

**South San Antonio Independent School District**  
**Hutchins Elementary School**  
**2024-2025 Campus Improvement Plan**



# Mission Statement

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

## Vision

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.

## Core Beliefs

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.



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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

(Write a short narrative)

### Demographic Summary

Hutchins Elementary is located south off of I-35 in the South San Independent School District.

Special classes and programs include a Life Skills unit servicing students in grades K-5 and a Special Education Early Childhood unit servicing students with special needs who are enrolled in PreK/Kindergarten. In addition to two Head Start PreK classrooms, Hutchins also houses a traditional PreK Unit. Through a district initiative, Hutchins is now a Dual Language campus and offers dual language classes in PreK/Kindergarten and Kinder-5th Grade. Hutchins ES has 29% Emergent Bilinguals at Hutchins.

Current enrollment at Hutchins is 436 students.

### Population Groups by race/ethnicity and Gender

The Hispanic population mostly mirrors the overall student population.

Student populations:

Hispanic- 96.6%

African American- 0.2%

White- 2.7%

Economically Disadvantaged- 90%

Non-Economic-10%

504 - 3.6%

Dyslexia - 2.4%

Foster Care - 1%

Homeless-

Immigrant-3.6%

Migrant - 0.2%

Title 1 - 100%

Military Connected-0.2%

At-Risk- 77.1%

Emergent Bilingual English Learners - 29%

SPED- 15.3%

GT - 5.8%

Mobility rate- 8.5%

Male-48.4%

Female-51.6%

Hutchins ES overall end of year attendance for the 2023-2024 school year was 93%.

### Staff Information

According to the 2023-2024 Texas Academic Performance Report, it showed that the ethnic composition of Hutchins ES is made up of the following: Hispanic: 100%. Of the total number of staff females make up 100%. In addition, at least 45% of the teachers have 6-10 years teaching experience. 15% of teachers have 1-5 years of experience. As a Title I campus, all the instructional paraprofessionals must be highly qualified.

During the 2022-2023 school year, there were 44 staff members. The staff comprised of 33 teachers, 11 instructional paraprofessionals 2 clerical staff, and 2 clerical paraprofessionals. Prior to the end of the 2023-2024 school year, 4 teachers resigned from the district. The drop of retention were contributed to teachers getting jobs either within the district or out of district.

### Student Discipline

When analyzing the date for behavior concerns over the last year, Hutchins had most of the discipline referrals from 5th grade. A MTSS Behavior Committee was created to address chronic discipline concerns. The committee was created to address specific behavior and interventions. The Committee consists of the following staff members: Administrator, Counselor, teacher and behavior specialist.

Referrals are originating from the classroom, playground, gym, cafeteria, restroom, and hallway. The counselor provides guidance counseling lessons to address the student behavior.

### Demographics Strengths

Overall, our Hispanic population met the **Federal Accountability**. The district is waiting for TEA to make a decision whether they will release the **A-F Accountability** ratings to the districts. Hutchins is predicted to get a "C" rating.

Hutchins Elementary has always had a high **attendance rate**. All teachers and staff received an incentive of \$250 for maintaining 93%

students attendance. This year, our goal is to reach 95%. Hutchins teachers are vital to the attendance of the school. Teachers will have their own attendance incentives to give to their students in the classroom. Some incentives have included the following: Lunch bunch and extended recess.

Overall, Hutchins has well experienced teachers who have excellent **discipline referrals**. The data shows that the majoritiy of the few discipline referrals come from Prek, Kinder, and 1st grade. Hutchins utilizes the MTSS process for those students who accumulate 3 or more behavior referrals. Teachers implement behavior interventions in their classrooms with students who experience discipline concerns. The MTSS committee meets at least three times a year or more depending on the discipline of students and needs are.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Hutchins did not reached its attendance goal rate of 95%. The attendance rate revealed high absenteeism in the PreK grade level.

