



H.P. Webb Elementary  
Campus Improvement Plan

4/15/09

2009-2010`

JOE BECKER, PRINCIPAL

## Goals and Objectives

### **Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

(See the following page for H.P. Webb Elementary Performance Target Goals Chart outlining specific target goals!)

Objective 1: Student academic performance on all TAKS subjects will reach the Performance Target Goal.

Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.

Objective 3: Use technology in the curriculum so students will become proficient with technology in school-to-work settings.

Objective 4: To provide opportunities for students to improve UIL literary achievement.

Objective 5: To improve the Attendance Rate among all students and target population groups to 97.5%

### **Goal 2: H.P. Webb Elementary will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible:**

Objective 1: To recruit, evaluate, and retain superior personnel.

Objective 2: To provide opportunities for increasing parental involvement and for business and community members to increase involvement in school activities.

Objective 3: Improve overall services of counseling and accountability testing for students' on campus.

### **Goal 3: H.P. Webb Elementary will maintain a system of assessing and continually monitor and improve the safety of students, faculty, and staff.**

Objective 1: To provide training for staff to maintain a system of assessing, monitoring, and improving the safety of students, faculty, and staff.

Objective 2: To provide a system to evaluate the assessment, monitoring, and improvement of safety of students, faculty, and staff.

### **Goal 4: H.P. Webb Elementary will provide opportunities for students to excel in areas of character through instruction in the six pillars of character including trustworthiness, respect, responsibility, fairness, caring, and good citizenship.**

Objective 1: To provide training for staff to effectively implement character education with community collaborations

Objective 2: To provide opportunities for students to be recognized for demonstrating character traits

**\*Olton ISD Performance Target Goals**

Grade	Subject	Actual Score TAKS 2008 (grayed). Score is obtained from students' previous grade level	Goal Score 07	Actual Score 07	Goal Score 08	Goal Score 09	Goal Score 10
3	Reading	Did not take in 2 <sup>nd</sup> , goal based on last year	90	98	90+		90+
4	Reading	82 (1 <sup>st</sup> ), 89 (2 <sup>nd</sup> )	90	78	85		90+
5	Reading	75	83	85	90	90	90+
6	Reading	84 (1 <sup>st</sup> ), 91 (2 <sup>nd</sup> )	88		85	90	90+
7	Reading	95	90+		89	87	90+
8	Reading	82	86		90+	90+	90+
9	Reading	82	89		87	90+	90+
10	E/LA	91	90+		90+	88	90+
11	E/LA	92	90+		90+	90+	90+
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3	Math	Did not take in 2 <sup>nd</sup> , goal based on last year	80	63	80		90+
4	Math	86	80	96	90+		90+
5	Math	97	90+	96	90+	87	90+
6	Math	84(1 <sup>st</sup> ) 91(2 <sup>nd</sup> )	90		90+	87	90+
7	Math	86	87		81	90+	90+
8	Math	57	62		88	85	90+
9	Math	64	68		71	89	90+
10	Math	52	60		75	81	90+
11	Math	57	65		74	83	90+
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4	Writing	91	90+	96	90+	90+	90+
7	Writing	91	90+		90+	90+	90+
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8	Social Studies	Did not take in 7 <sup>th</sup> , goal based on last year	90+				90+
9	Social Studies	96 in 8 <sup>th</sup> (will not take, but gains expected)	90+		90+		
10	Social Studies	74 in 8 <sup>th</sup> (will not take, but gains expected)	82		90+	90+	90+
11	Social Studies	77	80		86	90+	90+
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5	Science	Did not take in 4 <sup>th</sup> , goal based on last year	77	87	90		90+
6-7	Science	73 in 5 <sup>th</sup> (Will not take, but gains expected)	77		81		
8	Science	(Will not take, but gains expected)	47		81	85	90+
9	Science	80 in 8 <sup>th</sup> (Will not take, but gains expected)	83		62	85	
10	Science	74 in 8 <sup>th</sup> grade	78		86	77	90+
11	Science	55	64		82	90	90+

## Target Populations and Special Programs

Economically Disadvantaged  
African-American  
Hispanic  
White  
Migrant  
Male  
Female  
At-Risk  
Homeless  
Limited English Proficient (LEP)

Dyslexia  
English as a Second Language (ESL)  
Gifted and Talented (GT)  
Pre-K  
Special Education (SPED)  
State Compensatory Education (SCE)  
Title I, Part A: Schoolwide (TIA)  
Title I, Part C: Migrant (TIC)  
Title II, Teacher and Principal Training and Recruiting (TPTR)  
Title II, Technology (TII: Tech)  
Title III, English as a Second Language (TIII)  
Title IV, Safe and Drug Free Schools (TIV)  
Title V, Innovative Education Program (TV)

