

**Texarkana Independent School District**  
**Dunbar Early Education Center**  
**2025-2026 Campus Improvement Plan**



# **Vision**

Dunbar will be the most innovative Pre-K in the Ark-La-Tex!!!

## **Value Statement**

At Dunbar Early Education Center, we believe that every child possesses the innate ability to learn and grow. Through a rich, hands-on environment, we nurture their curiosity, creativity, and critical thinking skills, fostering a lifelong love for learning. We recognize and celebrate the unique talents and potential of each student, ensuring that they thrive academically, socially, and emotionally.

# Table of Contents

Comprehensive Needs Assessment .....	4
Needs Assessment Overview .....	4
Demographics .....	6
Student Learning .....	8
School Processes & Programs .....	10
Perceptions .....	12
Priority Problem Statements .....	13
Comprehensive Needs Assessment Data Documentation .....	14
Goals .....	15
Goal 1: Produce students who possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce through access to state-of-the-art facilities. ....	15
Goal 2: All students will experience learning that encourages innovation, leadership, and academic growth in safe, engaging, and technologically advanced classrooms. ....	18
Goal 3: Employ a high-quality, diverse staff that reflects the student population, equipped to create a learning environment that supports students' social, emotional, physical, and mental health. ....	19
Goal 4: Each student will experience a school and community partnership that provides access to resources designed to anticipate and nourish student needs. ....	22
2023-2024 Campus Site-Based Committee .....	24
Addendums .....	25

# Comprehensive Needs Assessment

## Needs Assessment Overview

### Needs Assessment Overview Summary

Dunbar Early Education Center serves a diverse and economically challenged student population. The key demographics are as follows:

Total Enrollment for the 2024-25 school year was 240 students, 98.68% economically disadvantaged, 73.58% African American, 3.02% White, 0.38% Hispanic, and 7.55% Two or More. A percentage of 91.70% of its students are at risk, with a Special Education population of 6.04%. The 2024-25 school year attendance average was 92%, meeting or exceeding the average attendance in the 2023-24 school year. Dunbar Early Education Center is a Title One campus, with 100% of students qualifying for free and reduced lunch.

Dunbar EEC is committed to aligning with the TISD North Star Goal: By the 2026-27 school year, at least 75% of TISD students will attend an A or B-rated school, with no D or F-rated campuses. The faculty and staff at Dunbar recognize that this goal begins with our PreK students. To meet the district goal, Dunbar teachers, administrators, and staff will implement rigorous programs, continuous teacher training, and data-driven instructional practices to improve overall school performance and ratings. The campus goal for 2024-25: By the end of the 2024-25 school year, 75% of all students and student groups will meet or exceed the Pre-K Guideline Indicators using Circle/CLI Assessment. CLI Engage is the assessment tool used for PreK. The CLI Engage scores for the 2024-25 school year in rapid vocabulary ranged from 43% (BOY) to 76% (MOY) and 74% (EOY), representing a slight 2% decrease by the end of the year. Phonological Awareness scores ranged from 78% (BOY) and 66% (MOY) to 77% (EOY), indicating a slight 10% increase from BOY to EOY. The number of testers also increased at the EOY from 228 to 240 students. Math scores were average from the beginning of the year, with 75% (BOY) and 85% (MOY), and increasing from above average to 92% (EOY), showing 17% growth by the end of the year.

Work must be done to ensure our students progress and retain what is being taught. The goal for 2024-25 is to dive deeply into the Heggery and Frog Street resources and continue small-group instruction. With the Dunbar campus transitioning to the new campus in the fall of 2025, teachers and students will begin the school year in a rotation that fosters hands-on, experience-based learning centered around teaching academics through themes. Every two weeks, one additional teacher will be added to the rotation to allow each teacher to experience the rotation with curriculum-based learning centered around real-life themes to enhance optimal student learning. The 2024-25 campus master schedule shows increased teacher planning/collaborative time, with 20 additional minutes added to address the concerns. Response to Intervention (RTI) time will continue daily with teachers, instructional aids, and the academic interventionist. Transition time in the hallways will be devoted to instruction as teachers lead students in counting, alphabet songs, nursery rhymes, and other educational activities. The Dunbar administration has implemented measures to enhance classroom monitoring through the use of a mobile desk on wheels, which can be positioned in the hallways for teachers and students, as well as facilitate more frequent classroom monitoring and observations.

The attendance average is 92% showing an increase in attendance from the 2023-24 school year. Dunbar EEC will implement strategies to improve attendance rates, such as attendance incentives, parent engagement programs, and regular attendance monitoring. 92% of students are identified as at-risk, necessitating additional academic support. Dunbar EEC will develop targeted intervention programs (small group, RTI, & WIN Time) to support at-risk students, ensuring they meet educational standards and progress. In addition, 6.02% of students receive special education services, which shows a decrease of 4% from the 2023-24 school year. Dunbar will continue providing adequate resources, training, and support for exceptional education staff to implement individualized education plans (IEPs) effectively.

There is a high percentage of economically disadvantaged families with potential barriers to engagement. Dunbar will increase community and parent involvement through regular communication, make-and-take sessions, and events. We will utilize social media, TalkingPoints, and the school marquee to keep families informed and engaged.

Dunbar will continue implementing the district and campus initiatives of Leader in Me, Kagan Cooperative Learning Strategies, and Solutions Tree (PLC). Three additional Kagan Coaches were added during the 2024-25 school year to ensure teacher support for effective student engagement strategies. Campus coaches, consisting of teachers and administrators, will utilize a shared "Student Engagement Coaching Calendar" to create a schedule for coaching teachers. Coaches will look for certain particulars during their classroom visits.

In addition, expectations for the use and performance of the IXL program require frequent monitoring and tracking of student progress on a weekly basis. Each student is required to

be monitored in reading and math two times per week, for 20 minutes each. There are teacher, campus-level, and district leadership expectations to monitor and track students' progress. Teacher engagement in the IXL program is 75% or higher, with a district and campus average of 30 questions per student per week. Students are expected to spend an average of 20 minutes per subject per week.

Lastly, Dunbar is a Title One campus, highlighting the need for equitable resource distribution. The Dunbar EEC Title One fund will effectively support educational programs, resources, and professional development to improve student outcomes.

# Demographics

## Demographics Summary

Dunbar Early Education Center, partnered with Head Start, served 304 students during the 2023-24 school year, with 257 (84.54%) African American students, 13 (4.28%) white, and 11 (3.62%) Hispanic-Latino, and 6% identifying as two or more. With an enrollment of nearly 7,654 students during the 2024-25 school year, Texarkana ISD is proud of its diverse population of students. 41.8% of the student body comprises African Americans, 49.4% - Hispanic-Latino, 31.4% - White, and 6% - two or more races, American Indian, Asian, and Pacific Islander. 56.9% of the students come from economically disadvantaged homes, and 8.7% are Emergent Bilingual.

The diversity of our district-wide teaching staff does not match the diversity of our students. During 2021-22, 44.7% of our students were African American, while 2020-21 data show approximately 16% of teachers across TISD are African American. White teachers comprise the largest group of teachers in TISD, at 75%. Only 6.7% of TISD teachers identified as Hispanic, an underrepresentation of our Hispanic student population. Although the Dunbar teaching staff is 45% African American and mirrors the district-wide student population of 44.7%, it still does not mirror the African-American student population at Dunbar at 80.2%.

The current enrollment capacity is 320 students, totaling 19 sections. Texarkana ISD currently employs 22 teachers to serve our students, including three special education teachers, 22 instructional aides, one library aide, and three STEAM instructional aides. We have one Principal and one Interventionist. The staff includes one Administrative Assistant, Receptionist, health aide, custodial staff, and child nutrition staff. Texarkana ISD offers students many opportunities throughout the district, beginning at Dunbar with STEAM opportunities. A strategic planning initiative has produced the need to provide a state-of-the-art learning environment for the students of Dunbar. Imagine 2026 Long Range Planning Committee involved 39 community members from across the district, including parents, community and business leaders, representatives from civic organizations, and elected officials. The impact for our students with the addition of the new Dunbar learning facility will provide the district with space to double enrollment to ensure that all students are provided with the highest quality learning environment in their most formative years.