**Root Cause:** There is a need to explore ways to increase incentives for parents.

# Student Learning

## Student Learning Summary

### 2024 STAAR (Full In-Building Instruction) scores from TEA STAAR data as follows:

3rd Grade Reading- Approaches Level 61.11%, Meets Level 33.33%, and **Masters Level 11.11%**

3rd Grade Reading (**Spanish**)- Approaches Level 44.44%, Meets Level 33.33%, and Masters Level 22.22%

3rd Grade Math- Approaches Level 41.67%, Meets Level 25%, and Masters Level 2.78%

3rd Grade Math (**Spanish**)- Approaches Level 55.56%, Meets Level 22.22%, and Masters Level 22.22%

4th Grade Reading- Approaches Level 77.27 %, Meets Level 36.36%, and Masters Level 6.82%

4th Grade Reading (**Spanish**)- Approaches Level 50%, Meets Level 50%, and Masters Level 12.5%

4th Grade Math- Approaches Level 62.22%, Meets Level 28.89%, and Masters Level 6.67%

4th Grade Math (**Spanish**)-Approaches Level 57.14%, Meets Level 14.29%, and Masters Level 0%

5th Grade Reading- Approaches Level 56.14%, Meets Level 28.07%, and Masters Level 8.77%

5th Grade Reading (**Spanish**)- Approaches Level 28.57%, Meets Level 14.29%, and Masters Level 0 %

5th Grade Math- Approaches Level 67.24%, Meets Level 32.76%, and **Masters Level 10.34%**

5th Grade Math (**Spanish**)- Approaches Level 16.67%, Meets Level 16.67%, and Masters Level 0%

5th Grade Science- Approaches Level 36.84%, Meets Level 8.77%, and Masters Level 3.51%

5th Grade Science (**Spanish**)- Approaches Level 14.29%, Meets Level 0%, and Masters Level 0%

The district did not retain any K-5th students in the elementary campuses.

## Student Learning Strengths

2024-2025

The universal screener and intervention program for K-5th is MAP testing for math, reading, and science. PreK/Head Start will utilize the Circle.

2024-2025

The MTSS platform that teachers will continue to use is Branching Minds. All students will be taking the MAP universal screener for BOY, MOY, and EOY.

2024-2025

The master schedule includes Scholar Time which allows for daily intervention.

Additionally, a separate small group day is included to allow teachers to work with students that struggled with the day's lesson.

### **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1:** After analyzing the STAAR data, it revealed EB students performed significantly lower than the general ed. students.

**Root Cause:** Students are taught in English/Spanish according to schedule versus proficiency level.

**Problem Statement 2:** PLCs time is not being used effectively.

**Root Cause:** The district changed the PLC protocol in August, October, and February.

# School Processes & Programs

## School Processes & Programs Summary

Hutchins utilizes the Frontline platform to screen applicants. The campus administration conducts interviews for potential teacher applicants. The second interview consists of Campus Instructional Leadership Team. The team makes final recommendation on Frontline.

South San ISD offers a mentor teacher program for new teachers on campus through TxCEE. The Instructional Coach will provide support to all new teachers on campus. During PLCs, lesson planning consists of internalizing the lesson with the instructional coach, campus admin, and grade level teachers.

PLCs meet weekly for 45 minutes to plan and support curriculum and instruction. The district is currently using Eureka math for grades K-1st and Sharon Wells for 2nd-5th grades. Teachers will utilize different resources for reading such as Amplify, HMH, and TEKS Resource for ELAR. The district has a new adoption for Science. Teachers will utilize MacGraw Hill for Science.

Each classroom is equipped a New Line Interactive screen. All teachers currently have Ipad and laptops. This year, all students will continue to use Ipad during instruction and have the support of our librarian for instructional strategies. Our librarian will conduct monthly ipad trainings to our staff and also available one day weekly for additional support.

Hutchins currently is using the Navigate 360 for safety drills. The Safety Committee meets once a month to discuss drills and safety procedures. Door checks are three times a day. Administration conducts a weekly exterior door check. Our campus has a full time school marshal that ensures safety for all.

Hutchins has s Threat Assessment team consisting of the Principal, Assistant Principal, Counselor, and Nurse.

Hutchins implements MTSS for behavior interventions. The committee consists of the Campus Admin , Counselor, teacher, and district behavior specialist.