**Planning and Decision Making Team**

<b>Name</b>	<b>Role</b>
Deborah Smith	Business
Dee Ann McGill	Business
Velvet McFadden	Parent
Janet Smith	Parent
Georgana Nafzger	Community
Larry Holder	Community
Diann Lane	Teacher/Chair
Melinda Traver	Teacher
Janie Perez	Teacher
Katie Gunter	Teacher
Shannon Baker	Teacher
Jessica McIver	Teacher
Tanya Nafzgar	Teacher
Dena Paden	Special Services
Beverly Sharp	Special Services
Belinda Giles	Paraprofessional
Joe Becker	Principal

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 1: Student academic performance on all TAKS subjects will reach the Performance Target Goal.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify students needing extra instruction through benchmark data and disaggregation of TAKS <ul style="list-style-type: none"> <li>• Review students analysis</li> <li>• Review item analysis scores</li> </ul>	Principal	May 2009	Local	Benchmark tests and TAKS	TAKS AEIS
Provide Tutorials for at-risk students	Principal	August – May	ARI SCE	Subject Grades	TAKS
Supplement the TAKS subject programs: <ul style="list-style-type: none"> <li>• Waterford Early Reading</li> <li>• PLATO</li> <li>• TAKS review</li> <li>• Extended day</li> <li>• AIMSweb use for Math</li> <li>• Study Island</li> </ul>	Principal	August – July 2010	Local TIA SCE	Lesson Plans Student Reports	TAKS
Provide Staff Development	Principal ESC-17	August – July 2010	Local	6 Week Grades	TAKS

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**Pre-Kindergarten (PK)**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Provide PK class to District students based on District policy.	Principal	August - May	PK Grant Local	Student enrollment	Students advanced to next grade
Inform parents of importance of early childhood programs.	Counselor Principal	Summer	Local	Meeting scheduled	Sign in sheet
Provide transition for students transitioning from Pre-school to elementary	Principal	May	Local	Activity planned	Sign in sheet
Coordinate PK program with local head Start to provide further opportunities for 4 year old students to be ready for K!	Principal	September	PK Grant	SRI submitted	Pre School Monitoring & assessment data

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**Dyslexia**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify students with dyslexia or related disorder and provide appropriate services <ul style="list-style-type: none"> <li>• Early ID and intervention</li> <li>• Needs assessment</li> <li>• Multi-sensory System</li> <li>• Phonetic Reading methods</li> <li>• Services at student campus</li> </ul>	Dyslexia staff Principal	August - June	Local	Training scheduled for staff	Students identified and served
Provide services for students under Section 504	504 Committee	Daily	Local	List ID	Students served
Evaluate program	Dyslexia staff	April - May	Local	Progress	TAKS RPTE



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**English as a Second Language (ESL)**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify LEP students and provide program to develop proficiency in comprehension, speaking, reading, and composition <ul style="list-style-type: none"> <li>• Waterford Early Reading</li> <li>• Rosetta Stone</li> <li>• PLATO</li> </ul>	ESL coordinator	Early August upon enrollment	ESL, TIII (SSA)	Home Language Survey List	TAKS RPTE
Conduct Comprehensive Needs Assessment <ul style="list-style-type: none"> <li>• TAKS</li> <li>• TAKS Participation</li> <li>• Annual Measurable Achievement Performance Objectives</li> <li>• Adequate yearly Progress (AYP) for LEP students.</li> </ul>	Principal	August	ESL Local	Meeting agenda	Data disaggregated

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**Gifted and Talented (GT)**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Hold annual nomination with focus on minorities	GT Selection committee	August semester	Local	Sign in sheets	Student nominees
Provide advanced curriculum	GT staff	August - May	GT Local	Lesson Plans	TAKS SAT/ACT
Ensure equity of program <ul style="list-style-type: none"> <li>• Include native language assessment</li> <li>• Include non-verbal assessment</li> </ul>	GT selection committee	August semester	Local	Students tested	Tests other than English/non-verbal tests
Provide students opportunities to work <ul style="list-style-type: none"> <li>• Together as a group</li> <li>• With other students</li> <li>• Independently</li> </ul>	GT staff	Weekly	Local	Lesson plans	TAKS
Evaluate program including surveys	Principal	April	Local	Surveys	Summary

