

Carrollton-Farmers Branch Independent School District

Stark Elementary

2025-2026 Campus Improvement Plan



Mission Statement

The Mission of CFBISD, a diverse community of global learners, is to empower scholars to acquire life-long knowledge, skills, and values that prepare them to compete in the world marketplace while contributing to their community.

Vision

CFBISD will be an exceptional learning community where all graduates impact and excel in a complex, interconnected, and ever-changing world.

Value Statement

CFBISD BELIEVES IN...

- Excellence in ALL learning opportunities
- Respecting differences by embracing diversity
- A growth mindset for students, faculty, and staff
- Ongoing partnerships with the community
- Support and love of the whole student

Motto

High Expectations for ALL

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	6
School Processes & Programs	11
Perceptions	13
Priority Problem Statements	15
Comprehensive Needs Assessment Data Documentation	18
Guiding Objectives	20
Guiding Objective 1: Optimize Engaging and Diverse Learning	20
Guiding Objective 2: Optimize Facility, Safety and Security, and Infrastructure to be adaptable to student needs	28
Guiding Objective 3: Optimize Community Engagement	30
Guiding Objective 4: Optimize Social and Emotional Health of all students	33
Guiding Objective 5: Optimize All Available Resources	39
State Compensatory	43
Budget for Stark Elementary	43
Title I	44
1. Comprehensive Needs Assessment (CNA) ESSA Section 1114(b)(6)	44
1.1: Description of CNA Process	44
1.2: Location for Evidence of Multiple Meetings Held	44
2. Schoolwide Program Plan/Campus Improvement Plan (CIP) ESSA Section 1114(b)	44
2.1: Timeline for Schoolwide Program/CIP Development 1114(b)(1)(A)	44
2.2: Stakeholders 1114(b)(2)	44
2.3: Description of Plan Availability, Format, and Language 1114(b)(4)	44
2.4: Description of Plan Coordination (if Applicable) 1114(b)(5)	44
2.5: Statutorily Required Descriptions 1114(b)(7)(A)	44
3. Evaluation of Program Effectiveness ESSA Section 114(b)(3)	45
3.1: Location and Confirmation for Evaluation of Program Effectiveness Documentation	45
Title I Personnel	46
Campus Improvement Committee	47
Campus Funding Summary	48
Policies, Procedures, and Requirements	49

Comprehensive Needs Assessment

Demographics

Demographics Summary

Stark Elementary is a PK-5th grade Title 1, Dual Language and Leader in Me campus in Carrollton-Farmers Branch Independent School District in Farmers Branch, TX. The campus is a neighborhood school that provides students accepted into the Dual Language program with instruction in Spanish and English. The staff at Janie Stark Elementary consists of 47 classroom teachers, 10 paraprofessionals, and 2 administrators. The campus is composed of 626 students. The student population is 12.3% White, 8.79% African American, 73.16% Hispanic, 2.4% Asian, 0.48% American Indian and 2.56% Two or More Races. The student serves 58.47% economically disadvantaged students, 17.41% special education students, 8.47% Gifted and Talented and 46.17% Emergent Bilingual students. The overall attendance rate is 94.9% which includes 92.5% African American, 94.9% Hispanic, 94.2% White, 94.3% Economically Disadvantaged, and 94.8% Emergent Bilingual. The most current data indicates that the campus has an 11.28% mobility rate.

Demographics Strengths

Janie Stark Elementary has many strengths:

1. Staff demographics represent the demographics of our students.
2. Stark is a sought-after campus for Dual Language and Pre-K and often has a waiting list for enrollment into both programs.
3. Stark has a low teacher turnover rate.
4. Stark has smaller class sizes with averages of 15:6 student to teacher ratio.
5. Stark teachers have an average of 5 years of experience.
6. Stark has an active PTA that is recognized each year for receiving state and district PTA awards.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Special Education students are not making adequate progress in closing the gaps and are performing below the state average.

Root Cause: The number of students served by special services has increased and the availability of high-quality, experienced Special Education teachers to hire has decreased leaving us with vacancies and causing current case loads to overwhelm established Special Education teachers. Additionally, new Special Education programs have been added to our campus without adequate staffing.

Problem Statement 2 (Prioritized): Special Education students are not meeting achievement and growth expectations as measured by STAAR.

Root Cause: Lack of teacher knowledge on how to respond to diverse student population needs and deliver appropriate and rigorous Tier 1 instruction. High caseloads and mandated service minutes reduce opportunities for collaborative planning with general education teachers.

Problem Statement 3 (Prioritized): There is a need for increased teacher support through observation, feedback, and coaching on best practices in classroom management, tier 1 instructional strategies, and instructional pedagogy.

Root Cause: Increased number of teachers with less than 5 years classroom experience or newer to the teaching profession.

Problem Statement 4 (Prioritized): Student attendance has decreased from 97.6% to 94.9% in the past two years.

Root Cause: Lack of parent knowledge about importance of attendance, lack of parent understanding about the district attendance policy, and large number of students being dropped off through one driveway on campus property has increased the number of absences and tardies.

Student Learning

Student Learning Summary

At Stark Elementary, teachers engage students in ongoing formative assessment to determine strengths and areas of needed growth. This data, combined with results of district and state assessment results, guides teachers in providing all students with the interventions necessary for success. To support teachers in this process, Stark Elementary utilizes Response to Intervention (RTI), a Multi-Tiered Support System, to track student progress in targeted areas when more intensive and individualized interventions are necessary.

