathy with the diverse needs of students struggling with social- emotional learning. Support services that provide wrap around services beyond academics are offered and embracing tenants and paradigms that develop the whole-child.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Average daily tardies have increased as well as attendance has somewhat decreased and/or is not steady during the school year

Root Cause: Parents do not understand the importance of attendance and being on time

Student Learning

Student Learning Summary

Palo Alto Elementary data reflects patterns and trends according to the current Texas Academic Performance Report:

The 2022-2023 and 2023-2024 ratings were not released.

In 2021 - 2022 we improved our accountability rating from Not Rated to B. We see opportunities of growth in Domain 1 - Student Achievement and Domain 3 - Closing the Gap.

We continue to work on instructional practices to improve reading and writing proficiency in all students at all grade levels. We continue to analyze data to a granular level to establish structures and process to improve the academic performance in our special education population. We did receive two distinctions for Math and Comparative Academic Growth.

Due to the pandemic we experienced a number of students who had technology needs and have been able to get them 1 to 1 Chromebooks at Palo Alto.

Student Learning Strengths

We continue to make growth in math at grade levels 3,4 and 5 and have demonstrated the ability to grow students beyond the "expected" criteria.

In 2021-2022 our 3rd, 4th and 5th graders showed growth and success in their Math and Reading.

PAES increased by 10 percentage points from 2022-2023 to the 2023-2024 school year.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): A low number of students are achieving meets and/or master in Reading and/or Math assessments.

Root Cause: Weak foundational skills due to previous years virtual learning and lack of consistent small group instruction.

School Processes & Programs

School Processes & Programs Summary

Curriculum, Instruction, and Assessment decisions are driven by data. We are using past STAAR results to determine program effectiveness. Our data demonstrates the Palo Alto is making consistent and continual growth in the area of math. We continue to struggle with Reading and writing. Our campus is utilizing and becoming proficient with T-TESS appraisal system which rates and demonstrates teachers proficiency with Planning, Instruction, Positive Learning environment, and Professional Practices. In addition, we are establishing systems in place for a Common Instructional Framework to encourage student's opportunities to speak and listen as well as write throughout the day across all content areas and grade levels. We utilize weekly PLC's with grade levels, IC, and admin to drive our instruction as well. We also utilize the Fundamental 5 to give our teachers proven strategies for student academic success.

Palo Alto ES has two full functioning computer labs that service students K-5. We have high-speed wireless Internet throughout the entire campus.

Students now have personal chromebooks in a 1-1 Tech Initiative. Additional devices will be provided so more families will have access to 21st Century technology.

School Processes & Programs Strengths

Palo Alto ES staff have embraced the Fundamental 5, PLC structure, Effective Schools Framework and Empowering Instruction (The Leader in Me). Teachers continue to refine and clarify clear learning objectives and develop daily demonstrations of learning for their lessons. We are working on alignment to support student progress and achievement in curriculum (TEKS), instruction (high yield practices), and assessments (daily demonstrations of learning).

Palo Alto ES has two full functioning computer labs that service students K-5. We have high-speed wireless Internet throughout the entire campus.

Students now have personal chromebooks in a 1-1 Tech Initiative. Additional devices will be provided so more families will have access to 21st Century technology.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): There is a need for higher focus on literacy, especially in writing and reading comprehension, in all subject areas.

Root Cause: Teachers tend to focus on delivering the TEKS and content of their specific course and overlook opportunities for literacy within their content.

Perceptions

Perceptions Summary

At Palo Alto ES, we have two direct community programs that work in conjunction to enlist support and encourage parent involvement. We have the Ram Booster Buddies and SA Youth. Cafecitos will be held with parents to keep them in the loop of what is going on at school as well as what we can offer students.

Perceptions Strengths

Our Family Leadership team is continually refining our approach in engaging parents in a proactive manner so they feel comfortable with establishing long-lasting relationships with Palo Alto ES. We empower our parents to have autonomy with a dedicated Parent Room, provide a platform where they can express their needs concerns, and ideas on how to improve our school. We strive to empower parents and build on their strengths and needs to improve their lives which means improve the lives of our students. They provide growth and development classes, cooking, and content builder sessions. SA Youth is our after-school program they hold parent meetings, work as our liaison between home and school and provides educational support year -round.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Economic, Language and cultural barriers often prevent parents from participating in school events and activities.

Root Cause: Traditional avenues of parent out reach such as PTAs, Booster Clubs and other parent organizations do not have the ability to or the know how to overcome the economic, language or cultural barriers that prevent parent participation.

Priority Problem Statements

Problem Statement 1: Average daily tardies have increased as well as attendance has somewhat decreased and/or is not steady during the school year

Root Cause 1: Parents do not understand the importance of attendance and being on time

Problem Statement 1 Areas: Demographics

Problem Statement 2: A low number of students are achieving meets and/or master in Reading and/or Math assessments.

Root Cause 2: Weak foundational skills due to previous years virtual learning and lack of consistent small group instruction.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: There is a need for higher focus on literacy, especially in writing and reading comprehension, in all subject areas.

Root Cause 3: Teachers tend to focus on delivering the TEKS and content of their specific course and overlook opportunities for literacy within their content.

Problem Statement 3 Areas: School Processes & Programs

Problem Statement 4: Economic, Language and cultural barriers often prevent parents from participating in school events and activities.

Root Cause 4: Traditional avenues of parent out reach such as PTAs, Booster Clubs and other parent organizations do not have the ability to or the know how to overcome the economic, language or cultural barriers that prevent parent participation.

Problem Statement 4 Areas: Perceptions

Goals

Goal 1: Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 1: By June 2025, 15% of 5th graders will score at the meets level on STAAR Math, 18% of 5th graders will score at the meets level on STAAR Reading and 10% of 5th graders will score at the meets level on STAAR Science.