Hutchins implements MTSS for academic interventions. The campus follows the RTI process to ensure students are supported with their individual needs. Our Reading specialist does small group intervention for our Tier 2 and 3.

Each grade level has instructional minutes that have been provided by the district in order to maximize instructional time.

The campus has extracurricular activities such as intramural sports, e-sports, spirit squad, patrols, girls on the run, yearbook, NBA math hoops, and chess club.

## School Processes & Programs Strengths

### School Process and Programs Strengths

- Extracurricular activities provided to support the various needs of our students and to increase school attendance.
- Ipad technology integration -one to one student ratio
- Instructional minutes from the District
- Weekly PLC's for lesson internalization and reflection

- MTSS for RTI support for Academic and Behavior
- Txcee grant to increase Teacher Leadership and National Board Certification

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** PLC structure has not been consistent in order to maximize internalization and collaboration amongst staff.

**Root Cause:** PLCs time was not being utilized effectively due to changes throughout the school year from a TXCEE CLC to a PLC with Lead4ward.

## Perceptions

### Perceptions Summary

At Hutchins, families are invited to attend a variety of functions to foster engagement and enhance a sense of community. Some of the many and varied functions include:

- Meet the Teacher function
- District-Wide Open House
- Monthly Cafecitos
- Monthly parent booster meetings with grade level performances
- Family Learning Nights
- A Grandparents Day Celebration
- Implementation of Parent Volunteer Program
- Hiring of Part-Time Parent Liaison to support family needs
- Esports
- Clubs such as Cheer Squad, Cooking and Running Club
- Fall Fest
- Spring Fiesta Fest

## 2024-2025

This will be the fourth year that Hutchins Elementary will have Parent Liaison. This position has enhanced family support and connected families to a variety of support services. The parent liaison at Hutchins Elementary has played a major role in working directly with families of students who struggle with attendance and/ or show needs for academic and social emotional support. In addition, the parent liaison facilitated a parent volunteer program.

A Head Start Family Facilitator has been assigned full time to Hutchins for a third year.

#### **Perceptions Strengths**

Multiple opportunities for parents to attend a variety of functions throughout the school year.

Multiple lines of family communication: Monthly calendar copies and regular reminders in English/Spanish; updated information on school marquee; Social Media-Use of Twitter school account and Hutchins ES Facebook Account; Class Dojo; schoolwide announcements on Blackboard

Community Resource Fair and Parent Trainings in partnership with Head Start

Parent Booster Club to support school activities

#### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1 (Prioritized):** Although there is an increase in family engagement, there needs to be more advanced delivery (1 week or more prior) of communication for all family engagement opportunities. Alternate event times (am/pm) to coincide with all parent schedules.

**Root Cause:** Delivery of communication is too late of a notice for parents to schedule time off for the planned event or the event occurs during the day.

# Priority Problem Statements

**Problem Statement 1:** Although there is an increase in family engagement, there needs to be more advanced delivery (1 week or more prior) of communication for all family engagement opportunities. Alternate event times (am/pm) to coincide with all parent schedules.

**Root Cause 1:** Delivery of communication is too late of a notice for parents to schedule time off for the planned event or the event occurs during the day.

**Problem Statement 1 Areas:** Perceptions

# Goals









**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career paths.













**Performance Objective 1:** By the end of 2024-2025 school year, the percentage for all Hutchins Elementary students at the Meets level in the groups of Hispanics and All Students will increase by 7% for math.

**Evaluation Data Sources:** At the end of the year, we will use STAAR Math performance scores for all student sub-groups to determine if this performance objective was met.