## Demographics Strengths

Paul Laurence Dunbar's strength is being in partnership with Texarkana Head Start. This allows us to serve approximately 75 additional students. We can provide early education services to students from a low socioeconomic background. We can provide a structured academic program and setting that will better prepare them for their future.

Frog Street Curriculum for three and four-year-olds in which we embed Conscious Discipline and Leader in Me strategies. Our new STEAM Program will help us empower our students to be curious learners who seek creative solutions to real-world problems. Our students have a diverse activity schedule, which includes Culinary, Art, Science Lab, Media, and Physical Education.

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Student diversity is limited at Dunbar Early Education Center.

**Root Cause:** Due to the school's location and low socioeconomic population served, our diversity is limited.

**Problem Statement 2:** Consistent parental involvement is a struggle.

**Root Cause:** Due to the parents' work schedule, lack of transportation, and unreliable contact information, consistent parental involvement is a struggle.

**Problem Statement 3:** Learning gaps are more prevalent in low socioeconomic students.

**Root Cause:** The inconsistent school years limited instructional contact days with students.

# Student Learning

## Student Learning Summary

Student achievement at Paul Laurence Dunbar EEC will be measured against the ten skill domains outlined by the State of Texas Pre-Kindergarten Guidelines. Using the Frog Street Press will provide us with a viable resource to address the 10 domains of Pre-Kindergarten readiness: Social and Emotional Development, Language and Communication Development, Emergent Literacy Reading, Emergent Literacy Writing, Mathematics, Sciences, Social Studies, Fine Arts, Physical Development, and Technology. Students will be assessed three times a year (Beginning, Middle, and End) using the CLI Engage Assessment tools. Paul Laurence Dunbar EEC will aim towards a Reading Target Goal of 80% and a Math Target Goal of 80%, with at least 75% of our students mastering both goals.

## Student Learning Strengths

The strengths of Paul Laurence Dunbar EEC include innovative learning through hands-on engagement, center time, scheduled daily WIN Time, and beginning-of-year testing with the interventionist conducting additional pull-out sessions with small groups of students.

In addition, Paul Laurence Dunbar will continue implementing the Leader in Me program campus-wide to promote staff and student leadership, engage the students in setting and reaching goals, and support participation in service-learning opportunities.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** 74% of students showed mastery of the pre-kindergarten literacy component - rapid vocabulary

**Root Cause:** Due to the timed format of testing, student achievement in literacy is a struggle.

**Problem Statement 2:** By the end of the 2024-25 school year, 77% of students showed mastery of the pre-kindergarten phonological awareness components.

**Root Cause:** Because phonological awareness is a challenging concept for early learners and is often not reinforced at home, student mastery is improving but continues to be a campus-wide focus.

**Problem Statement 3:** Some students struggle with academic content due to social and emotional development.

**Root Cause:** Depending on their birthdate, some three-year-olds enter Pre-K in August functioning developmentally more like two-year-olds.

# School Processes & Programs

## School Processes & Programs Summary

To continue to increase learning and ensure targeted instruction, new and current staff will continue training to ensure and/or sustain the correct implementation of the Frog Street resource guide, intentional coaching work as needed with the academic interventionist, and continuing education through Professional Development sessions via the district. Stephanie Gow(LIM), the Solutions Tree Coach (Cristi Parsons) and the Prek district coordinator are devoted to the students and go above and beyond the criteria listed in their job description. Dunbar is participating in the district-wide Kagan Cooperative Learning initiative to train teachers on implementing cooperative learning structures designed to build strong social/emotional skills and increase student engagement and learning. They have received professional development and coaching from a certified Kagan trainer, as well as campus administrators, pilot teachers, and district staff. Three new Kagan Coaches were trained in June 2024 to continue to provide support to classroom teachers. In addition, the Dunbar staff will begin staff development training from Solutions Tree Coach Cristi Parsons. The staff will focus on becoming a Professional Learning Community and building high-performing collaborative teams focused on student learning.

The students at Dunbar are exposed to various beyond-the-basic classroom learning opportunities. Dunbar offers theater/music, engineering/art, and physical education. The students rotate through these classes each week.

Dunbar EEC also currently houses three Early Childhood Special Education (ECSE) classrooms for the district.

## School Processes & Programs Strengths

Dunbar EEC has a district Pre-K coordinator who offers professional development during their Collaborative Team Meetings and after school. During their planning time, the Pre-K coordinator collaborates with teachers, coaches, and mentors, offering suggestions during observation and shadowing by "whisper coaching." Teachers will also receive coaching on implementing cooperative learning structures to build social and emotional skills and increase academic learning.

There were discussions regarding School Climate and Culture using Dunbar's Leader in Me surveys for students, parents, and staff, focusing on strengths and weaknesses.

- **Strength:**

The Dunbar community felt good about the environment and student engagement.

- **Weakness:**

Continue to foster social and emotional skills for students to get along with one another.

There were discussions regarding Family and Community Involvement, focusing on the events for the 22-23 school year.

### **Strengths:**

- Increase in attendance since COVID
- An increase in events compared to the past
- Increase in publicity during and after events via Facebook, Website, and Google

After the events, parents can leave with ideas they can do with their child at home.

**Weaknesses:**

- Parents did not always know about the events
- Need more ways to have community participation
- Incorporate Literacy and Math Family Nights
- At the end of the year, provide ideas for families to work on during the summer months

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

**Problem Statement 1:** Based on our CLI Assessment and report card data, there has been an increase in the number of students who are struggling to master basic Pre-K Guidelines. Therefore, more individualized instruction and small group pullouts are needed to insure all students are successful.

**Root Cause:** Due to the inconsistent attendance being a contributing factor which requires educating parents regarding Pre-K expectations related to attendance.

# Perceptions

## Perceptions Summary

Our goal at Paul Laurence Dunbar EEC is to become the model Pre-Kindergarten Center in our metropolitan area. We are partnered with Texarkana Head Start to ensure the academic readiness of Pre-Kindergarten students transitioning to Kindergarten by bridging the gap between Head Start and Pre-Kindergarten. We have a full-day Pre-Kindergarten program to assist students in their transition to elementary school. We provide all students with a safe and nurturing learning environment. We will continue implementing conscious discipline and Kagan's Cooperative Learning structures to improve students' social skills.

Each spring, the campus administers the Leader in Me Measurable Results Assessment (MRA) survey to parents and staff to determine the effectiveness of academics, culture, and leadership on the campus. The 2024-2025 school year results showed an overall campus score of 85%. Staff satisfaction regarding culture increased from 80% (2022-23) to 85% (2023-24 & 2024-25). Students were not surveyed during the 2024-25 school year due to a lack of time that prevented the survey from being conducted. The cooperative learning structures and the implementation of the Conscious Discipline Approach will provide opportunities to learn the social/emotional skills needed to collaborate and work with others.

Partners, such as the Dunbar Alumni and other community members, are prime stakeholders in the success of our campus. We strive to keep parents and stakeholders involved with our campus activities through constant communication and opportunities for volunteerism. Opportunities for parent involvement are discussed and planned in weekly instructional and Head Start Partnership Team Meetings.

## Perceptions Strengths

Dunbar EEC offers parent workshops, family game nights, and other family and community engagement events throughout the year. Parents/guardians and community members will attend each of these events. Dunbar EEC communicates school activities throughout the year on the District and campus Facebook page, school marquee, flyers sent home in students' folders, and Google Classroom.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1 (Prioritized):** During the 2023-24 school year, only 16% of families participated in the LIM Multiple Measures Assessment.

**Root Cause:** Some parents may not have seen the information that went out through email encouraging the to participate in the survey.

**Problem Statement 2:** Based upon the Leader In Me - Multiple Measures Results, staff voice decreased from 84 in 2023 to 82 in 2024.

**Root Cause:** Teachers may not recognize the different opportunities available to provide input and feedback. There were opportunities throughout the school year to give teacher voice, however, it may not have been successfully communicated by administration.

**Problem Statement 3:** Based upon the student survey conducted, 10% of students feel that other students are not nice to them.

**Root Cause:** Students are still developing socially and sometimes perceive normal conflict to mean their classmates do not like them.

# Priority Problem Statements

**Problem Statement 1:** During the 2023-24 school year, only 16% of families participated in the LIM Multiple Measures Assessment.

**Root Cause 1:** Some parents may not have seen the information that went out through email encouraging the to participate in the survey.