Below are the summary achievement results of the K-2 NWEA MAP data for the 2024-2025 school year:

READING			
	FALL	WINTER	SPRING
KINDER (E)	78%	69%	73%
KINDER (S)	29%	45%	71%
1ST (E)	66%	58%	52%
1ST (S)	39%	76%	68%
2ND (E)	55%	75%	61%
2ND (S)	33%	33%	34%

MATH			
	FALL	WINTER	SPRING
KINDER	50%	68%	66%
1ST	48%	57%	59%
2ND	41%	36%	28%

Below are the summary achievement results of the 3-5 NWEA MAP data for the 2023-2024 school year:

READING			
	FALL	WINTER	SPRING
3rd grade (E)	64%	49%	58%
3rd grade (S)	25%	22%	38%
4th grade (E)	50%	50%	61%
4th grade (S)	30%	35%	47%
5th grade (E)	69%	59%	58%

READING							
5th grade (S)		49%		47%		46%	
MATH							
		FALL		WINTER		SPRING	
3rd grade	38%	40%		43%			
4th grade	48%	41%		46%			
5th grade	58%	46%		28%			

Below are the summary achievement results of the 2024 STAAR Assessment for Stark Elementary:

3rd Grade Reading and Math

Reading							
		Approaches		Meets		Masters	
English		85%		61%		27%	
Spanish		60%		28%		12%	

Math							
		Approaches		Meets		Masters	
English		77%		49%		15%	
Spanish		27%		9%		0%	

4th Grade Reading and Math

Reading							
		Approaches		Meets		Masters	
English		90%		66%		25%	
Spanish		52%		32%		8%	

Math							
		Approaches		Meets		Masters	
English		62%		27%		8%	

Math			
Spanish	20%	0%	0%

5th Grade Reading and Math

Reading			
	Approaches	Meets	Masters
English	83%	58%	28%
Spanish	57%	19%	0%

Math			
	Approaches	Meets	Masters
English	74%	49%	15%
Math	14%	0%	0%

5th grade Science

Science			
	Approaches	Meets	Masters
English	49%	23%	7%
Spanish	25%	0%	0%

3rd-5th Special Ed

Reading			
	Approaches	Meets	Masters
3rd grade	28%	28%	0%
4th grade	60%	7%	0%
5th grade	38%	0%	6%

Math			
	Approaches	Meets	Masters
3rd grade	47%	5%	5%

Math			
4th grade	25%	0%	0%
5th grade	28%	11%	6%

Going into the 2024-25 school year, the staff will collect and analyze data on student growth using resources such as:

- Fountas and Pinnell
- NWEA MAP
- iStation
- Progress Learning
- TELPAS
- District DCFAs
- Classroom data and grades
- Collaborative common formative assessments
- Progress monitoring tools through WIN Time (Response to Intervention and Enrichment)
- Spring 2024 STAAR results

Student Learning Strengths

Our student learning strengths at Stark Elementary include:

- Teachers meet as collaborative teams and with campus instructional leaders weekly to review and analyze data and inform instructional decisions.
- Over 60% of Stark students "Met" or "Mastered" on Reading STAAR in 2025.
- 2nd grade MAP scores showed at least a 5% growth from beginning of the year to end of the year in both Reading and Math.
- Over 60% of 4th grade students "Met" or "Mastered" on Reading STAAR in 2025.
- Teachers at Stark ES participate in extended PLCs for a half-day 4-times a year to review data (common assessments, student work samples) and establish interventions and extensions for students in Tier 1 and WIN Time.
- An intervention/extension time is built into the master schedule (WIN Time) which limits the amount of missed Tier 1 instruction for students receiving specialized services and gives general education students the content that needs to be retaught and/or extended.
- Instructional Coaches are utilized to provide job-embedded professional learning to teachers based on student needs.
- Small group instruction for targeted instruction and interventions is provided in both English and Spanish.
- Any student in grades PK-5 not showing growth will have student progress discussed in RtI meetings throughout the year to identify strategies and resources available for intervention.

In addition to grade-level formative assessments and state accountability testing, the campus also targeted essential learning standards with the expectation that students would work towards mastery of them. These standards were specifically chosen to help support long-term high levels of learning at the next grade level. They also represent learning that is essential for that child across disciplines. Our data reflects that our students are responding to this targeted effort positively.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): From 2019 to 2025, 3rd-5th grade students dropped from 92% approaches grade level in Math to 71% approaches grade level in math.

Root Cause: There is lack of consistency with target small group instruction, hands-on learning, and problem solving strategies in the math classroom.

Problem Statement 2: Of our Special Education students, only 42% are approaching in STAAR Reading and 33% are approaching in STAAR Math in grades 3-5.

Root Cause: The number of students served by special services has increased and the lack of teacher knowledge on how to respond to diverse student population needs to deliver appropriate differentiated instruction has contributed to insufficient progress.

Problem Statement 3 (Prioritized): There is a need to provide a stronger focus on high quality Tier 1 instruction and research-based classroom interventions.

Root Cause: There is a lack of alignment with state standards and implementation of some district curriculum. Lack of teacher knowledge, understanding, and/or implementation of evidence based learning strategies.

Problem Statement 4 (Prioritized): High quality Tier 1 instructional practices for planning and delivery are not consistent across grade levels and content areas. Deep understanding of the rigor of the standard and how to design instruction and identify success criteria that meets the standard is not consistent across the campus.

Root Cause: Teacher retention and the number of new teachers has resulted in a wide range of knowledge and experience related to best instructional practices, content knowledge, and understanding of the rigor and success criteria for grade level standards.

Problem Statement 5 (Prioritized): Special Education students are not making adequate progress in closing the gaps and are performing below the state average.

Root Cause: The number of students served by special services has increased and the availability of high-quality, experienced Special Education teachers to hire has decreased leaving us with vacancies and causing current case loads to overwhelm established Special Education teachers. Additionally, new Special Education programs have been added to our campus without adequate staffing.

School Processes & Programs

School Processes & Programs Summary

Stark serves students in PreK - 5th grade. The campus is a Dual Language campus with curricular programs and processes to ensure that learning is based on standards and is scaffolded to address a variety of student needs. Teachers plan using the CFBISD curriculum and meet weekly as a team to establish the upcoming essential TEKS, analyze data through Data Driven Instruction protocols, and design differentiated, rigorous lessons in order to impact student learning.

Stark teachers and staff participate in a variety of activities designed to promote personal and collective learning which will ultimately enhance student achievement, success, and experience at Stark. The process of recruiting, retaining, and supporting teachers begins with thoughtful and intentional decisions about the needs and strengths of teachers and students at each grade level when making hiring decisions. Teachers and administrators collaborate to identify qualities of potential teammates and then begin the task of finding the "right fit" for each team. Teacher volunteers attend the CFBISD job fair as a way of recruiting new staff members and participate in grade-level interviews. Once candidates are chosen, First Year Teachers and new-to-Stark teachers and staff members are supported in a variety of ways including CFBISD instructional coaches, campus mentors, and their teams. New staff members participate in regular meetings and are encouraged to attend additional staff development so they are better prepared to implement campus initiatives.