High Priority

Evaluation Data Sources: 2024-2025 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide IC, reading interventionist, papaya online tutoring and part time certified tutor to conduct tutoring / interventions for students. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Accomplished	 Accomplished	
Strategy 2 Details	Reviews			
Strategy 2: Purchase STAAR materials for students like STAAR master and mentoring minds Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Accomplished	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 2: By June 2025, 18% of Kinder will score at the meets level on MAP EOY, 21% of 1st graders will score at the meets level on the MAP EOY assessment and 25% of 2nd graders will score at the meets level on the MAP EOY assessment.

High Priority

Evaluation Data Sources: MAP data

Strategy 1 Details	Reviews			
Strategy 1: Provide IC and reading interventionist to conduct tutoring / interventions for students. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Accomplished	 Accomplished	
Strategy 2 Details	Reviews			
Strategy 2: Purchase new laptops and smart boards for teachers to keep up to date with evolving technology. Strategy's Expected Result/Impact: Increased success for student interventions Staff Responsible for Monitoring: Admin and teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Accomplished	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 3: By June 2025, 15% of 3rd graders will score at the meets level on STAAR Math and 12% of 3rd graders will score at the meets level on STAAR Reading.

High Priority

Evaluation Data Sources: 2024-2025 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide IC and Reading interventionist teacher to conduct tutoring / interventions for students. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Accomplished	 Accomplished	
Strategy 2 Details	Reviews			
Strategy 2: Purchase STAAR materials for students like STAAR master and mentoring minds Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Accomplished	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 4: By June 2025, 18% of 4th graders will score at the meets level on STAAR Math and 15% of 4th graders will score at the meets level on STAAR Reading.

High Priority
Evaluation Data Sources: 2024-2025 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide IC and reading interventionist conduct tutoring / interventions for students. Purchase tutoring program to assign students extra hours for intervention or homework to raise performance levels. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Accomplished	 Accomplished	
Strategy 2 Details	Reviews			
Strategy 2: Purchase STAAR materials for students like STAAR master and mentoring minds Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Accomplished	 Accomplished	
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Palo Alto ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: During the whole 2024-2025 school year there will be no vacancies at PAES. By end of July 2025, 100% of openings at Palo Alto ES will be filled.

Evaluation Data Sources: Staff roster

Strategy 1 Details	Reviews			
Strategy 1: Utilize district staffing formula and attend job fairs as needed. Strategy's Expected Result/Impact: Highly qualified individual will be hired immediately Staff Responsible for Monitoring: Admin and HR TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	Accomplished	Accomplished	Accomplished	
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Palo Alto ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: We will develop a strong support system which will provide meaningful and innovative instruction that promotes critical thinking and problem solving.

Evaluation Data Sources: Attending Class Catalyst training to create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.

Strategy 1 Details	Reviews			
Strategy 1: Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes. Strategy's Expected Result/Impact: Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes. Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	
Strategy 2 Details	Reviews			
Strategy 2: Send Principal and AP to TEPSA to learn about new innovative ways to implement curriculum and other facets of the assistant principalship. Strategy's Expected Result/Impact: Increased interventions and scores Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Considerable	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Palo Alto ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

Performance Objective 3: Commitment to developing leaders and teachers with coaching, feedback and professional development

High Priority

Evaluation Data Sources: Assessment scores and familiarity with curriculum

Strategy 1 Details	Reviews			
Strategy 1: Develop self and others by utilizing responsive learning for principal and AP training. Strategy's Expected Result/Impact: Increased scores and commitment to improving curriculum presentation. Staff Responsible for Monitoring: admin ESF Levers: Lever 1: Strong School Leadership and Planning Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Students in 3rd, 4th and 5th will participate in campus esports program to assist with technology skills

Evaluation Data Sources: esports competition events

Strategy 1 Details	Reviews			
Strategy 1: Recruit a campus esports coach for the students Strategy's Expected Result/Impact: Better acquaintance with technology Staff Responsible for Monitoring: Esports coach ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Palo Alto ES will collaborate with parents and the community to ensure all students receive a high quality education.

Performance Objective 1: Palo Alto ES students will receive counseling and or being given assistance accessing mental health services for students and their families.

Evaluation Data Sources: Counseling list of students served

Strategy 1 Details	Reviews			
Strategy 1: 2nd - 5th grade students will receive services from a SACADA counselor. Counselor also assists with mental health services. Strategy's Expected Result/Impact: Student assistance with mental health needs Staff Responsible for Monitoring: Counselor Admin ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	
Strategy 2 Details	Reviews			
Strategy 2: Students will receive referrals to the district Care Zone as needed to assist with various services for at school as well as at home. Strategy's Expected Result/Impact: Mental health needs as well as other counseling or personal needs can be attended to through the CareZone. Staff Responsible for Monitoring: Counselor Admin ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished	 Accomplished	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Palo Alto ES will collaborate with parents and the community to ensure all students receive a high quality education.

Performance Objective 2: Palo Alto parents will be provided with items to assist with education at home for learning and comprehension.

Strategy 1 Details	Reviews			
Strategy 1: Purchase items to assist with technology at home so parents can assist students with reading and mathematics Strategy's Expected Result/Impact: Increased MAP, district assessment and STAAR scores Staff Responsible for Monitoring: Teachers and admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
	 No Progress	 Some Progress	 Accomplished	
No Progress Accomplished Continue/Modify Discontinue				

Campus Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	3	1			\$0.00
4	2	1			\$0.00
Sub-Total					\$0.00

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Job Description for Peace Officers, Resource Officers & Security Personnel	Eugene Tovar	8/12/2024	Joel Gaines	8/12/2024