**Problem Statement 1 Areas:** Perceptions

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- Performance Objectives with summative review (prior year)
- Planning and decision making committee(s) meeting data

## **Student Data: Assessments**

- Texas approved PreK - 2nd grade assessment data

## **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Response to Intervention (RtI) student achievement data
- STEM and/or STEAM data

## **Student Data: Behavior and Other Indicators**

- Attendance data
- Student surveys and/or other feedback

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- T-TESS data

## **Parent/Community Data**

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

## **Support Systems and Other Data**





- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data

# Goals

**Goal 1:** Produce students who possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce through access to state-of-the-art facilities.

**Performance Objective 1:** By the end of the 2025-2026 school year, all Pre-K students will demonstrate measurable growth on the CLI Engage assessment from BOY (Beginning of Year) to EOY (End of Year), with at least 70% of students meeting or exceeding Kindergarten readiness benchmarks in literacy, language, and math.

**Evaluation Data Sources:** IXL Reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All Dunbar students will answer at least 30 questions in reading and 30 questions in math per week using IXL. <b>Strategy's Expected Result/Impact:</b> Academic Growth leading toward Kindergarten Readiness. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Produce students who possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce through access to state-of-the-art facilities.

**Performance Objective 2:** Provide professional development for teachers on using IXL data to drive instruction and monitor student progress.

**High Priority**





**HB3 Goal**

**Evaluation Data Sources:** BOY, MOY, and EOY

IXL Implementation and Tracking

WIN (Tier 2 & 3 Instruction)

Teacher Progress Monitoring

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue implementation of the district approved Pre-Kindergarten curriculum with a focus on Read- Aloud questioning, letter identification and sound as evident in lesson planning and observation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in letter identification, letter sound, comprehension and text.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Administrator Academic Interventionist</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Focus on Phonological Awareness through the daily implementation of Heggerty Binder strategies and activities.</p> <p><b>Strategy's Expected Result/Impact:</b> *Increase in student phonological awareness- Evident on CLI Assessment. *Increase in student engagement during Heggerty instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Academic Interventionist</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** Produce students who possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce through access to state-of-the-art facilities.

**Performance Objective 3:** Incorporate incentives (classroom, grade level, and campus-wide) to motivate and celebrate student progress in IXL.

**High Priority**

**HB3 Goal**





**Evaluation Data Sources:** IXL Diagnostic Reports (growth from BOY, MOY, and EOY)

IXL Usage Reports (time spent, skills practiced, questions answered)

Teacher Progress Monitoring Logs (classroom-level incentives)

Campus Incentive Records (celebration trackers, recognition charts, bulletin boards, Tiger All-Star shoutouts, etc.)

Attendance at Celebrations (sign-in sheets, photos, or participation counts for grade-level/campus-wide events)





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Track student progress visibly in the classroom; students earn stickers or stars for mastering skills.</p> <p>Celebrate weekly or monthly achievements with certificates for milestones (e.g., "Most Questions Answered," "Skill Master," "Persistence Award").</p> <p><b>Strategy's Expected Result/Impact:</b> A greater percentage of students will meet or exceed their IXL growth targets at the classroom and campus level.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p>	Formative			Summative
	Dec	Feb	Apr	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>				

**Goal 2:** All students will experience learning that encourages innovation, leadership, and academic growth in safe, engaging, and technologically advanced classrooms.

**Performance Objective 1:** By the end of the 2025-26 school year, 75% of 4-year-old students will be kindergarten-ready.

**High Priority**

**Evaluation Data Sources:** Tango - CIRCLE and IXL

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Track and document student progress weekly in reading and mathematics.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will meet expected growth at MOY and EOY.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Using the PreK Guidelines that are aligned to state standards, ensuring daily small-group instruction and progress monitoring so that teachers can adjust instruction to meet individual student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Improves foundational academic skills (letters, sounds, number sense) and ensures students who are behind receive timely support.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Academic Interventionist PreK Coordinator Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 3:** Employ a high-quality, diverse staff that reflects the student population, equipped to create a learning environment that supports students' social, emotional, physical, and mental health.

**Performance Objective 1:** By the end of the academic year, increase the percentage of staff hires who reflect the racial, cultural, and linguistic diversity of the student population by at least 10%, ensuring representation that aligns with district equity goals.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Human Resources Hiring Data  
 Applicant pool demographics (race, ethnicity, language proficiency).  
 New hire demographics compared to the student population.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement weekly staff planning, collaborative meetings with teachers, and academic professional development sessions as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Collaboration between to teachers to increase instructional performance and student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Academic Interventionist Guided Coalition Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide mini professional development sessions on WIN Time with the Solutions Tree Coach.</p> <p><b>Strategy's Expected Result/Impact:</b> To strengthen the instructional areas of concern to impact student achievement positively.</p> <p><b>Staff Responsible for Monitoring:</b> Academic Interventionist Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Employ a high-quality, diverse staff that reflects the student population, equipped to create a learning environment that supports students' social, emotional, physical, and mental health.





**Performance Objective 2:** Students, staff, and families will actively participate in programs and activities that promote leadership, collaboration, and a positive school culture.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Staff and family surveys measuring engagement and understanding of the Leader in Me principles.

Strategy 1 Details	Reviews			
<p><b>Strategy 1: Family Engagement &amp; Connection</b>            Leader in Me (LIM) Family Nights: Host quarterly evenings where families learn the 7 Habits alongside their children, participate in activities, and see student leadership in action.            Make-and-Take Workshops: Provide parents with hands-on activities (literacy games, SEL tools, math manipulatives) they can create and take home to reinforce learning.            Family Leadership Roles: Invite parents to join a "Family Advisory Council" or serve on committees that help plan school events, ensuring an authentic voice and ownership.</p> <p><b>Strategy's Expected Result/Impact:</b> Families gain knowledge of the 7 Habits, practice them at home, and strengthen connections between school and home. Increases family involvement and supports a consistent culture of leadership. Parents leave with practical resources to reinforce learning at home. Improves student academic readiness and strengthens the school-family partnership.            Students take ownership of their learning by setting goals, tracking progress, and sharing with families. Builds student confidence, communication, and leadership.            Students practice responsibility and leadership in daily school routines.</p> <p><b>Staff Responsible for Monitoring:</b> Principal            Asst. Principal            Action Team Leaders</p>	Formative			Summative
	Dec	Feb	Apr	June
	This area is currently empty in the image			

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Dunbar Early Education Center will enhance community and parent involvement by fostering positive partnerships through various channels, including personal interactions, media outreach, written communication, social media, Google Classroom, and the school marquee.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-in Sheets  VIPs documentation logs  Newsletters  TalkingPoints Communication App</p> <p><b>Staff Responsible for Monitoring:</b> Principal  Assistant Principal  Teachers</p>	Formative			Summative
	Dec	Feb	Apr	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>				

**Goal 4:** Each student will experience a school and community partnership that provides access to resources designed to anticipate and nourish student needs.

**Performance Objective 1:** Dunbar Early Education Center will boost community and parent involvement and build positive community partnerships through personal interactions, media outreach, written communication, social media, Google Classroom, and the school marquee.





**High Priority**

**HB3 Goal**

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

VIPS documentation logs

Newsletters

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Foster collaboration between schools and community stakeholders to enhance educational outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhanced student academic performance and well-being. Increased availability of resources and support for teachers. Stronger relationships between the school and the community.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Host parent meetings and training sessions each semester during the following events: *Fall Mini Academic Sessions *Fall Family Fun Night *Spring Family Fun Night * Spring Mini Academic Session *Chat &amp; Chew with the Principal</p> <p><b>Strategy's Expected Result/Impact:</b> Greater community involvement in school activities. Provide ways to strengthen parental support Mini family make and take sessions to provide resouces for families to use at home Provide encouragement and guidance to families seeking ideas to support their chidren academically, socially, and emotionally.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Each student will experience a school and community partnership that provides access to resources designed to anticipate and nourish student needs.

**Performance Objective 2:** Strengthen school and community partnerships to support district and campus objectives, and provide comprehensive resources for students and teachers.





**High Priority**

**Evaluation Data Sources:** Partner with local nonprofits, businesses, and service organizations to provide resources such as school supplies, clothing, hygiene products, and enrichment opportunities.