As a Leader in Me school, the campus utilizes a variety of programs and processes that support the growth of all students as learners and leaders. All students have the opportunity to hold a leadership role within their classroom. Additionally, students can also make an impact in the school by applying for school-wide student roles and serving as a leader. Each day starts with a 30-minute "Leader Time" where all students and staff engage in meaningful conversations about the 7 Habits, collective responsibilities, and goal setting. Campus Action Teams are formed by teachers and staff members. They are responsible for implementing a variety of student and family activities based around the principles of Leader in Me such as the Student Lighthouse Team, Family Literacy/Math Night, Multicultural learning, campus-wide clubs (Sharpen the Saw Clubs) based on student interest, and Family Learning (Family Mission Night). Our Leadership Rodeo Action Team continues to engage the campus in monthly assemblies to celebrate goal achievement, student Leaders of the Month, and to support the culture work of Leader in Me.

Stark Elementary partners with our active PTA to promote family and community involvement. Our PTA is involved with supporting our students academically and socially through a variety of events throughout the year such as Family Math Night, Family Literacy Night, Field Day, BINGO/Loteria Night, Family Movie Night, Carnival and Auction, Spirit Nights, Dads' Club, and monthly Fitness Fridays.

School Processes & Programs Strengths

Stark has many process and program strengths:

- The Dual Language program provides students the opportunity to be bilingual, biliterate, and bicultural.
- The campus has a Lighthouse leadership team that is comprised of staff members that are positive and passionate about The Leader in Me (TLIM) and who guide our school's implementation. The staff team meets monthly to review progress on TLIM implementation and discuss any new opportunities for growth.
- Students in 3rd-5th grade serve on the Student Lighthouse Team. This leadership team of students is responsible for community service, campus tours, and providing feedback/voice for decisions that impact students on our campus.
- K-5 grade levels are at the "Developing" and "Implementing" level of proficiency according to the district PLC rubric.
- Weekly PLC meetings allow teachers and administrators to review data to drive instruction and develop interventions and enrichment.
- Daily "Leader Time" to support the implementation of the 7 Habits, goal-setting, conflict resolution, community building, and social-emotional learning.
- Daily "WIN Time" is built into the master schedule to personalize learning and meet the varied academic needs of all students.
- This year, the campus implemented a Campus Behavior Committee to align behavior expectations, rewards, and campus language to provide consistency for students and staff.

- Monthly Fitness Fridays help students and families participate in outdoor activities to promote healthy lifestyles and exercise.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: At least 50% or more of our EB students are not making 1-year's progress in their English language acquisition in grades K-5 according to 2024 TELPAS scores.

Root Cause: Dual-language teachers have a lack of understanding and knowledge on supporting EB students in the classroom.

Problem Statement 2 (Prioritized): There is a need to utilize multiple measures of student data to inform instruction, monitor progress, and track learning to make informed decisions and move students toward meeting learning goals.

Root Cause: Lack of knowledge and experience using Data Driven Instruction Protocols. Data collection isn't always timely or connected to essential learning standards.

Problem Statement 3 (Prioritized): There is a need to provide professional learning on Tier 1 instruction and research-based classroom strategies.

Root Cause: Due to 48% of Stark's classroom teachers having 0-5 years of experience in classroom pedagogy and natural teacher practices, there is a lack of knowledge, understanding, and experience with evidence-based instructional strategies and interventions.

Problem Statement 4 (Prioritized): Special Education students are not making adequate progress in closing the gaps and are performing below the state average.

Root Cause: The number of students served by special services has increased and the availability of high-quality, experienced Special Education teachers to hire has decreased leaving us with vacancies and causing current case loads to overwhelm established Special Education teachers. Additionally, new Special Education programs have been added to our campus without adequate staffing.

Perceptions

Perceptions Summary

The vision at Stark Elementary is to educate all students to the highest levels of academic achievement, to enable them to reach and expand their potential, and to prepare them to become life-long learners that are productive, responsible, creative and compassionate leaders of tomorrow through authentic, real-world experiences. The mission of Janie Stark Elementary is to prepare students to be leaders that achieve academic excellence, inspire others, and contribute positively to the community. To support this vision and mission, the campus adopted the Leader in Me comprehensive school improvement model that empowers students with the leadership and life skills they need to thrive academically and social-emotionally. The staff believes in the development of the whole child and that every child has unique strengths and talents that they can use to lead.

Teachers and staff members continually strive to better themselves through collaborative conversations (PLCs) and personal professional learning opportunities in an effort to improve and enhance student achievement and experiences. Teachers recognize each other's strengths as they volunteer to serve in various ways, on Leadership Action teams, instructional committees, vertical teams, teacher leaders, and designing parent involvement experiences.

Stark engages the local community through numerous campus family events. Our Stark PTA provides financial support and volunteers to promote these activities. Annual activities include: Turkey Trot, monthly Fitness Fridays, Family Literacy Night, Welcome Night, and Field Day. Each grade level provides a monthly newsletter to keep parents informed along with a weekly Principal's Newsletter. There are several opportunities for parents to volunteer on campus throughout the year. We continue to build our PTA membership and volunteer base. At Stark, we are committed to building partnerships between school and home. Student success relies on support from home and building positive relationships with all stakeholders.

Perceptions Strengths

Stark perception strengths include:

- Stark Elementary has a strong sense of pride and yearly traditions that bring the staff and community together.
- Parents and volunteers support campus events and take leadership in annual events.
- Stark is a 50/50 Dual Language school in grades K-3rd.
- Stark is a Leader in Me school.
- Stark has consistent and clear communication in various forms (Facebook, ParentSquare) to keep families up-to-date and informed on things occurring on campus.
- The Dual Language program is a strength and is perceived as a program of choice by many families within CFBISD and outside CFBISD.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): There is a need to increase support for the social/emotional wellness of students.

Root Cause: The effects of the pandemic resulted in a negative impact on our students' social-emotional and conflict resolution skills.

Problem Statement 2 (Prioritized): A foundational understanding and systematic implementation of the paradigms/practices related to the Leader in Me are present, but not reflected as persistent and pervasive components of campus leadership, culture, and academics.