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** Teachers will be using Bluebonnet HQIM as per district initiative.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Improve Tier 1 classroom instruction and student engagement in Math by incorporating Lead4ward Instructional Playbook with high-yield strategies and best practices .</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on Formative Common Assessments/Benchmarks and STAAR Reading, Writing, Math and Science.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Reading Teacher</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Some Progress	 Some Progress	 Some Progress	 Continue/ Modify
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide TEKS based Accelerated Instruction to meet the academic needs of all students (Branching Minds, MAP goals, Progress Learning)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Reading/Writing performance on Formative Common Assessments, Benchmarks, and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, and Classroom Teacher</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Some Progress	 Moderate Progress	 Considerable	 Accomplished

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 3rd-5th grade teachers will provide after school tutoring for struggling students in math.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR reading and math scores.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal and Principal</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$22,496</p>	Formative			Summative
	Nov	Jan	Mar	June
	 No Progress	 Moderate Progress	 Accomplished	 Accomplished
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Hire a part-time tutor for 3rd Grade Math and Dual Language SLAR</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Instructional Coach</p> <p><b>Funding Sources:</b> - 211 Comprehensive Support - 211-11-6127-00-104-5-30-003 - \$7,200</p>	Formative			Summative
	Nov	Jan	Mar	June
	 No Progress	 Accomplished	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career paths.

**Performance Objective 2:** By June 2025, Hutchins will increase accountability Domain II Growth 10% and meet state standard by using the district curriculum guides.

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Hutchins will increase accountability Domain II Growth by 10% and meet state standard by using HQIM that is rigorous and aligned to state standards.













**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career paths.

**Performance Objective 3:** By June 2025, all students in 3rd to 5th grade Reading will increase STAAR projections on MAP from 10% for EOY by utilizing Amplify, HMH and district curriculum guides.

**Evaluation Data Sources:** MAP Data for Reading

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** By May 2026, all students in 3rd-5th grade Reading will increase STAAR projections on MAP from 5% by implementing the new curriculum.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase classroom supplies and materials (Lead4ward) to support core content area with instructional strategies using instructional aids in whole &amp; small group settings in reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Tier I instruction</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Moderate Progress	 Moderate Progress	 Discontinue
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All K-5th grade teachers will implement MTSS Intervention Plans</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Considerable	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				













**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career paths.

**Performance Objective 4:** By June 2025, all students in 5th grade will increase STAAR science scores from 8% Meets to 13% Meets by implementing the district curriculum guides.

**Evaluation Data Sources:** STAAR Science Test

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** New Science program will adopted.









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus will purchase science supplies for student observations and hands on lab activities.  <b>Strategy's Expected Result/Impact:</b> Increase science STAAR scores.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, and Instructional Coach   <b>Funding Sources:</b> - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Some Progress	 Some Progress	 Some Progress	 Continue/ Modify
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase classroom supplies and materials (Lead4ward) to support core content area with instructional strategies using instructional aids in whole &amp; small group settings in reading.  <b>Strategy's Expected Result/Impact:</b> Increase STAAR science scores  <b>Staff Responsible for Monitoring:</b> Principal   <b>Funding Sources:</b> - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Moderate Progress	 Some Progress	 Some Progress	 Discontinue
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career paths.

**Performance Objective 5:** By May 2025, 85% of students in grades K-2nd grade will increase their individual growth score on Reading MAP scores.

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** A new goal will be set for the 2025-2026 school year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All K-2nd grade teachers will utilize Texas Read Sounds Walls.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Considerable	 Considerable	 Continue/Modify
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career paths.

**Performance Objective 6:** By May 2025, 85% of student in grades K-2nd will increase their individual growth score on Math MAP.

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** By May 2026, 30% of students in grades K-2nd will increase their individual growth score on Math MAP.













**Goal 2:** Hutchins Elementary will recruit, develop, support and retain effective teachers, principals and other instructional staff.

**Performance Objective 1:** To support teacher growth, 100% of classroom teachers will participate in weekly PLC/CLC meetings for all PreK-5th grade teachers led by CLL's

**Evaluation Data Sources:** State Assessments, Benchmark Assessments, MAP

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Next school year, teachers will participate in Cluster meetings.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement the TxCEE CLC and SSAISD CLC Protocol in which teachers analyze data, share expertise, and work collaboratively towards improving their teaching skills and the academic performance of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in state assessment scores from previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Classroom Teacher</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Moderate Progress	 Moderate Progress	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All teachers will be attend Region 20 to stay updated with their GT hours.</p> <p><b>Strategy's Expected Result/Impact:</b> Service GT students</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Moderate Progress	 Some Progress	 Considerable	 Continue/Modify
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				









**Goal 3:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Provide after school activities and clubs to students in order to promote academic improvement and enrichment.