Coordinate workshops or events with community partners to educate and support families on topics like literacy, nutrition, health, and leadership skills.

Use community expertise to enhance lessons, such as guest speakers, career exploration, STEAM projects, or cultural experiences tied to classroom themes.

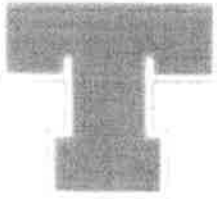
Highlight volunteer and community contributions through newsletters, bulletin boards, or recognition events to strengthen relationships and encourage ongoing engagement.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> LIM Culture Action Team will explore ways to provide more opportunities for family involvement. <b>Strategy's Expected Result/Impact:</b> Increased parent participation and community involvement. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Dec	Feb	Apr	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>				

# 2023-2024 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Era Moore-Collins	Head Start Director
Parent	Brianna Wilson	Parent
District-level Professional	Laurie Pace	Director of Humanities
Community Representative	Jean Matlock	City Council
Parent	Amy Baker	Parent
Non-Classroom Professional	Linda Pratt	Non-Classroom Professional
Business Representative	Shorty Barrett	Barrett & Tyler Law Firm
Classroom Teacher	Corinthia Edwards	Teacher
Classroom Teacher	Jacqueline Hill	Teacher
Classroom Teacher	Charesa Willis	Teacher
Classroom Teacher	Dana Cogburn	Teacher
Classroom Teacher	Tiffany Studebaker	Teacher
Administrator	Karen Brown	Principal

# Addendums



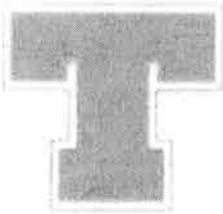
Dunbar's 2022-2023 Campus Site-Based Committee (CQIC)

Meeting Date: December 9, 2022

3:30 pm

Dunbar Gym

Committee Role	Name	Position	Signature
Administrator	Dr. Tabitha Dudley	Principal	<i>Tabitha Dudley</i>
Administrator	Vanessa Buchanan	Assist Principal	<i>Vanessa Buchanan</i>
Non-Classroom Professional	Kamilah Wrightner	Instructional Coach	<i>K Wrightner</i>
Classroom Teacher	Tametra Johnson	Teacher	<i>Tametra Johnson</i>
Classroom Teacher	Tiffany Studebaker	Teacher	<i>Tiffany Studebaker</i>
Classroom Teacher	April Carter	Teacher	<i>A Carter</i>
Classroom Teacher	Dana Cogburn	Teacher	
Business Representative	Kimberly Bursey-Reece	Professor	<i>Kimberly Bursey</i>
Community Representative	David Hardy	Pastor of House of Refuge Church	<i>David Hardy</i>
Parent	Loresa Smith	Community	<i>Loresa Smith</i>
Parent	Julia Scogins	Community	<i>Julia Scogins</i>
District-level Professional	Laure Pace	Director of Humanities	
HS Director	Debra Jackson	Herid Staff	<i>Debra Jackson</i>



Dunbar's 2022-2023 Campus Site-Based Committee (CQIC)

Meeting Date: December 9, 2022

3:30 pm

Dunbar Gym

Committee Role	Name	Position	Signature
Administrator	Dr. Tabitha Dudley	Principal	<i>Dr. Tabitha Dudley</i>
Administrator	Vanessa Buchanan	Assist Principal	<i>Vanessa Buchanan</i>
Non-Classroom Professional	Kamilah Wrightner	Instructional Coach	<i>K Wrightner</i>
Classroom Teacher	Tametra Johnson	Teacher	<i>Tametra Johnson</i>
Classroom Teacher	Tiffany Studebaker	Teacher	<i>Tiffany Studebaker</i>
Classroom Teacher	April Carter	Teacher	<i>A Carter</i>
Classroom Teacher	Dana Cogburn	Teacher	
Business Representative	Kimberly Bursey-Reece	Professor	
Community Representative	David Hardy	Pastor of House of Refuge Church	
Parent	Loresa Smith	Community	<i>Loresa Smith</i>
Parent	Julia Scogins	Community	<i>Julia Scogins</i>
District-level Professional	Laurie Pace	Director of Humanities	
HS Director	Debra Jackson	Head Start	<i>Debra Jackson</i>



# TEXARKANA ISD

---

## Paul Laurence Dunbar Early Education Center

### **Campus Quality Improvement Council (CQIC) Meeting**

05/22/23

3:30

Dunbar EEC

Agenda: Comprehensive Needs Assessment Process

1. Welcome
2. Good News
3. Review Dunbar EOY data for all available areas:
  - i. CIRCLE,
  - ii. discipline reports,
  - iii. attendance,
  - iv. school climate and culture (survey results), and
  - v. family and community involvement.
4. Highlight Areas of Strength (Plus) and Areas of Growth (Delta) for the Campus

This information will be used to:

- Complete summative review in CIP: evaluate goals, strategies, and schoolwide instructional program to determine effectiveness (Mark all goals/strategies in Plan4Learning)
  - Begin Development of:
    - 2023-24 CNA Multiple Measures Narratives and
    - 2023-24 Campus Improvement Plan Goals/Strategies.
5. Approve the 2023-2024 Campus Professional Development Plan



# TEXARKANA ISD

Paul Laurence Dunbar  
Early Education Center

## Campus Quality Improvement Council Agenda Topics with Meeting Notes and Discussion

05/22/2023, 3:30, Dunbar EEC Gym

**Evaluate campus programs and campus improvement plan strategies to determine effectiveness. The 2023-24 Comprehensive Needs Assessment Process will begin and the 2023-24 Campus Improvement Plan will be developed collaboratively.**

- There were discussions regarding Dunbar's EOY/Wave 3 CIRCLE Assessment
  - **Pluses:**
    - There was increase of 13% in Rapid Letter Naming,
    - There was an increase of 3% in Rapid Vocabulary
    - There was only a 1% decrease in Phonological Awareness and 2% decrease in Math with 3 new teachers and 2 Instructors added to the staff mid-year for 22-23.
  - **Deltas:**
    - Post COVID is still impacting students' academic performance
    - Provide more training to teachers with Haggerty to support Phonological Awareness and monitor with fidelity.
- There were discussions regarding BOY-MOY-EOY Discipline Report
  - **Plus:**
    - The district has clear procedures for the discipline process for the students who ride the bus which the campus is following.
    - The campus documents behaviors in Award if they are related to safety and impeding learning.
  - **Delta:**
    - Increase in turnover of bus aides and drivers

- There were discussions regarding the Attendance Report by comparing each six week and looking at trending year data.
  - **Pluses:**
    - Parent Monthly Incentives (Baskets per each team)
    - Class and Individual Students Weekly Incentives
    - Weekly Check-In by Administration
  - **Deltas:**
    - New parent misconception regarding attendance for PreK
    - Flu season
  
- There were discussions regarding School Climate and Culture using Dunbar's Leader In Me surveys for students, parents, and staff.
  - **Plus:**
    - The Dunbar community felt good about the environment and student engagement.
  - **Delta:**
    - Continue to foster the social and emotional skills for students getting along with one another.
  
- There were discussions regarding Family and Community Involvement with a focus on the events that took place for the 22-23 school year.
  - **Pluses:**
    - Increase in attendance since COVID
    - Increase in events than in the past
    - Increase in publicity during and after events via Facebook, Website, and Google Classroom
    - After events, parents are able to leave with ideas they can do with their child at home.
  - **Deltas:**
    - Parents did not always know about the events
    - Need more ways to have community participation
    - Incorporate Literacy and Math Family Nights

- At the end of the year provide ideas for families to work on during the summer months.

We shared with the committee that the discussions and information from above will be part of the development of the **2023-24** CNA Narratives and the **2023-24** Campus Improvement Plan in Plan4Learning. The committee also discussed and approved the **2023-2024** Campus Professional Development Plan.