Root Cause: Staff has an understanding of what the 7 Habits are but not all understand how to apply the 7 Habits to their own lives. Few understand the processes/structures needed to support the paradigms and depth of understanding on teaching these principles and practices. There is a lack of connection between "why" and "how" that has resulted in skills taught in isolation.

Problem Statement 3 (Prioritized): According to the student Panorama survey, 67% of 3rd-5th grade students feel like the classroom expectations are rigorous. This is a 10% decrease from previous years.

Root Cause: Lack of teacher knowledge about classroom differentiation and strategies to extend learning due to 48% of teachers have less than 5 years experience.

Problem Statement 4 (Prioritized): According to the student Panorama survey, 65% of 3rd-5th grade students feel that people are disrespectful to each other on campus.

Root Cause: Lack of teachers holding students accountable to the principles of Leader in Me and the lack of consistency in implementation of Leader in Me across the grade levels.

Problem Statement 5 (Prioritized): Parent engagement with our bilingual families is consistently less than the parent engagement with our English speaking families.

Root Cause: Barriers that prevent engagement include language, parent work schedules, and/or parent lack of knowledge on how to best support their student academically and socially-emotionally.

Problem Statement 6 (Prioritized): According to the student Panorama survey, only 67% of students feel like a valued member of the Stark community and only 64% of students feel like they are engaged in the classroom.

Root Cause: There are lack of opportunities for students to have ownership in their learning and to have voice and choice in their classroom and around the campus.

Priority Problem Statements

Problem Statement 1: From 2019 to 2025, 3rd-5th grade students dropped from 92% approaches grade level in Math to 71% approaches grade level in math.

Root Cause 1: There is lack of consistency with target small group instruction, hands-on learning, and problem solving strategies in the math classroom.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: There is a need to provide a stronger focus on high quality Tier 1 instruction and research-based classroom interventions.

Root Cause 2: There is a lack of alignment with state standards and implementation of some district curriculum. Lack of teacher knowledge, understanding, and/or implementation of evidence based learning strategies.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: High quality Tier 1 instructional practices for planning and delivery are not consistent across grade levels and content areas. Deep understanding of the rigor of the standard and how to design instruction and identify success criteria that meets the standard is not consistent across the campus.

Root Cause 3: Teacher retention and the number of new teachers has resulted in a wide range of knowledge and experience related to best instructional practices, content knowledge, and understanding of the rigor and success criteria for grade level standards.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: There is a need to utilize multiple measures of student data to inform instruction, monitor progress, and track learning to make informed decisions and move students toward meeting learning goals.

Root Cause 4: Lack of knowledge and experience using Data Driven Instruction Protocols. Data collection isn't always timely or connected to essential learning standards.

Problem Statement 4 Areas: School Processes & Programs

Problem Statement 5: There is a need to provide professional learning on Tier 1 instruction and research-based classroom strategies.

Root Cause 5: Due to 48% of Stark's classroom teachers having 0-5 years of experience in classroom pedagogy and natural teacher practices, there is a lack of knowledge, understanding, and experience with evidence-based instructional strategies and interventions.

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: There is a need to increase support for the social/emotional wellness of students.

Root Cause 6: The effects of the pandemic resulted in a negative impact on our students' social-emotional and conflict resolution skills.

Problem Statement 6 Areas: Perceptions

Problem Statement 7: A foundational understanding and systematic implementation of the paradigms/practices related to the Leader in Me are present, but not reflected as persistent and pervasive components of campus leadership, culture, and academics.

Root Cause 7: Staff has an understanding of what the 7 Habits are but not all understand how to apply the 7 Habits to their own lives. Few understand the processes/structures needed

to support the paradigms and depth of understanding on teaching these principles and practices. There is a lack of connection between "why" and "how" that has resulted in skills taught in isolation.

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Special Education students are not meeting achievement and growth expectations as measured by STAAR.

Root Cause 8: Lack of teacher knowledge on how to respond to diverse student population needs and deliver appropriate and rigorous Tier 1 instruction. High caseloads and mandated service minutes reduce opportunities for collaborative planning with general education teachers.

Problem Statement 8 Areas: Demographics

Problem Statement 9: There is a need for increased teacher support through observation, feedback, and coaching on best practices in classroom management, tier 1 instructional strategies, and instructional pedagogy.

Root Cause 9: Increased number of teachers with less than 5 years classroom experience or newer to the teaching profession.

Problem Statement 9 Areas: Demographics

Problem Statement 10: Special Education students are not making adequate progress in closing the gaps and are performing below the state average.

Root Cause 10: The number of students served by special services has increased and the availability of high-quality, experienced Special Education teachers to hire has decreased leaving us with vacancies and causing current case loads to overwhelm established Special Education teachers. Additionally, new Special Education programs have been added to our campus without adequate staffing.

Problem Statement 10 Areas: Demographics - Student Learning - School Processes & Programs

Problem Statement 11: According to the student Panorama survey, 67% of 3rd-5th grade students feel like the classroom expectations are rigorous. This is a 10% decrease from previous years.

Root Cause 11: Lack of teacher knowledge about classroom differentiation and strategies to extend learning due to 48% of teachers have less than 5 years experience.

Problem Statement 11 Areas: Perceptions

Problem Statement 12: According to the student Panorama survey, 65% of 3rd-5th grade students feel that people are disrespectful to each other on campus.

Root Cause 12: Lack of teachers holding students accountable to the principles of Leader in Me and the lack of consistency in implementation of Leader in Me across the grade levels.

Problem Statement 12 Areas: Perceptions

Problem Statement 13: Parent engagement with our bilingual families is consistently less than the parent engagement with our English speaking families.

Root Cause 13: Barriers that prevent engagement include language, parent work schedules, and/or parent lack of knowledge on how to best support their student academically and socially-emotionally.

Problem Statement 13 Areas: Perceptions

Problem Statement 14: Student attendance has decreased from 97.6% to 94.9% in the past two years.

Root Cause 14: Lack of parent knowledge about importance of attendance, lack of parent understanding about the district attendance policy, and large number of students being dropped off through one driveway on campus property has increased the number of absences and tardies.