**Evaluation Data Sources:** Increase post secondary education for all students

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Next school year, create more STEM clubs.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create academic enrichment clubs for students to establish hands-on learning by building projects, Esports, and using technology to help record and research (EGames)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase attendance to post secondary education</p> <p><b>Staff Responsible for Monitoring:</b> Club Sponsors, Ms. Sandoval, Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable	 Considerable	 Accomplished	 Accomplished
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				









**Goal 3:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** 100% of students will participate in a rigorous academic programs that connects to their college and career aspirations.

**Evaluation Data Sources:** Increase score in all core content on STAAR

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Teachers will continue to incorporate Apple Ipad.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will develop and create engaging and rigorous interactive lessons which incorporate Apple Ipad, tech. apps and web-based programs to keep all students engaged and learning to meet the demands of CCMR.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase scores in all core content on STAAR from previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Moderate Progress	 Accomplished	 Accomplished
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 3:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** 100 % of staff and students will implement school safety protocols on a daily basis through May 2025.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue to implement school safety protocols on a daily bases through May 2026













**Goal 3:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 4:** 100 % of staff and students will implement school safety protocols on a daily basis through May 2025.

**Evaluation Data Sources:** Safety drills and safety protocols will be conducted in the school year and the use of the P3 reporting system, as needed.


**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** The campus will continue to use safety protocols as per State guidelines.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Safety drills and safety protocols will be conducted in the school year and the use of the P3 reporting system, as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of staff will participate in all monthly fire drills and required semester district drills, all to be completed by the May 30, 2025.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Moderate Progress	 Moderate Progress	 Accomplished	 Accomplished
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrators will provide all staff members with Standard Response Protocol training and Navigate 360 training to ensure rapid and safe responses to emergency situations.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of teachers will understand the protocol and how to use Navigate 360 by August 8, 2024.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Moderate Progress	 Moderate Progress	 Accomplished	 Accomplished
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Staff and students will utilize the P3 Reporting system, which is a trusted anonymous tip reporting platform, in order to take a proactive approach to preventing bullying.</p> <p><b>Strategy's Expected Result/Impact:</b> Counselor will help students understand how to utilize the P3 anonymous reporting platform by the first 9 weeks.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Some Progress	 Some Progress	 Accomplished	 Accomplished

 No Progress

 Accomplished

 Continue/Modify

 Discontinue













**Goal 3:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 5:** 100% of staff will foster a positive learning environment to ensure the student's social and emotional well being by the end of May 2025

**Evaluation Data Sources:** Class Catalyst

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** 100% of staff will foster a positive learning environment to ensure the student's social and emotional well being by the end of May 2026

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will implement Class Catalyst on a daily and/or weekly basis, in order to check in on their student's well being.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will learn coping skills to balance their energy levels so that they are ready to learn. Class Catalyst implements activities based on each student's unique needs.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 Some Progress	 Some Progress	 Considerable	 Continue/Modify
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 100% of teachers will be trained with Trauma Informed resources through our partnership with ChildSafe through May 2025.</p> <p><b>Strategy's Expected Result/Impact:</b> All teachers will be trained each semester on a new topic that is trauma informed, in order to help decrease our discipline referrals by the end of the year and increase our positive behavior.</p> <p><b>Staff Responsible for Monitoring:</b> All teachers will be trained each semester on a new topic that is trauma informed, in order to help decrease our discipline referrals by the end of the year and increase our positive behavior.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 No Progress	 No Progress	 Accomplished	 Accomplished
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				









**Goal 3:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 6:** Identify developmentally appropriate and culturally inclusive instructional practices including emotional and social play and learning environment experiences for student success.