Dunbar's 2022-2023 Campus Quality Improvement Council (CQIC) Meeting

May 22, 2023

3:30pm

Dunbar EEC Gym

ROLE	Contact Via	NAME	SIGNATURE
Parent	Email/phone call	Loresa Smith	<i>Loresa Smith</i>
Parent	Email/phone call	Julia Scoggins	<i>Julia Scoggins</i>
Teacher	Email/phone call	Tametra Johnson	<i>Tametra Johnson</i>
Teacher	Email/phone call	Tiffany Studebaker	<i>Tiffany Studebaker</i>
SpEd Teacher	Email/phone call	April Carter	<i>April Carter</i>
Teacher	Email/phone call	Dana Cogburn	<i>Dana Cogburn</i>
Principal	Email/phone call	Dr. Tabitha Dudley	<i>Dr. Tabitha Dudley</i>
Assistant Principal	Email/phone call	N/A	
Head Start Director	Email/phone call	Debra Jackson	<i>Debra Jackson</i>
Non-Class room professional	Email/phone call	Kamilah Wrightner	<i>Kamilah Wrightner</i>
District Administrator	Email/phone call	Laurie Pace	<i>Laurie Pace</i>
Community Member	Email/phone call	David Hardy	
Business Member	Email/phone call	Kimberly Bursey-Reece	<i>Kimberly Bursey-Reece</i>

Parent

FISD comm.

Amy Baker

(online)

Hardy



# TEXARKANA ISD

---

## Paul Laurence Dunbar Early Education Center

### **Campus Quality Improvement Council (CQIC) Meeting**

05/22/23

3:30

Dunbar EEC

#### Agenda: Comprehensive Needs Assessment Process

1. Welcome
2. Good News
3. Review Dunbar EOY data for all available areas:
  - i. CIRCLE,
  - ii. discipline reports,
  - iii. attendance,
  - iv. school climate and culture (survey results), and
  - v. family and community involvement.
4. Highlight Areas of Strength (Plus) and Areas of Growth (Delta) for the Campus

#### This information will be used to:

- Complete summative review in CIP: evaluate goals, strategies, and schoolwide instructional program to determine effectiveness (Mark all goals/strategies in Plan4Learning)
  - Begin Development of:
    - 2023-24 CNA Multiple Measures Narratives and
    - 2023-24 Campus Improvement Plan Goals/Strategies.
5. Approve the 2023-2024 Campus Professional Development Plan



# Paul Laurence Dunbar Early Education Center

	October 28, 2022 - Snapshot	May 10, 2023
<b>Total Enrollment</b>	<b>296</b>	<b>303</b>
<b>Grade</b>		
EE	17	24
Pre-K	279	279
<b>Gender</b>		
Male	140	147
Female	156	156
<b>Emergent Bilingual/LEP</b>	<b>12</b>	<b>16</b>
<b>Economic Disadvantaged</b>	<b>293</b>	<b>292</b>
<b>Ethnicity</b>		
Amer. Indian/Alaskan	0	0
Asian	0	0
Black/African American	244	243
Hispanic/Latino	13	18
White	15	16
Hawaiian/Pac Island	2	2
Two or More	22	24
<b>At-Risk</b>	<b>140</b>	<b>138</b>
<b>SPED</b>	<b>24</b>	<b>36</b>

### CIRCLE Progress Monitoring Pre-K School Benchmark Report



Community: Region 8 ESC - TSR, TEXARKANA ISD  
 School: PAUL LAURENCE DUNBAR EARLY  
 EDUCATION CENTER  
 School year: 2022-2023  
 Ethnicity: All  
 Sub-populations: All

Assessment Language: English  
 Class: ALL  
 Teacher: ALL  
 Wave 3  
 Grade Level: PK

Measure	On Track	Needs Support	Monitor	Out of Range
Rapid Letter Naming	74%	12%	8%	6%
Rapid Vocabulary	84%	11%	5%	0%
Overall Measure	84%	11%	5%	0%
Syllabication	38%	28%	24%	10%
Onset-Rime	44%	21%	22%	12%
Alliteration	23%	35%	28%	14%
Rhyming I	28%	33%	24%	14%
Overall Measure	69%	19%	12%	0%
Listening	35%	30%	24%	11%
Words in a Sentence	43%	22%	24%	11%
Rhyming II	46%	19%	21%	14%
Overall Measure	78%	13%	9%	0%
Rote Counting	64%	12%	15%	9%
Shape Naming	74%	9%	12%	6%
Number Discrimination	74%	10%	12%	5%
Number Naming	64%	12%	13%	11%
Shape Discrimination	84%	5%	6%	5%
Counting Sets	66%	12%	15%	7%
Operations	37%	28%	24%	10%
Overall Measure	83%	10%	7%	0%
Letter-Sound Correspondence	76%	9%	0%	14%
Book and Print Knowledge	76%	13%	11%	0%
Early Writing Skills	85%	8%	7%	0%

\* Measure has no benchmarks.

CIRCLE Progress Monitoring Pre-K  
School Benchmark Report

Community: Region 8 ESC - TSR, TEXARKANA ISD  
School: PAUL LAURENCE DUNBAR EARLY  
EDUCATION CENTER  
School year: 2021-2022  
Ethnicity: All  
Sub-populations: All

Assessment Language: English  
Class: All  
Teacher: All  
Wave 3  
Grade Level: PK

WOL  
8/28

Measure	On Track	Needs Support	Monitor	Out of Range
Rapid Letter Naming	61%	20%	12%	8%
Rapid Vocabulary	81%	15%	3%	0%
Overall Measure	81%	15%	3%	0%
Syllabication	43%	28%	16%	13%
Onset-Rime	47%	23%	14%	16%
Alliteration	25%	33%	22%	19%
Rhyming I	33%	32%	18%	18%
Overall Measure	70%	20%	10%	0%
Listening	39%	26%	20%	15%
Words in a Sentence	45%	23%	16%	17%
Rhyming II	53%	19%	14%	14%
Overall Measure	74%	17%	8%	0%
Rote Counting	63%	12%	12%	13%
Shape Naming	74%	9%	11%	6%
Number Discrimination	76%	8%	9%	8%
Number Naming	61%	14%	12%	12%
Shape Discrimination	85%	5%	5%	5%
Counting Sets	71%	9%	11%	9%
Operations	41%	26%	19%	15%
Overall Measure	85%	8%	7%	0%
Patterns	*	*	*	*
Real World	*	*	*	*
Overall Measure	58%	22%	20%	0%
Letter-Sound Correspondence	75%	10%	0%	14%
Story Retell and Comprehension	79%	12%	9%	0%
Book and Print Knowledge	85%	8%	7%	0%
Science	81%	8%	12%	0%
Social Studies	79%	13%	8%	0%
Positive Social Behaviors	*	*	*	*
Classroom Community and Safety	*	*	*	*



# Dunbar's Six Weeks Attendance for 2022-2023

<b>Each Six Weeks</b>	<b>Percentage</b>
1 <sup>st</sup> Six Weeks	90.66%
2 <sup>nd</sup> Six Weeks	87.86%
3 <sup>rd</sup> Six Weeks	86.71%
4 <sup>th</sup> Six Weeks	89.48%
5 <sup>th</sup> Six Weeks	89.18%
6 <sup>th</sup> Six Weeks (through 5/11/23)	87.93%

**Dunbar's Goal Each Week was 90%**

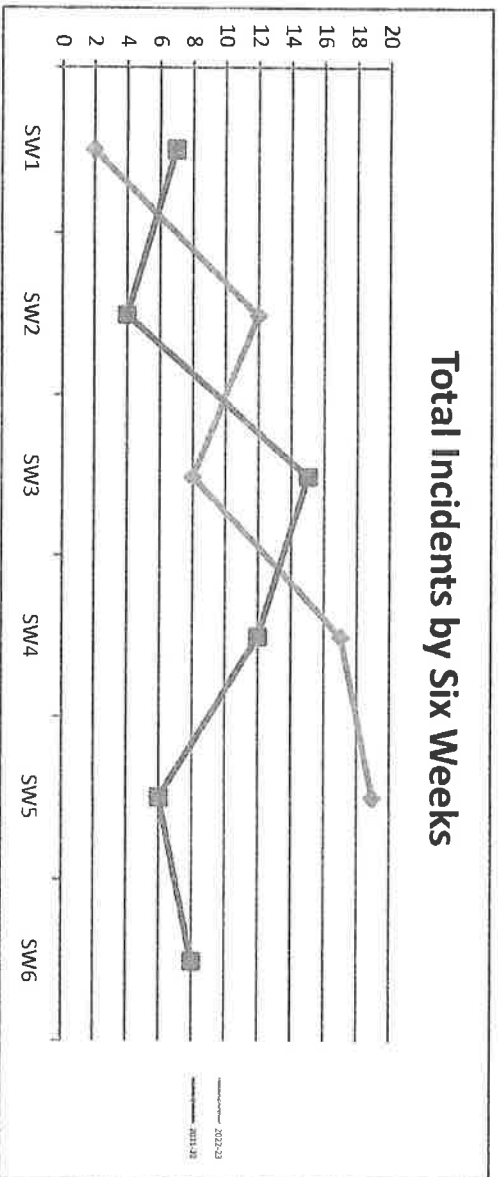
Dunbar Campus Analysis

Campus	Total	African American	Hispanic	White	Other	Speed	Ecdis
2022-23 Dunbar SWS	19	11	0	1	7	0	18
2021-22 Dunbar SWS	6	6	0	0	0	0	6
2022-23 Dunbar YTD	58	41	0	3	14	0	51
2021-22 Dunbar YTD	44	43	8	7	7	7	41