Problem Statement 14 Areas: Demographics

Problem Statement 15: According to the student Panorama survey, only 67% of students feel like a valued member of the Stark community and only 64% of students feel like they are engaged in the classroom.

Root Cause 15: There are lack of opportunities for students to have ownership in their learning and to have voice and choice in their classroom and around the campus.

Problem Statement 15 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Running Records results
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data

- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data

Guiding Objectives

Revised/Approved: July 14, 2025

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 1: By the end of the 2025-2026 school year, Janie Stark Elementary will increase a minimum of 5% in the percentage of Grade 3 students at Meets Grade Level or above on STAAR Reading English from 46.67% to 52%

HB3 Guiding Objective

Evaluation Data Sources: STAAR, NWEA MAP Assessment, and District Common Formative Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Incorporate research-based instructional strategies into all content areas through cross-curricular connections and campus-wide Book of the Month.</p> <p>Strategy's Expected Result/Impact: Increase student growth measures in all tested content areas.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: Book of the month, to include summer literature - 211 Title I - 211-11-6329-00-106-30-000 - \$200</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Incorporate standards-based and data-driven small group instruction into daily instructional schedule.</p> <p>Strategy's Expected Result/Impact: Increase student performance on all local, state, and district assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Supplemental intervention and resources to support at-risk students - 199-SCE State Comp Ed (SCE) - \$262,200</p>	Formative			Summative
	Oct	Jan	Mar	June
<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>				

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 2: By the end of the 2025-2026 school year, Janie Stark Elementary will increase a minimum of 5% in the percentage of Grade 3 students at Meets Grade Level or above on STAAR Math from 38.37% to 44%

HB3 Guiding Objective

Evaluation Data Sources: STAAR, NWEA MAP Assessment, and District Common Formative Assessments.

Strategy 1 Details	Reviews			
<p>Strategy 1: Incorporate nonfiction texts aligned with grade-level science content and skills into tier 1 reading instruction and guided reading small groups.</p> <p>Strategy's Expected Result/Impact: Increase student percentage of students who Meet and Master on the Science STAAR test.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: Nonfiction Texts - 211 Title I - 211-11-6329-00-106-30-000 - \$500</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide professional development and vertical alignment of research-based vocabulary and tier 1 strategies for student acquisition of appropriate grade level vocabulary in math and science.</p> <p>Strategy's Expected Result/Impact: Increased student acquisition and application of content vocabulary</p> <p>Staff Responsible for Monitoring: Admin, Math/Science Vertical Team</p> <p>Funding Sources: Professional Development Resources to build capacity for teachers to support students and parents in math - 211 Title I - 211-13-6299-00-106-30-000 - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
<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>				

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 3: By the end of the 2025-2026 school year, Stark Elementary will increase a minimum of 3% in the percentage of Grade 5 students at Meets Grade Level or above on STAAR Math from 34% to 37%.

High Priority

Evaluation Data Sources: STAAR, DCFA, MAP, Classroom Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Walkthrough feedback cycles to monitor instruction and use of multilingual instructional strategies will include coaching from district level administrators, campus administrators and instructional coaches. Specific monitoring on Tier 1 expectations, Fundamental 5,ELPS, visuals and curriculum alignment will be tracked, monitored and reinforced through staff development.</p> <p>Strategy's Expected Result/Impact: Emergent Bilingual students will increase in meets grade level by a minimum of 3%.</p> <p>Staff Responsible for Monitoring: Principals, Assistant Principals</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 4: By 2026, students will increase in the percentage of emergent bilingual students advancing at least one TELPAS proficiency level.

Evaluation Data Sources: TELPAS Assessment

Strategy 1 Details	Reviews			
<p>Strategy 1: Incorporate standards-based and data-driven small group instruction into daily instructional schedule. Strategy's Expected Result/Impact: Increase student performance on all local, state, and district assessments. Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>ESF Levels: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase small group instructional support in English and Spanish to support literacy and math goals. Strategy's Expected Result/Impact: Increase in student growth for students who are not making grade level or higher projected proficiency. Staff Responsible for Monitoring: Administration and Teachers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levels: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Mary Tweed & Fidencio Flores Juarez - Part time Title 1 Tutors - 211 Title I - 211-11-6117-00-106-30-000 - \$3,404</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 5: Janie Stark Elementary will increase the percentage of students from 62% to 67% meeting growth measures from Beginning of Year to End of Year assessments on the Math MAP.

Evaluation Data Sources: Fountas & Pinnell text level data; DCFAs; teacher formative assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement Foundations (English) and Taller (Spanish), a systematic program for phonics and Heggerty for phonemic awareness daily in K-2 classrooms.</p> <p>Strategy's Expected Result/Impact: Increased student foundational knowledge and skills; increased student achievement</p> <p>Staff Responsible for Monitoring: Admin, Literacy Coach</p> <p>Funding Sources: Foundations Resources and PD - 211 Title I - 211-13-6411-00-106-30-000 - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase competency of teachers using phonics, other strategies aligned with the Science of Teaching Reading, and phonemic awareness resources through targeted professional development and book studies (Shifting the Balance).</p> <p>Strategy's Expected Result/Impact: Increased teacher efficacy and improved student achievement</p> <p>Staff Responsible for Monitoring: Admin; Literacy Coach</p> <p>Funding Sources: Book study resources - 211 Title I - 211-13-6329-00-106-30-000 - \$400</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 6: Janie Stark Elementary will increase the percentage of students meeting growth measures on the MAP Reading assessments from Beginning of Year to End of Year, from 60% to 65% in English and from 52% to 57% in Spanish.

Evaluation Data Sources: NWEA MAP, STAAR, and District Common Formative Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional learning for teachers on differentiation in the classroom to meet the variety of academic needs.</p> <p>Strategy's Expected Result/Impact: Increased understanding of differentiation and how to design instruction to meet the needs of all students.</p> <p>Staff Responsible for Monitoring: Administration and Special Services Staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create Special Services schedule for students receiving support to learn and be a part of the general education classroom to increase tier 1 instructional exposure.</p> <p>Strategy's Expected Result/Impact: Increase collaboration between general education and Special Services staff; decrease achievement gap for Special Services students.</p> <p>Staff Responsible for Monitoring: Administration and Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
<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>				

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 7: Janie Stark Elementary will increase the percentage of kindergarten - second grade students who perform at meets grade level on foundational skills mastery on MAP Reading Fluency Literacy screener in phonics and phonological awareness.

