

# Hitchcock Independent School District

## 2024-2025 Stewart Elementary Improvement Plan



### **Board of Trustees**

Monica Cantrell, President; Chad Allen, Vice President; Tom Ivey, Secretary; Ted Robinson Jr., Trustee;  
Tony Combs, Trustee; Dr. Shirley Price, Trustee; Ryan Massa, Trustee

### **Superintendent of Schools**

Travis Edwards

### **Principal**

Jon Reese, Principal  
Kirsten Westbrook, Assistant Principal

## **Mission Statement**

Stewart Elementary strives to educate the whole child by building strong partnerships between home and school. Through active involvement and shared responsibilities, together we will empower our students to be enthusiastic life-long learners with a thirst for knowledge.

### **Vision:**

Our school will:

- Welcome parental involvement and provide opportunities for open communication
- Provide a safe environment of high expectations, which will promote a joy of literature, build confidence in mathematics, and spark scientific discovery.
- Encourage students to become responsible citizens of our community by embracing diversity and by cultivating respect for self and others.

## Goals

**Goal #1: Make academic achievement and student performance the primary priority of Stewart Elementary**

**Goal #2: Recruit, Reward, and Retain Highly Qualified Staff**

**Goal #3: Maintain a safe and disciplined environment conducive to learning**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Stewart Elementary is a 3-5<sup>th</sup> grade campus of approximately 353 students. The ethnicity breakdown for the campus is as follows: 29.74% African American; 28.2% Hispanic; 36.92% White, 2.04% Two or more races, .01% American Indian, and .003% Asian. 80.1% of the students are economically disadvantaged with 10.8% ELL and 20.68% receiving special education services. Class sizes are below the state average with a 17.65 teacher to student ratio. Campus membership has a 17.8% mobility rate compared to the State rate of 15.4%. 42.1% of teachers on staff are in the 1-5 years' experience range with 8.4% holding masters degrees. In addition, only 5.8% staff members have more than 10 years experience.

### Demographics Strengths

By being able to keep class size under the state average, teachers and staff are able to build quality relationships with students and help provide needed support both emotionally and academically to our student population. This helps address gaps that can form with students who are economically disadvantaged, English language learners served by special programs, and a higher mobility rate to be more successful in the education setting.

### Demographic Needs

- Increase academic advancement and enrichment opportunities for students
- Increase opportunities for parents/guardians to get involved in the educational process
- Increase attendance rates for both students (96% or above) and staff members
- Increase the number of teachers on campus who have 5 or more years experience working with at-risk populations

**Student Academic Achievement**

**TEA Accountability Ratings  
Stewart Elementary School**

<b>Year</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Overall</b>	<b>73</b>	<b>No Projections have been reported/released yet</b>	<b>No Projections have been reported/released yet</b>
<b>Student Achievement</b>	<b>57</b>	<b>No Projections have been reported/released yet</b>	<b>No Projections have been reported/released yet</b>
<b>School Progress</b>	<b>74</b>	<b>No Projections have been reported/released yet</b>	<b>No Projections have been reported/released yet</b>
<b>Closing the Gaps</b>	<b>72</b>	<b>No Projections have been reported/released yet</b>	<b>No Projections have been reported/released yet</b>
<b>Overall Letter Grade</b>	<b>C</b>	<b>No Projections have been reported/released yet</b>	<b>No Projections have been reported/released yet</b>

### **Student Academic Achievement Strengths**

- 5th Grade ELAR students improved in every area from 4th grade [App 63% to 74%; Meets 29% to 33%; Masters 6% to 13%]
- 5th Grade ELAR was within 4 points of State Approaches

### **Student Academic Achievement Needs**

- Increase student achievement on all assessments at all criteria levels
- Increase student academic growth
- Increase instructional rigor and expectations
- Monitor instruction through frequent meetings to analyze data and implement interventions

### **Comprehensive Needs Assessment Data Documentation**

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

#### **Improvement Planning Data**

District/campus goals; current and prior year(s) district/campus improvement plans; district/campus planning and decision-making committee(s) meeting data; state and federal requirements; etc.