**Evaluation Data Sources:** School Counselor logs, visits and discipline referrals.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Will continue next school year to support social and emotional learning

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will play with age appropriate equipment to aid in building social and emotional skills they continue to show struggles in.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will gain the necessary social skills to aid in establishing positive peer interaction good sportsmanship, empathy, kindness, and acts of sharing</p> <p><b>Staff Responsible for Monitoring:</b> Administration, teachers, staff, counselor</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Some Progress	 Considerable	 Continue/Modify
 No Progress  Accomplished  Continue/Modify  Discontinue				









**Goal 4:** Hutchins Elementary will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** 100% of classroom teachers will utilize Class Dojo to communicate with the families of Hutchins throughout the 2024-2025 school year.

**Evaluation Data Sources:** Parent Surveys

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue with class dojo for communication

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a variety of communication digital platforms including social media to support parents and educate parents for the academic and social emotional student wellness.</p> <p>Platforms may include: School Messenger, Class Dojo and Facebook.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of families will utilize at least one of these platforms to stay updated on school events.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Librarian, Parent Liasion, Head Start Facilitator and Media Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Moderate Progress	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                     </div> <div style="text-align: center;">  Accomplished                     </div> <div style="text-align: center;">  Continue/Modify                     </div> <div style="text-align: center;">  Discontinue                     </div> </div>				













**Goal 4:** Hutchins Elementary will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 2:** In order to increase the engagement of parent and/or family involvement in the 2024-2025 school year, the campus will finance the Parent Liaison .

**Evaluation Data Sources:** Cafecitos, after school activities, usage of sign-in sheets, parent volunteer training, school functions, parenting classes

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** In 2025-2026, the campus will finance the Parent Liaison position.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Parent Liaison will assist in conducting a variety of parent meetings throughout the 2024-2025 school year to keep parents informed of school business, to provide opportunities for two-way communication, and to educate families on new initiatives and resources. Meetings will include: Cafecitos, parenting classes, parent volunteer trainings, Back to School, Open House, STAAR Info Meetings, Parent Booster Meetings, Title I meetings, school events and festivities, and parent/family engagement policy meetings</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parental engagement knowledge.</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison, Head Start Facilitator, Counselor, and Principal</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$16,000</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress	 Moderate Progress	 Considerable	 Accomplished
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The parent liaison will assist in conducting nine Cafecitos throughout the 2024-2025 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in parental involvement throughout the school.</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$2,148</p>	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Moderate Progress	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				









**Goal 4:** Hutchins Elementary will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 3:** Hutchins will increase parent involvement for the 2024-2025 school year.

**Evaluation Data Sources:** Agendas and Sign -in Sheets

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Parent Booster will restructure monthly meetings by showcasing Art, ballet Folklorico, Cheer Squad, etc.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hutchins will conduct monthly Cafecitos throughout the school year.	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress	 Moderate Progress	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                     </div> <div style="text-align: center;">  Accomplished                     </div> <div style="text-align: center;">  Continue/Modify                     </div> <div style="text-align: center;">  Discontinue                     </div> </div>				

# Campus Instructional Leadership Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Classroom Teacher	Meagan Garcia	5th Grade Teacher
Classroom Teacher	Maria Guzman	4th Grade Teacher
Classroom Teacher	Samantha Serrata	3rd Grade Teacher
Classroom Teacher	Sally Linares	4th Grade Teacher
Classroom Teacher	Irma Campos	1st Grade Teacher
Classroom Teacher	Jenny Lopez	Kinder Teacher
Classroom Teacher	Sandra Monrreal	Pre-K/HS Teacher
Non-classroom Professional	MaryLou Tijerina	Instructional Coach
Administrator	Charles Garcia	Assistant Principal
Administrator	Sandra Sandoval	Principal

# Campus Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$22,496.00
1	4	1			\$0.00
1	4	2			\$0.00
2	1	2			\$500.00
3	6	1			\$1,000.00
4	2	1			\$16,000.00
4	2	2			\$2,148.00
<b>Sub-Total</b>					\$42,144.00
211 Comprehensive Support					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4		211-11-6127-00-104-5-30-003	\$7,200.00
<b>Sub-Total</b>					\$7,200.00

# 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