Evaluation Data Sources: Lesson plans, curriculum documents, PLC agendas, walkthroughs and observations

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase teacher competency in designing rigorous Tier 1 instruction utilizing best practices and research-proven instructional strategies to meet the needs of all students through professional development and instructional coaching.</p> <p>Strategy's Expected Result/Impact: Increased student achievement; increased teacher competency</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: Title I Instructional Coach - 211 Title I - 211-13-6119-00-106-30-000 - \$85,056</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 1: Optimize Engaging and Diverse Learning

Goal 8: By the end of the 2025-2026 school year, Janie Stark Elementary will increase in the percentage of Pre-K students who meet expectations at the end of Pre-K on the Circle assessment.

Evaluation Data Sources: Pre-K on the Circle assessment, District Check Lists and District Common Formative Assessments

Guiding Objective 2: Optimize Facility, Safety and Security, and Infrastructure to be adaptable to student needs

Goal 1: By May 2026, 100% of CFBISD required safety and security drills will be conducted and monitored for effectiveness and next steps.

Strategy 1 Details	Reviews			
<p>Strategy 1: Hold quarterly Safety & Security meetings with Administration, Safety committee, and campus Security Officer.</p> <p>Strategy's Expected Result/Impact: Increase teacher and school training regarding safety and security protocols.</p> <p>Staff Responsible for Monitoring: Admin, Campus Security Officer</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 2: Optimize Facility, Safety and Security, and Infrastructure to be adaptable to student needs

Goal 2: By May 2026, 100% of students will receive digital citizenship and appropriate technology-use lessons.

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize Common Sense media and Web Outlaw curriculum to provide students with digital citizenship and appropriate usage skills and knowledge.</p> <p>Strategy's Expected Result/Impact: Decrease in Gaggle reporting; decrease in discipline referrals</p> <p>Staff Responsible for Monitoring: Administration, Counselors</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 3: Optimize Community Engagement

Goal 1: By May 2026, at least 50 Stark families will participate in and complete learning about the 7 Habits with their child and become a member of our Lighthouse Family Team.

Evaluation Data Sources: Attendance sign-in sheets, Google forms, artifacts from participation

Strategy 1 Details	Reviews			
<p>Strategy 1: Incorporate leadership lessons and leadership language into weekly Principal's Newsletter and monthly counseling newsletter.</p> <p>Strategy's Expected Result/Impact: Common language for students and parents to use at home to support the 7 Habits.</p> <p>Staff Responsible for Monitoring: Principal, Family Learning Action Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for parents and students to engage in leadership activities at home and be a part of the Stark family leadership program through completion of family learning activities.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement, established common language between home and school</p> <p>Staff Responsible for Monitoring: Lighthouse Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Parent Resources - 211 Title I - 211-61-6399-00-106-30-000 - \$840</p>	Formative			Summative
	Oct	Jan	Mar	June
<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>				

Guiding Objective 3: Optimize Community Engagement

Goal 2: By May 2026, 100% of Stark Elementary families will be offered the opportunity to learn reading and math strategies to support learning at home.

Evaluation Data Sources: Calendars, agendas, attendance sign-in sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: Host a Family Literacy Night and a Family Math Night for parents to learn research-based strategies to support learning at home.</p> <p>Strategy's Expected Result/Impact: Increased parent participation, increase in parent knowledge of strategies to support learning at home.</p> <p>Staff Responsible for Monitoring: Admin, Academic Action Team</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Parent Resources - 211 Title I - 211-61-6399-00-106-30-000 - \$840</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Guiding Objective 3: Optimize Community Engagement

Goal 3: By May 2026, 100% of parents will have equitable access to Stark Elementary and will be provided opportunities for family engagement.

Strategy 1 Details	Reviews			
<p>Strategy 1: Host opportunities to develop positive parent relationships with the school through Family Nights, Open House, Fitness Fridays, Fine Arts programs, and PTA events.</p> <p>Strategy's Expected Result/Impact: Increased school and community relationships</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Communicate weekly events and important information to parents through Principal's Newsletter, social media posts, and Parent Square.</p> <p>Strategy's Expected Result/Impact: Increased parent communication and awareness of campus information</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 4: Optimize Social and Emotional Health of all students

Goal 1: By May 2026, 100% of Stark students will receive monthly guidance lessons that focus on leadership, conflict resolution, self-regulation, bullying, and digital citizenship.

Evaluation Data Sources: Guidance counseling schedule, discipline data

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase counseling and guidance support through monthly lessons, scheduled small groups, and individual lessons with a focus on proactive social-emotional health and core Leader in Me principles.</p> <p>Strategy's Expected Result/Impact: Increase student self-awareness, decrease in discipline referrals</p> <p>Staff Responsible for Monitoring: Admin, counseling team</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 4: Optimize Social and Emotional Health of all students

Goal 2: 100% of Stark Elementary students and staff will implement and apply the principles of Stephen Covey's 7 Habits to promote leadership, voice, personal growth, and goal setting.

Evaluation Data Sources: Staff surveys, Leader in Me MRA data, Leadership curriculum scope and sequence, Leadership notebooks/portfolios

Strategy 1 Details	Reviews			
<p>Strategy 1: Attend training and professional development on implementation of the Leader in Me framework and principles.</p> <p>Strategy's Expected Result/Impact: Increased understanding and application of the 7 Habits and effective campus-wide implementation.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Leader in Me PD - 211 Title I - 211-13-6411-00-106-30-000 - \$3,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Maintain a Leadership Notebook to track and monitor goals, lead measures (action steps), and goal attainment by all students.</p> <p>Strategy's Expected Result/Impact: Goal attainment, student growth</p> <p>Staff Responsible for Monitoring: Classroom teachers, Lighthouse Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Implement daily "Leader Time" with an intentional focus on the principles of the 7 Habits, leadership skills, goal setting, and social-emotional learning.</p> <p>Strategy's Expected Result/Impact: Increased positive relationships, self-awareness, and self-regulation</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: LIM Student Materials - 211 Title I - 211-11-6399-00-106-30-000 - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide students with opportunities to give feedback, share their goals, and communicate learning through Student-Led conferencing and student voice opportunities.</p> <p>Strategy's Expected Result/Impact: Student investment in goals and learning, shared ownership</p> <p>Staff Responsible for Monitoring: Lighthouse Team</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 4: Optimize Social and Emotional Health of all students

Goal 3: By May 2026, 100% of Stark students will be involved in campus extra-curricular opportunities and hold a leadership position in the classroom and/or on the campus.