#### **Accountability Data**

Texas Academic Performance Report (TAPR) data; Performance Index Framework data; Accountability Distinction Designations; Federal Report Card data; PBMAS data; etc.

#### **Student Assessment Data**

State and federally required assessment information; State of Texas Assessment of Academic Readiness (STAAR) assessment data; Texas English Language Proficiency Assessment System (TELPAS) data; I Station, and other assessments; local unit assessment data; attendance data; discipline data; report card grades; observational data; etc.

## 2024-2025 Campus Team Members

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
District Level Administrator	Travis Edwards	Superintendent
Administrator	Jon Reese	Principal
Administrator	Kirsten Westbrook	Assistant Principal
Educational Consultant	Lisa Spain	
Counselor	Melissa Arnold	Campus Counselor
Parent	Felicia Johns	5th grade parent
Community member	Anna Dellinger	Legacy Collision
Community member	Beverly Holmes	Cabo Construction Ltd.
Community member	Karen Hyatt	KICK Club

## Goals and Performance Objectives

**Goal #1: Make academic achievement and student performance the priority of Hitchcock ISD.**

**Performance Objective 1:** 100% of students will achieve at least one-year’s academic progress on year-end assessments (MAP, STAAR, TELPAS, etc.)

**Performance Objective 2:** 50% or more of students will achieve Meets/Mastery on STAAR assessments

**Performance Objective 3:** 100% of students will meet or exceed the level of Approaches for the STAAR

**Performance Objective 4:** Will provide a foundation in reading, math, and writing for all students.

**Performance Objective 5:** Attendance rate will at least be at the state average or higher.

**Evaluation Data Sources / Evidence Demonstrating Progress:** lesson plans, progress monitoring, student assessment scores, special programs documentation, meeting/activity documentation (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ongoing collection/evaluation/disaggregation of data (formative, summative, district unit assessments, state assessments, universal screeners, etc.) and utilization of data to drive/differentiate/scaffold instruction and interventions	Title I: General Funds	Teachers, Principals				
Thorough pre-planning of lessons for instruction and intervention to include high level questions, engaging and rigorous activities, differentiated instruction, and cross-curricular collaboration/implementation		Teachers, Principals				
Ongoing monitoring and campus/district-wide planning to include: effectiveness of instruction (observations/walk-throughs), evaluation of student progress monitoring data (administrative data meetings), effective master scheduling, planning for instruction and intervention periods, monitoring of special programs and student support, ongoing targeted and effective professional development, etc.		Principals, District Coordinators; Campus Leadership Team				
Ongoing effective utilization of technology to support academic achievement – to include chrome carts for every teacher 3rd-5 <sup>th</sup> , use of software (such as: MAP, Study Island, Flocabulary, etc.)		Principal, Curriculum Coordinator				

Ongoing encouragement and positive incentives to students – to include student awards ceremonies, promotion of the importance of assessments, and opportunities earned through academic achievement	IMA, Local Funds	Teachers, Principals				
Provide incentives (dress up days, extra recess, snacks, and lunch with the principals) for students and staff with perfect attendance.		Principals				
Monitor student goal setting and progress towards meeting goals		Teachers				
Specialized material for “hands-on” instruction for math and science.		Teachers				
Identify At-Risk students and provide individual support with online and supported intervention programs.	IMA Local Funds	School Administrators, Counselor, Teachers				
Utilize MAP to assess students' reading, math, and science levels three times a year.		Teachers				
Implementation of interactive notebooks in the core subjects to help students organize and synthesize information while embedding writing across all content areas.		School Administrators, Teachers				
Use of Leveled Literacy Intervention (LLI) system 3-5 to provide daily intensive small group instruction for struggling readers		School Administrators				
University Interscholastic League (UIL) Participation will increase for the 2024-2025 school year.		School Administrators, Teachers				
<b>For Reviews:</b> ✓ = Accomplished    ◻ = Continue/Modify    + = Considerable Progress    ✚ = Some Progress    ◻ = No Progress    ✕ = Discontinue						