Campus	Total Incidents	SUSPEND SPED ONLY	Suspend	Corporal	Bus Suspend	Warning
2022-23 Dunbar SWS	19				1	18
2021-22 Dunbar SWS	6			3	2	1
2022-23 Dunbar YTD	58		2		13	43
2021-22 Dunbar YTD	44		5	9	10	20

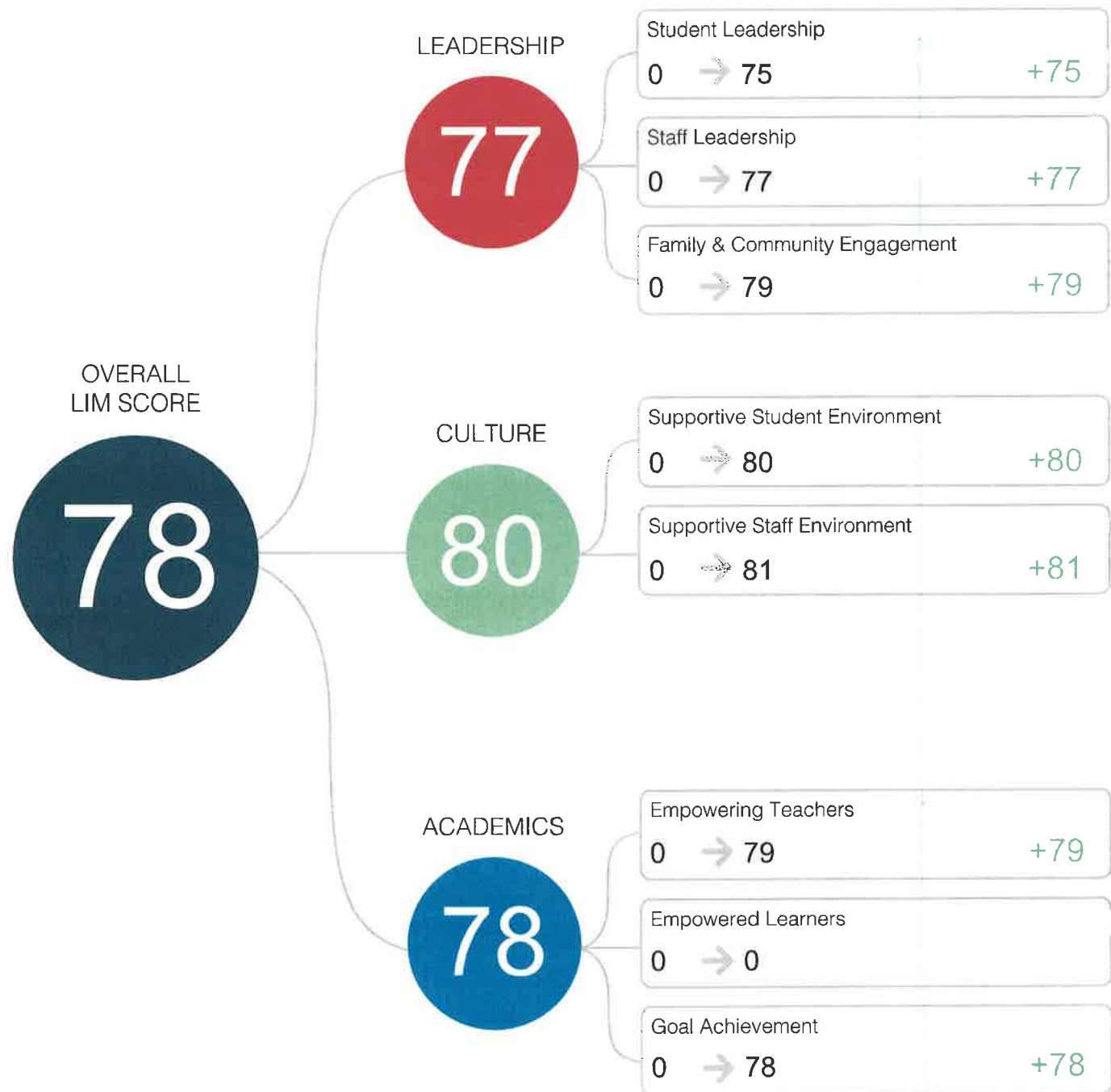
	2022-23 Dunbar SWS	2021-22 Dunbar SWS	2022-23 Dunbar YTD	2021-22 Dunbar YTD
Campus Total Incidents	19	6	58	44
Disobey on bus	19	3	54	30
Failure to Comply				1
Misbehavior		1	3	7
Repeat Interferer w/teach		2		5
Serious Misbehavior				1
Violating Safety Rule			1	

Total Incidents by Six Weeks



# Dunbar, Spring 2023, Campus Survey, MR

Dunbar Early Education Center



## LEADERSHIP

### Student Leadership

- 0 → 78 +78 **Personal Development**  
Students take responsibility for their actions and emotions and prioritize the things that are most important to their future.
- 0 → 72 +72 **Interpersonal Development**  
Students build positive relationships through understanding, communicating, and valuing the differences they see in others.
- 0 → 0 **Positive Wellbeing**  
Students engage in the behaviors and embrace the mindsets that build resilience and hope.
- 0 → 0 **Self-Advocacy**  
Students work to overcome barriers, problem-solve, and find solutions on their own and know how to enlist support when needed.
- 0 → 0 **Prosocial Behaviors**  
Students support each other and offer help as needed.

### Staff Leadership

- 0 → 79 +79 **Personal Effectiveness**  
Staff take responsibility for their actions and emotions and prioritizing the things that are most important to their future.
- 0 → 76 +76 **Interpersonal Effectiveness**  
Staff build and sustain positive relationships through understanding, communicating, and valuing the differences they see in others.

### Student Leadership Support

Teachers feel confident in their ability to support students' development of leadership skills they apply in their lives.

## LEADERSHIP

### Family & Community Engagement

- 0 → 73 +73 **School & Family Partnerships**  
Teachers feel like most students' families/caregivers engage as partners in their child's learning.
- 0 → 84 +84 **Family Engagement**  
Students' caregivers are satisfied with the way the school includes them in their child's learning through inclusive opportunities, communication, and support for learning at home.
- 0 → 82 +82 **Community Engagement**  
The school engages the community through collaborative partnerships and service learning that provides students and their families with sources of support and learning.

## CULTURE

### Supportive Student Environment

0 → 80 +80

#### School Climate

Staff see the worth and potential in every student and provide the support each student needs to see their unique strengths for themselves as well as to develop the skills necessary to pursue their potential.

0 → 0

#### Student Empowerment

Students believe they are provided with schoolwide and classroom opportunities that include them in decision-making and grow their leadership competence.

0 → 0

#### Trusting Relationships

Students have a high trust relationship with at least one teacher they feel comfortable with and can connect to.

0 → 0

#### School Belonging

Students believe that they are cared about and understood by the people in their school and feel a sense of belonging.

### Supportive Staff Environment

0 → 84 +84

#### Staff Voice

Staff members believe they are positively impacting others through meaningful work and are provided with valuable opportunities to develop and grow in their role as well as to use voice and choice in decisions that are important to them.

0 → 79 +79

#### Collective Efficacy

Teachers believe that their collective actions can positively impact students and help them succeed.