Evaluation Data Sources: Action team agendas, student surveys, campus MRA data

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide students with opportunities within the school day to find their voice and develop personal leadership skills through involvement in academic, enrichment, and campus/community involvement activities such as a Student Lighthouse Team, Sharpen the Saw Clubs, and campus-wide student leadership roles .</p> <p>Strategy's Expected Result/Impact: Increased student ownership and input on campus; increased student achievement.</p> <p>Staff Responsible for Monitoring: Administration, Lighthouse Team</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 4: Optimize Social and Emotional Health of all students

Goal 4: By May 2026, the percentage of students who feel that other students are disrespectful will decrease from 65% to 50% according to the campus Panorama survey.

Evaluation Data Sources: Panorama survey, discipline data

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a campus-wide behavior plan that is aligned to STELLAR Stallion Expectations and principles of Leader in Me to be implemented in all classrooms, common areas, and Specials areas.</p> <p>Strategy's Expected Result/Impact: Consistent common behavioral expectations and language for campus.</p> <p>Staff Responsible for Monitoring: Administration and Discipline Planning Committee.</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create a campus discipline committee to develop common behavioral expectations, monitor student discipline and behavior data, and design positive behavioral incentives for students.</p> <p>Strategy's Expected Result/Impact: Teacher investment in behavior expectations; consistent and common campus language for behavior</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 4: Optimize Social and Emotional Health of all students

Goal 5: By May 2026, Stark Elementary will increase the our student attendance rate by 1% (from 93.6% to 94.6%).

Evaluation Data Sources: Attendance data

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement an attendance progress monitoring and tracking system for student and parent accountability. Strategy's Expected Result/Impact: Increase in students that are present and arrive on time and are ready/prepared for the instructional day. Staff Responsible for Monitoring: Assistant Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement attendance and tardy WIGs and progress tracking in student leadership notebooks for shared student ownership. Strategy's Expected Result/Impact: Student ownership of attendance and tardies; reduction of absences and tardies Staff Responsible for Monitoring: Assistant Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 5: Optimize All Available Resources

Goal 1: By May 2026, 100% of Stark staff members will be involved in shared decision-making and action planning for the campus.

Evaluation Data Sources: Upbeat survey, Action Team agendas, PLC agendas

Strategy 1 Details	Reviews			
<p>Strategy 1: Establish campus Action Teams in the areas of Culture, Academics, and Leadership to design experiences, align grade level and campus goals, and promote student and staff leadership.</p> <p>Strategy's Expected Result/Impact: Staff member loyalty, investment, and increased input and decision-making.</p> <p>Staff Responsible for Monitoring: Admin and Campus Lighthouse Team</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 5: Optimize All Available Resources

Goal 2: By May 2026, 100% of the Stark teaching staff will receive bimonthly observation and feedback in the areas of instructional strengths, campus instructional goals, and growth opportunities.

Evaluation Data Sources: Walkthrough data, staff survey

Strategy 1 Details	Reviews			
Strategy 1: Schedule weekly walkthroughs with timely feedback and coaching opportunities. Strategy's Expected Result/Impact: Increased teacher efficacy Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Guiding Objective 5: Optimize All Available Resources

Goal 3: By May 2026, 100% of Stark Elementary staff will engage in professional learning to support the planning and delivery of effective, high-quality Tier 1 instruction.

Evaluation Data Sources: PD Agendas, PLC agendas, lesson plans

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide opportunities for staff members to engage in professional learning focused on vertical alignment, data analysis and action planning, and level of content (rigor) for high priority/essential standards.</p> <p>Strategy's Expected Result/Impact: Deeper understanding of pedagogy; increase in teacher collaboration; student growth and achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: Subs for Extended PLCs - 211 Title I - 211-11-6112-00-106-30-000 - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Guiding Objective 5: Optimize All Available Resources

Goal 4: By May 2026, 100% of Stark staff will engage in professional learning that is relevant to their role, differentiated to meet their classroom instructional needs, and supports the vision and mission of the campus.

Evaluation Data Sources: PD agendas, staff surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize campus walk through data and teacher feedback to provide professional learning for teachers that is varied to meet the professional needs of staff and academic needs of students.</p> <p>Strategy's Expected Result/Impact: Teacher satisfaction; teacher efficacy</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for all staff to participate in leadership development through self-paced online 7 Habits professional courses online, "Booster" professional learning during faculty meetings, weekly communication, and LIM Community Learning and Symposium days.</p> <p>Strategy's Expected Result/Impact: Personal growth and development; deeper understanding and application of principles; improved campus culture</p> <p>Staff Responsible for Monitoring: Admin, Leadership Action Teams</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

State Compensatory

Budget for Stark Elementary

Total SCE Funds: \$262,000.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

The supplemental programs and services provided with SCE funds include activities such as: state assessment remediation, PreK-3rd Readiness Skill Support, Core-Subject Small Group Instruction, Emergent Bilingual Support, and Summer School.

Title I

1. Comprehensive Needs Assessment (CNA) ESSA Section 1114(b)(6)

1.1: Description of CNA Process

Stark Elementary conducts a CNA annually using stakeholder input (staff, parents, administrators, and community members) gathered via surveys and meetings. The CNA includes analysis of student achievement (STAAR, MAP), demographics, school programs, and perceptions. It was **revised and approved on May 9, 2024**.

1.2: Location for Evidence of Multiple Meetings Held

Documentation includes input from CIC, leadership team, SNAP meetings, and family engagement events. Meeting participation and stakeholder roles are detailed in the Title I section and the CIC roster.

2. Schoolwide Program Plan/Campus Improvement Plan (CIP) ESSA Section 1114(b)

2.1: Timeline for Schoolwide Program/CIP Development 1114(b)(1)(A)

The CIP was developed based on CNA results (approved May 9, 2024), revised by **August 9, 2024**, and monitored quarterly with annual evaluation in May 2025.