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**State Compensatory Education (SCE):** H.P. Webb is a Title I Schoolwide Program with 40% or greater poverty rate that coordinates designated SCE funds and FTEs with Title I funds to serve at-risk students.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Use SCE funds to improve at-risk student performance and to accelerate progress	Principal	August - July	Designated SCE funds and FTEs	Grades Progress reports	TAKS RPTE
Use policy to identify, enter, and exit students.	Superintendent At-Risk Coordinator	August Semester entry date	SCE Local	Policy developed	Policy followed
Identify and provide teachers with a list of at-risk students.	At-Risk Coordinator	August and upon entry	SCE	Teachers list of students	PEIMS at-risk list
Conduct comprehensive needs assessment	Principal	August-May	Local	Meeting agenda	CNA
Serve PK-3 students who fail a local assessment test.	Principal	September	SCE Local	ARI/AMI test scores	TPRI AIMSweb
Serve students who have been retained.	At-Risk Coordinator	Weekly	SCE Local	6 weeks grades	TAKS
Accelerate students who failed TAKS with tutorials	At-Risk Coordinator	Weekly	SCE	6 weeks grades	TAKS

Serve student expelled in preceding or current year.	At-Risk Coordinator	As needed	SCE Local	Discipline records	Discipline records
Serve LEP students	ESL Teacher	Upon ID	SCE ESL	6 weeks grades	TAKS RPTE
Serve students in care of or referred to DPRS	At-Risk Coordinator	As needed	SCE Local	Discipline Records	TAKS
Serve homeless students on the Schoolwide campus	At-Risk coordinator	Upon ID	SCE TIA	6 weeks grades	TAKS
Evaluate SCE program <ul style="list-style-type: none"> <li>TAKS scores for At-Risk compared to all students.</li> </ul>	Principal	May - June	SCE Local	Semester Grades	TAKS comparison
Provide staff development	Principal	August - July	SCE Local	Training calendar	Certificates for training Sign in sheets

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**Title I, Part A: Schoolwide (TIA)**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Incorporate the Schoolwide Components	Principal	August - May	TIA	CIP	CIP
Conduct Comprehensive needs Assessment to determine needs and plan instruction <ul style="list-style-type: none"> <li>• Special populations TAKS</li> <li>• Adequate yearly Progress (AYP) for Economically Disadvantaged</li> <li>• Annual Measurable Achievement performance Objectives (AMAOS) for LEP</li> <li>• Performance Based Monitoring (PBM)</li> </ul>	Principal	May - August	TIA	Data disaggregated	CNA
Plan reform strategies to address needs <ul style="list-style-type: none"> <li>• Focus: Economically disadvantaged, and At-Risk</li> <li>• Include extended day/year</li> </ul>	Site-Base team, Chair Principal	Quarterly	TIA, TIIA, TIID, TV, TIC, ESL, SCE, TIII	Strategies	TAKS
Increase parent involvement <ul style="list-style-type: none"> <li>• Designed to improve achievement</li> </ul>	PI Coordinator	Monthly	TIA, Local	PI Events	Surveys

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> <li>Designed for parents to have opportunities to participate in decisions</li> </ul>					
Provide transitions for students <ul style="list-style-type: none"> <li>From pre-school to local elementary</li> </ul>	Principal	May	TIA	Event planned	Sign in sheets
Identify students who need assistance <ul style="list-style-type: none"> <li>Provide timely additional help</li> <li>Students having difficulties with academic proficiency or advanced levels</li> </ul>	Lead teachers	Each reporting period	TIA	List of identified students	TAKS
Coordinate and integrate federal/state/local programs	Principal	August - May	TIA, TIC, TIIA, TIID, ESL, TIII, TIV, TV, GT, SCE, Sp. Ed.	Meeting agendas	TAKS
Evaluate Parent Involvement (PI) program <ul style="list-style-type: none"> <li>Involve parents in the evaluation</li> </ul>	Principal	Spring	TIA	SB Meeting Agenda	Surveys
Conduct Annual Title I meeting <ul style="list-style-type: none"> <li>Inform parents of TIA program</li> <li>Explain parents' rights to be involved</li> <li>Revise Parent Compact in English/parents home language</li> </ul>	Principal	Spring	Local	Meeting scheduled	Sign in sheets
Provide parent communications: <ul style="list-style-type: none"> <li>Conference with parents</li> <li>Use parents' home language</li> <li>Provide information of state</li> </ul>	Principal	August - July	TIA	Parent communication	Surveys

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
assessments and proficiency levels <ul style="list-style-type: none"> <li>• Provide information on curriculum</li> <li>• Provide Notifications under NCLB</li> <li>• Send timely notice if teacher is not highly qualified</li> <li>• Inform Parents of their right to know teacher qualifications and paraprofessional qualifications</li> </ul>					