## ACADEMICS

### Empowering Teachers

- 0 → 74 +74 **Instructional Efficacy**  
Teachers are confident in their ability to use evidence-based instructional practices to amplify students' capacity to learn.
- 0 → 84 +84 **Student-led Practices**  
Teachers empower students to play a more proactive role as they apply their knowledge and skill to accelerate and deepen their learning.

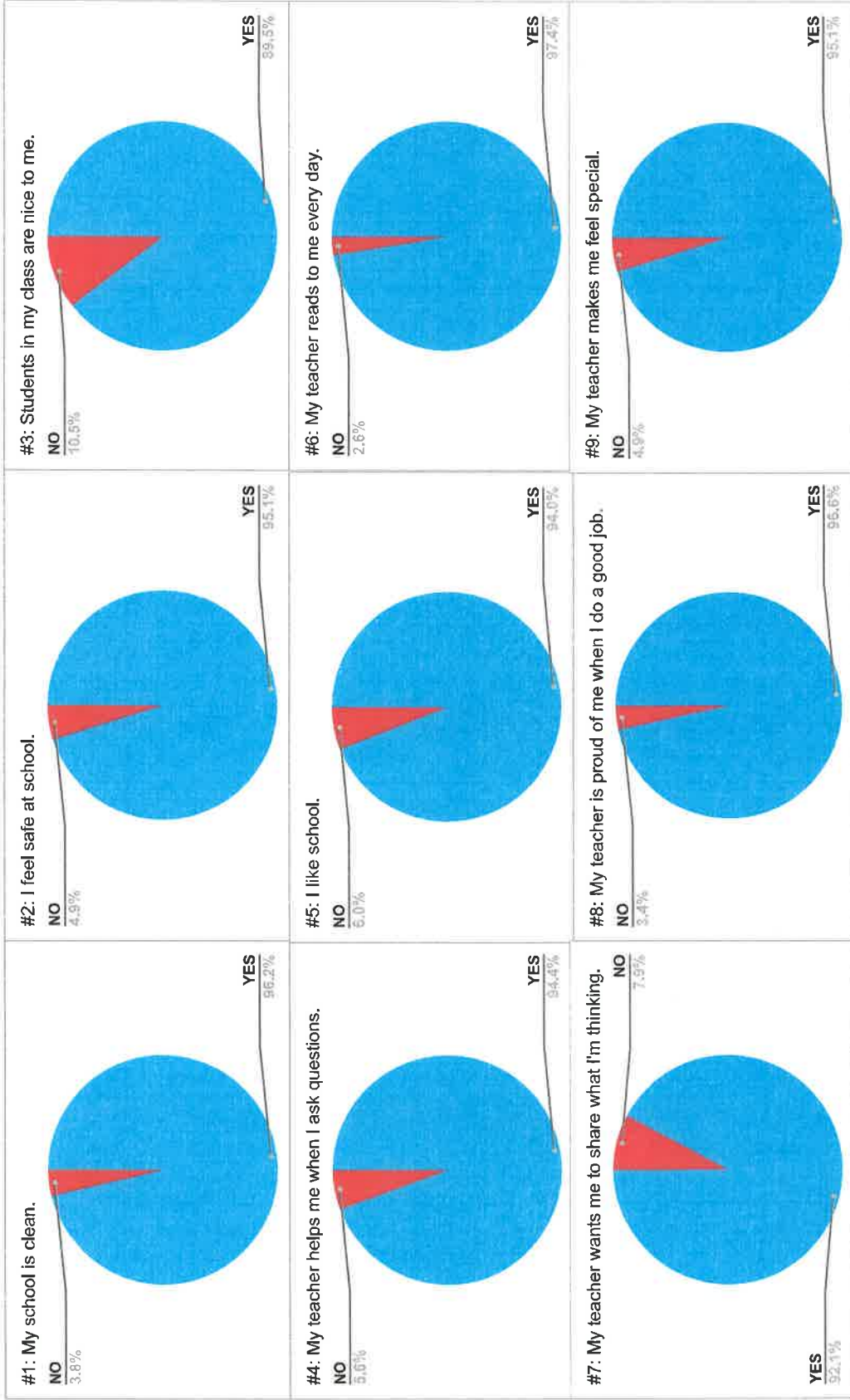
### Empowering Learners

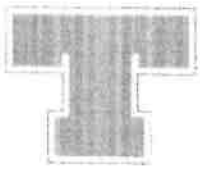
- 0 → 0 **Supportive Teachers**  
Students have one or more teachers who provide them with the encouragement and support they need to lead their learning.
- 0 → 0 **Academic Self-efficacy**  
Students are able to apply personal leadership habits to plan, prioritize, and persevere in their academic pursuits.

### Goal Achievement

- 0 → 0 **Student Goals**  
Students are confident in their ability to set and achieve their goals.
- 0 → 76 +76 **Student Goal Support**  
Teachers are able to support their students in learning and applying the behaviors linked to effective goal achievement.
- 0 → 80 +80 **School Goals**  
Teachers are motivated by the school's goals and see a meaningful role for themselves in creating and achieving those goals.

Dunbar, Student Survey, PreK, January 2023





## **Dunbar Family and Community Involvement for 22-23 School Year**

### **Leader In Me/ STEAM**

1. Veterans Day Program
2. Leadership Day
3. Black History Month STEAM Night
4. Tunnel of Leaders
5. Community Helpers Exhibit Presentation
6. Sadie Hawkins Dance
7. Easter Egg hunt
8. Pep Rallies
9. Christmas STEAM Night
10. Rosehill Neighborhood Celebration
11. STEAM Family Night
12. Reptiles Exhibit Presentation
13. Fair and Rodeo Field Trip
14. Stephen Fite Field Trip
15. Pets Assembly
16. Service Learning Projects/Deliver to Cornerstone Nursing Home
17. Field Day
18. End of the Year Celebrations

**Dunbar Early Education Center  
Campus Professional Development Plan  
2023-2024**

<b>#1 Targeted Area of Professional Development</b>	<b>Identified By</b>	
<b>Mental Health and Emotional Wellness: Effective Classroom and Student Behavior Management</b>		
<b>Strategy (what)</b>	<b>Time - Bound (when) and Evidence</b>	<b>Results-Focused (expected outcomes)</b>
Teachers and Instructional Aides will continue to focus on Conscious Discipline (CD) and the CD pieces that are embedded in the Frog Street Curriculum.	<ul style="list-style-type: none"> <li>a. Daily observations during the first two weeks of school by the administrative team.</li> <li>b. Several peer observations by teacher and instructional aide to observe implementation of CD components.</li> </ul>	Teachers/Instructional Aides implementing CD phrases and routines with automaticity.

#2 Targeted Area of Professional Development	Identified By	
Instructional	Moderate and High- 90%	
Strategy (what)	Time - Bound (when) and Evidence	Results-Focused (expected outcomes)
Provide training for Google from Google certified staff and campus staff	August PD Campus and district trainings throughout the year Sign in sheets and agendas	Increase in staff collaboration by sharing documents through google docs.
Provide training for STEAM integration throughout the curriculum.	August PD Campus and district training throughout the year. Sign in sheets and agendas Lesson plans	Increase in effective use and blending of STEAM lessons in the classroom which increases student engagement. Project-based teaching and learning.
Kagan Training	August PD and Campus Prof. Dev. Kagan Walks and in class support from Campus Instructional Coach, Campus Principal and Campus Kagan Coach	Increase student engagement and retention by the daily implementation of specific age appropriate Kagan Strategies

## APPENDIX

### STATE MANDATES IMPLEMENTATION REFERENCE

Texas law and Board Policies mandate the following be addressed with strategies for improving student performance. To increase Texarkana ISD's ability to focus on a limited number of targeted initiatives in this improvement plan, Texarkana ISD will plan, implement, monitor and evaluate the following mandates through other procedures and practices. When requested, Texarkana ISD Person Responsible will report progress to the site-based committee.