**Goal #1: Make academic achievement and student performance the priority of Stewart Elementary.**

**Performance Objective 6:** Decrease the achievement gap between special populations of students (socio-economic status, ethnicity, Special Education, English Language Learners, etc.) to achieve “Met Standard” in “Closing the Gaps” on State Accountability

**Evaluation Data Sources / Evidence Demonstrating Progress:** lesson plans, progress monitoring, student assessment scores, special programs documentation, meeting/activity documentation (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ongoing staff training in effective differentiation strategies and best practice related to students with individualized needs (English Learners, Dyslexia, low socio-economic students, etc.)	ESC 13 BIL/ESL SSA; General Funds	Teachers, Principals, District Coordinators				
Ongoing data disaggregation and monitoring of instruction		Teachers, Principals				
Provide professional development to increase district-wide support for Special Education and English Learners		Principals				
Referral to special programs (Response to Intervention, Section 504, Dyslexia, ESL, Special Education, etc.) as appropriate to ensure effective/appropriate ongoing support and accommodations for students		Teachers, Principals, District Coordinators				
Effective and compliant operations to ensure students in special programs (MTSS (Response to Intervention), Section 504, Dyslexia, ESL, Special Education, etc.) are identified, provided ongoing support as needed, and utilizing accommodations/modifications as required		Principals, District Coordinators				

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## Goal #2: Recruit, Reward, and Retain Highly Qualified Staff

**Performance Objective 1:** Increase staff retention rate through training and incentives.

**Performance Objective 2:** Provide opportunity for professional growth through PD, seminars, and ongoing education.

**Evaluation Data Sources / Evidence Demonstrating Progress:** staff hiring and salary documentation, staff surveys

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Administrators will participate in ongoing recruitment activities (publish open positions, attend job fairs, etc.)	Funding Sources	Principals				
Continue to provide support for teachers through shared planning with peers teaching the same content.		Principals				
Daily communication with staff for all pertinent information and monthly faculty meetings with agendas and an ongoing calendar.		Principals				
Ensure ongoing growth and increased effectiveness of campus staff – through ongoing PD, webinars, and conferences.		Principals				
Administrators will maintain professional support for staff		Principals				
Ongoing activities and monitoring to improve school culture and climate		Principals				
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**Goal #3: Maintain a safe and disciplined environment conducive to learning**

**Performance Objective 1:** 20% decrease in the number of office discipline referrals.

**Evaluation Data Sources / Evidence Demonstrating Progress:** discipline data, classroom walk-through documentation

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Build positive, encouraging relationships with students, and utilize positive behavioral incentives (individual, classroom, campus-wide)	General Funds	Teachers, Principals				
Display of CHAMPS visuals, and consistent usage of CHAMPS protocols in all classrooms		Teachers, Principals				
Monitor consistent use of strategies and positive incentives; ensure discipline placements are appropriate and aligned to legal requirements		Principals				
<b>For Reviews:</b> = Accomplished    = Continue/Modify    = Considerable Progress    = Some Progress    = No Progress    = Discontinue						

**Goal #3: Maintain a safe and disciplined environment conducive to learning**

**Performance Objective 2:** When surveyed, students, staff, and parents will report feeling the campus is a safe and secure learning environment

**Evaluation Data Sources / Evidence Demonstrating Progress:** visitor logs, maintenance logs

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ensure/check that doors are secured after entry/exit – always remove anything preventing doors from locking	General Funds	All Staff				
Ensure all visitors enter through main door and sign-in to the school visitor management system (escort any non-registered visitor to office immediately) – teach students not to open doors for strangers/visitors		All Staff				
Monitor safety/security; advertise/inform public/community of the sign-in system; educate staff; convey school policy to parents; stress student safety		Principal				
Ensure regular maintenance of building – regularly check door mechanisms; repair keys and/or door mechanisms as needed; post visible signs		Maintenance Director				
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