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: : Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**Title I, Part C: Migrant (TIC)**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Determine needs: <ul style="list-style-type: none"> <li>• Migrant TAKS</li> </ul>	Administrator	Upon release of AEIS	Local	TAKS release tests	TAKS
Identify and recruit eligible students 3-21	MEP staff	Year round	TIC, Local, TIA	Logs	COEs
Attend training on NGS and TMSTPS	MEP staff	As scheduled	TIC, TIA	Training schedule	Certificates of training
Provide MSC, 3-21, to coordinate school programs/services for families	MSC	Daily	TIC	Schedules	Record of services
Provide parent involvement <ul style="list-style-type: none"> <li>• Include PAC</li> <li>• Regular meetings</li> <li>• Form partnership</li> <li>• Establish communications</li> <li>• Provide parent opportunities</li> </ul>	Administrator MEP staff	August - May	TIC, TIA, Local	PI Calendar	Sign in sheet
Provide services for students: <ul style="list-style-type: none"> <li>• List priority for services students and needs</li> <li>• Tutorials</li> </ul>	Administrator	Weekly	TIC	Services offered	Log, TAKS, TPRI



<ul style="list-style-type: none"> <li>• Acceleration</li> <li>• Support services</li> </ul>					
Provide professional development for teachers and paraprofessionals <ul style="list-style-type: none"> <li>• With input from MEP staff</li> <li>• Research-based</li> </ul>	Administrator	As scheduled	TIC, TIA, Local	Training calendar	Certificates

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 2: Students in Special Programs will reach the Academic Performance Target Goals of all TAKS Subjects.**

**Special Education (SPED)**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct Comprehensive needs Assessment with a focus on areas that exceed the state median: <ul style="list-style-type: none"> <li>• SPED TAKS</li> <li>• Exemptions</li> <li>• LRE placement rate (ages 3-10)</li> <li>• LEP disproportion</li> <li>• SPED Identification</li> <li>• Hispanic Representation</li> <li>• LEP Representation</li> <li>• Discretionary Expulsions</li> <li>• Discretionary ISS placement</li> </ul>	SPED Director	Fall	SPED Local	Analysis	PBMAS
Provide students with disabilities access to general education	SPED Dr.	August - May	SPED	ARD/IEP	Student schedules TAKS Results

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 3: Use technology in the curriculum so students will become proficient with technology in school-to-work settings.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Address technology TEKS by <ul style="list-style-type: none"> <li>• Computer lab</li> </ul>	Principal	Weekly	Local, TIA	Lesson Plans	Lesson Plans
Integrate technology in instruction and administration	Principal Teachers	Daily	Local, TIA, TII D, Tech	Lesson Plans	Surveys
Update classroom capabilities to utilize computer instructional capabilities on a Flat Screen Monitor	Principal	May	Local, Tech	Schedule	Survey

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 4: To provide opportunities for students to improve UIL literary achievement.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Encourage students to participate in UIL academic activities	UIL Director Principal	Fall - Spring	Local	Student participation	Student achievement
Recognize and reward student participation <ul style="list-style-type: none"> <li>• Field Trip</li> </ul>	UIL Director Principal	Fall - Spring	Local	Recognition Announcements Local Newspaper	Student Participation in Awards Ceremony
Restructure UIL Coach Stipends to address each UIL Event <ul style="list-style-type: none"> <li>• Stipends for practicing</li> <li>• Stipends for attending the meet</li> <li>• Stipends for supervision of students from other events at District Meet</li> </ul>	Principal	Fall - Spring	Local	Teacher Participation	UIL Event Success

**Goal 1: H.P. Webb Elementary will maintain and enhance student performance and student management:**

**Objective 5: To improve the Attendance Rate among all students and target population groups to 97.5%.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Include the state attendance policy in students handbook	Superintendent	July	Local	Grade period attendance records	Attendance rates
Monitor and track student attendance	Principal Clerks	Daily	Local	Grade period attendance records	Attendance rates
Provide parent contact if student attendance rate drops below 90%	Principal Teachers	Daily	Local	Grade period attendance records	Attendance rates
Report attendance rates: <ul style="list-style-type: none"> <li>• School Board</li> <li>• DAC, CAC</li> <li>• Community</li> </ul>	Superintendent Principal	PEIMS Report Dates	Local	Reports	Attendance Rates
Provide attendance incentives	Principal	Quarterly	Local	Incentives awarded	Attendance Rates
Attendance Committee Review	Members	Fall, Spring, End of Yr.	Local	Review Attendance Records	Attendance Rates