MANDATE	REFERENCES	TISD PERSON RESPONSIBLE	LOCATION OF DOCUMENTATION (IMPLEMENTATION and EVALUATION)
<b>1. Bullying</b> <ul style="list-style-type: none"> <li>● Prevention, identification, response to and reporting of bullying or-bully-like behavior</li> </ul>	TEC 11.252(a)(3)(E)	Jamie Renner  Sherry Nelson	The school will follow the Student Handbook and Board Policies: FFI, FDB, FFF, FFH, FO, CQA, and FFB.
<b>2. Coordinated Health Program</b> <ul style="list-style-type: none"> <li>● Student fitness assessment data</li> <li>● Student academic performance data</li> <li>● Student attendance rates</li> <li>● Percentage of students who are Economically Disadvantaged</li> <li>● Use and success of methods of physical activity</li> <li>● Other indicators</li> </ul>	TEC 11.253(d) Board Policy FFA(Local)	Elodia Witterstaetter	The school will follow Board Policies: FFA and EHAA.
<b>3. DAEP Requirements</b> <ul style="list-style-type: none"> <li>● Student groups served – monitoring over-representation</li> <li>● Attendance rates</li> <li>● Pre- and post- assessment results</li> <li>● Dropout rates</li> <li>● Graduation rates</li> <li>● Recidivism rates</li> </ul>	TEC 37.008  TAC 19 103.1201(b)  Board Policy FOCA(Legal)	Julius Anderson  Lakesha Taylor	The school will follow the Student Code of Conduct and Board Policies: FOCA, FO, FEA, and FOC.

<b>4. District's Decision-Making and Planning Policies</b> <ul style="list-style-type: none"> <li>● Evaluation – every two years</li> </ul>	TEC 11.252(d)	Christy Tidwell	The school will follow Board Policies: BQ, BQA, and BQB.
<b>5. Dropout Prevention</b>	TEC 11.252	Ben Renner	The school will follow Board Policy EHBC.
<b>6. Dyslexia Treatment Programs</b> <ul style="list-style-type: none"> <li>● Treatment and accelerated reading program</li> </ul>	TEC 11.252(a)(3)(B)	Mindy Gennings	The school will follow Board Policy EHB, F, EHBC, and EKB.
<b>7. Migrant Plan (Title I, Part C)</b> <ul style="list-style-type: none"> <li>● An identification and recruitment plan</li> <li>● New Generation System (NGS)</li> <li>● Early Childhood Education</li> <li>● Parental Involvement</li> <li>● Graduation Enhancement</li> <li>● Secondary Credit Exchange and Accrual</li> <li>● Migrant Services Coordination</li> <li>● A priority services action plan with instructional interventions based upon disaggregated migrant student data</li> </ul>	P.L. 107-110, Section 1415(b)	Elodia Witterstaetter  Mindy Basurto	
<b>8. Pregnancy Related Services</b> <ul style="list-style-type: none"> <li>● District-wide procedures for campuses, as applicable</li> </ul>		Jami Renner  Sherry Nelson	The school will follow the Student Handbook, Student Accounting Handbook and Board Policy FFAC.
<b>9. Post-Secondary Preparedness/Higher Ed Information/Career Education</b> <ul style="list-style-type: none"> <li>● Strategies for providing to middle school, junior high and high school students, teachers, counselors and parents information about: <ul style="list-style-type: none"> <li>○ Higher education admissions and financial aid, including sources of information</li> <li>○ TEXAS grant program</li> <li>○ Teach for Texas grant programs</li> </ul> </li> </ul>	TEC 11.252(4)  TEC 11.252(3)(G)	Ben Renner	The school will follow the Student Handbook and the TISD Program of Studies handbook.

<ul style="list-style-type: none"> <li>○ The need to make informed curriculum choices for beyond high school</li> <li>○ Sources of information on higher education admissions and financial aid</li> <li>● Career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities</li> </ul>			
<p><b>10. Recruiting Certified Teachers and Highly-Qualified Paraprofessionals</b></p> <ul style="list-style-type: none"> <li>● Assisting teachers and paraprofessionals to meet certification requirements and/or highly qualified requirements</li> <li>● Strategies and activities to ensuring the campus and district is making progress toward having all classes taught by state certified, highly effective teachers</li> <li>● Ensuring that teachers are receiving high-quality professional development</li> <li>● Attracting and retaining certified, highly effective teachers</li> </ul>	ESSA	Kay Stickels	The school will follow the Retention and Recruitment Plan and Board Policy DC.
<p><b>11. Sexual Abuse and Maltreatment of Children</b></p>	TEC 38.0041(c) TEC 11.252(9)	Jami Renner Sherry Nelson	The school will follow Board Policies: DG, DH, DHB, FFG, FFH, and GRA.
<p><b>12. Student Welfare: Crisis Intervention Programs &amp; Training</b></p> <ul style="list-style-type: none"> <li>● District Program(s) selected from a list provided by TDSHS in coordination with TEA and the ESCs on these topics: <ul style="list-style-type: none"> <li>○ Early mental health intervention</li> <li>○ Mental health promotion and positive youth development</li> <li>○ Substance abuse prevention</li> <li>○ Substance abuse intervention</li> <li>○ Suicide prevention and suicide prevention parent/guardian notification procedures</li> </ul> </li> </ul>	Health and Safety Code, Ch. 161, Subchapter O-1, Sec. 161.325(f)(2)  TEC 11.252(3)(B)(i)  Board Policy FFB(Legal) Board Policy DMA(Legal)	Jami Renner Sherry Nelson	The school will follow Board Policy FFB and FNF.

<ul style="list-style-type: none"> <li>• Training for teachers, school counselors, principals and all other appropriate personnel.</li> </ul>			
<p><b>13. Student Welfare: Discipline/Conflict/Violence Management (DIP)</b></p> <ul style="list-style-type: none"> <li>• Methods for addressing <ul style="list-style-type: none"> <li>○ Suicide prevention including parent/guardian notification procedure</li> <li>○ Conflict resolution programs</li> <li>○ Violence prevention and intervention programs</li> <li>○ Unwanted physical or verbal aggression</li> <li>○ Sexual harassment</li> <li>○ Harassment and dating violence</li> </ul> </li> </ul>	TEC 11.252(a)(3)(E) TEC 11.252(3)(B) TEC 11.252(3)(B) TEC 11.253(d)(8)  TEC 37.001 Family Code 71.0021 TEC 37.0831	Jami Renner  Sherry Nelson	The school will follow Board Policies: FFB, FOC, FOCA, DMA and FFE
<p><b>14. Texas Behavior Support Initiative (TBSI)</b></p> <ul style="list-style-type: none"> <li>• Instruction of students with disabilities – designed for educators who work primarily outside the area of special education</li> </ul>	TEC 21.451(d)(2)  Board Policy DMA(Legal)	Mindy Gennings	Board Policy DMA(Legal)
<p><b>15. Technology Integration in Instructional and Administrative Programs</b></p>	TEC 11.252(a)(3)(D)  TEC 28.001	Christy Tidwell	
<p><b>16. Child Sexual Abuse, Trafficking, and Other Maltreatment of Children</b></p> <ul style="list-style-type: none"> <li>• Methods for increasing staff, student, and parent awareness of issues regarding sexual abuse, trafficking, and other maltreatment of children, including prevention techniques and possible warning signs;</li> <li>• Age-appropriate, research-based anti-victimization programs for students;</li> <li>• Actions that a child should take to obtain assistance and intervention; and</li> <li>• Available counseling options for affected students.</li> </ul>	Education code 38.0041	Jami Renner  Sherry Nelson	Board Policy BQ (LEGAL), FFG (LEGAL) and (LOCAL)

<b>17. College and University Admissions and Financial Aid (All grade levels)</b>	Education Code 11.252.28.026, 51.803  19 TAC 5.5, 61.1201	Ben Renner	Board Policy BQ (LEGAL), EIC (LEGAL)
<b>18. Comprehensive School counseling Program that includes:</b>  <ul style="list-style-type: none"> <li>• A guidance curriculum to help students develop their full educational potential, including the student's interests and career objectives;</li> <li>• A responsive services component to intervene on behalf of any student whose immediate personal concerns or problems put the student's continued educational, career, personal, or social development at risk;</li> <li>• An individual planning system to guide a student as the student plans, monitors, and manages the student's own educational, career, personal, and social development; and</li> <li>• Systems to support the efforts of teachers, staff, parents, and other members of the community in promoting the educational, career, personal, and social development of students.</li> </ul>	Education Code 33.005	Jami Renner  Sherry Nelson	Board Policy BQ (H), FFEA(H)