2.2: Stakeholders 1114(b)(2)

Stakeholders involved include teachers, administrators, parents, and community representatives, all listed in the CIC membership.

2.3: Description of Plan Availability, Format, and Language 1114(b)(4)

The CIP is posted on the district and campus websites with translation options. Communications are bilingual (English/Spanish), and meetings are conducted in both languages.

2.4: Description of Plan Coordination (if Applicable) 1114(b)(5)

The CIP aligns services from Title I, SCE, SPED, EB, MTSS, and SEL. Intervention schedules (e.g., WIN Time), staff roles, and budget coordination are embedded in SNAP and PLC structures.

2.5: Statutorily Required Descriptions 1114(b)(7)(A)

CIP includes:

- Academic interventions (Tier I small group, WIN Time, MAP/STAAR prep)
- Increased learning time and targeted supports for EB, SPED, and at-risk students
- SEL initiatives (Leader in Me, behavior plan, Student Lighthouse roles)
- Family engagement (Family Math/Literacy Nights, newsletters, flexible meetings)
- Professional development (Tier 1 instruction, Foundations, Leader in Me PD)

3. Evaluation of Program Effectiveness ESSA Section 114(b)(3)

3.1: Location and Confirmation for Evaluation of Program Effectiveness Documentation

The CIP is evaluated annually by the leadership and CIC teams. Effectiveness is measured using MAP, STAAR, TELPAS, attendance, discipline, and survey data. The plan is revised as needed.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Stanca Inocan	Title I Instructional RLA Coach	Title I	1

Campus Improvement Committee

Committee Role	Name	Position
Community Representative	Maria Melendez	State Farm Agent
Community Representative	Grace Speese	Farmers Branch Chamber of Commerce
Non-classroom Professional	Catherine Lopez	Counselor
Parent	Sandra Molina	PTA
Parent	Taylor Rhodes	PTA
Parent	Lucy Gore	PTA
Non-classroom Professional	Gio Flores	PE Teacher
Special Services Teacher	Margaret Duke	CM/Fundamentals Teacher
Classroom Teacher	Idalya Bonet-Rodriguez	3rd Grade Teacher
Classroom Teacher	Daniela Rosas	5th grade Teacher
Classroom Teacher	Neysha Pena	4th grade Teacher
Classroom Teacher	Kylie Dunn	2nd grade Teacher
Classroom Teacher	Carolyn Lara	Kindergarten Teacher
Classroom Teacher	Miram Resendez	Pre-K Teacher
Administrator	Christina Estrada	Principal
Administrator	Melissa Gonzales	Assistant Principal

Campus Funding Summary

199-SCE State Comp Ed (SCE)					
Guiding Objective	Goal	Strategy	Resources Needed	Account Code	Amount
1	1	2	Supplemental intervention and resources to support at-risk students		\$262,200.00
Sub-Total					\$262,200.00
Budgeted Fund Source Amount					\$262,200.00
+/- Difference					\$0.00
211 Title I					
Guiding Objective	Goal	Strategy	Resources Needed	Account Code	Amount
1	1	1	Book of the month, to include summer literature	211-11-6329-00-106-30-000	\$200.00
1	2	1	Nonfiction Texts	211-11-6329-00-106-30-000	\$500.00
1	2	2	Professional Development Resources to build capacity for teachers to support students and parents in math	211-13-6299-00-106-30-000	\$1,000.00
1	4	2	Mary Tweed & Fidencio Flores Juarez - Part time Title 1 Tutors	211-11-6117-00-106-30-000	\$3,404.00
1	5	1	Foundations Resources and PD	211-13-6411-00-106-30-000	\$1,000.00
1	5	2	Book study resources	211-13-6329-00-106-30-000	\$400.00
1	7	1	Title I Instructional Coach	211-13-6119-00-106-30-000	\$85,056.00
3	1	2	Parent Resources	211-61-6399-00-106-30-000	\$840.00
3	2	1	Parent Resources	211-61-6399-00-106-30-000	\$840.00
4	2	1	Leader in Me PD	211-13-6411-00-106-30-000	\$3,000.00
4	2	3	LIM Student Materials	211-11-6399-00-106-30-000	\$1,000.00
5	3	1	Subs for Extended PLCs	211-11-6112-00-106-30-000	\$1,000.00
Sub-Total					\$98,240.00
Budgeted Fund Source Amount					\$98,240.00
+/- Difference					\$0.00
Grand Total Budgeted					\$360,440.00
Grand Total Spent					\$360,440.00
+/- Difference					\$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
Bullying Prevention	Director of Student Services	8/26/2025	Tracey Battle	8/26/2025
Child Abuse and Neglect	Executive Director of Counseling Services	8/11/2025	Victoria Cisneros	8/11/2025
Coordinated Health Program	Director of Athletics		Jonathan Wilk	8/11/2025
Disciplinary Alternative Education Program (DAEP)	Assistant Superintendent of Student Services	8/28/2025	Tracey Battle	8/28/2025
Dropout Prevention	Executive Director of Mental Health and Behavior		Victoria Cisneros	8/11/2025
Dyslexia Treatment Program	Director of Special Services	8/11/2025	Sara Roland	8/12/2025
Pregnancy Related Services	Director of Special Services	8/11/2025	Sara Roland	8/12/2025
Student Welfare: Crisis Intervention Programs and Training	Executive Director of Mental Health and Behavior		Victoria Cisneros	8/11/2025
Student Welfare: Discipline/Conflict/Violence Management	Executive Director of Mental Health and Behavior		Victoria Cisneros	8/11/2025
Texas Behavior Support Initiative (TBSI)	Assistant Superintendent of Support Services	8/11/2025	Sara Roland	8/12/2025
Technology Integration	Chief Technology Officer		Robin Stout	8/11/2025
Job Description for Peace Officers, Resource Officers & Security Personnel	Executive Director of Safety & Security		Rachael Freeman	8/15/2025
Title I Parent Involvement Policy	Director of Federal Programs	8/11/2025	Lori Traynham	8/11/2025
ESSA Program Descriptions	Director of Federal Programs	8/11/2025	Lori Traynham	8/11/2025