**Goal 2: H.P. Webb Elementary will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible:**

**Objective 1: To recruit, evaluate, and retain superior personnel.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Recruit and retain personnel who are highly qualified	Principal	Yearly	Local, TIA, TII, EPTR	Verify qualifications Reference check	Highly qualified report Staff Perform.
Evaluate professionals with PDAS, Evaluate paraprofessionals with the PAKS and job descriptions.	Principal	Yearly	Local	Walkthrough Observation Summaries	Summative Final Evaluation
Provide instruction by highly qualified (HQ) staff: <ul style="list-style-type: none"> <li>• HQ Teachers in core subject areas</li> <li>• Instructional Paraprofessionals</li> </ul>	Superintendent Principal	Quarterly	TIA, TIIA, TIID, TV, TIC, ESL, SCE, TIII	CIPS and strategies	TAKS
Provide staff development for teachers, paraprofessionals, and staff. <ul style="list-style-type: none"> <li>• With staff input</li> <li>• Intensive, sustained, research-based</li> </ul>	Principal	March - May	TIA, Local, TIID, TIIA, TIII	Staff Training Calendar	TAKS

**Goal 2: H.P. Webb Elementary will encourage the parents, faculty, administration, school board, community Members and business members to work together to achieve the best educational environment for our students as possible:**

**Objective 2: To provide opportunities for increasing parental involvement and for business and community Members to increase involvement in school activities.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Hold regular meetings of the Planning Decision Making Teams for collaboration between: <ul style="list-style-type: none"> <li>• Parents</li> <li>• Community</li> <li>• Business</li> <li>• Staff</li> <li>• Student Council</li> </ul>	Chair	Quarterly	Local	Meetings scheduled	Sign in sheets Minutes
Hold Open House at least one or more times a year and parent activities/assemblies	Administrator	As scheduled	Local, TIA	Meeting scheduled	Sign in sheets
Survey parents annually on special programs and school climate	Administrator	Spring	TIA	Survey	Survey results
Schedule Parent-Teacher Conferences	Principal Teachers	Semester	TIA	Conference schedules	Sign in sheets
Provide opportunities for parents to volunteer at school	Principal	Weekly	Local, TIA	Opportunities	Parent Volunteers

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Inform parents of <ul style="list-style-type: none"> <li>• State assessments</li> <li>• Proficiency levels required</li> <li>• General Curriculum</li> </ul>	Counselor	Meeting scheduled	Spring	Meeting held	Sign in sheet
Survey parents and stakeholder on: <ul style="list-style-type: none"> <li>• School climate</li> <li>• Special programs</li> <li>• Parent involvement</li> </ul>	Administrator	Surveys	Local	Principal	Survey
Provide information in parent's home language	Administrator	August - July	TIA, Local	Information documents	PI Survey
Use newspapers, newsletters, TV and radio to publicize school events and student success	Administrator	Weekly	Local	Communications	PI Survey



**Goal 2: H.P. Webb Elementary will encourage the parents, faculty, administration, school board, community Members and business members to work together to achieve the best educational environment for our students as possible:**

**Objective 3: Improve overall services of counseling and accountability testing for students' on campus.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Utilize AE IS-IT Data and Reports to guide instruction before and after testing!	Principal Counselor Teachers	August - May	Local	Provide training	Improve Academic results as measured by the State Acct. System
Evaluate Elementary Counselor, 70%	Principal	August - May	Local	Counselor evaluation	Overall improvements in services as determined by Principal
Plan, implement, and support TAKS assessments collaboratively with administration.	Counselor Principal	August - July	Local	Plans	TAKS
Plan, implement, and support effective Student Study Team concepts.	Counselor	August - July	Local	Records from meetings	Results from meetings
Provide counseling services to the elementary campus.	Counselor	August - May	Local	Calendar record	Calendar record

**Goal 3: H.P. Webb Elementary will maintain a system of assessing and continually monitor and improve the Safety of students, faculty, and staff.**

**Objective 1: To provide training for staff to maintain a system of assessing, and monitoring, and improving the Safety of students, faculty, and staff.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Local Staff Development	Principal	Yearly	Local	Attendance at Staff Meetings	Successful Emergency Drills
Provide for prevention of and education in these areas: <ul style="list-style-type: none"> <li>• Unwanted physical or verbal aggression</li> <li>• Sexual harassment</li> <li>• Other forms of bullying in schools, on school grounds, and in school vehicles</li> </ul>	Principal Counselor	Daily	TV, Local	Incidents reported each 6 weeks	PEIMS incidents reports

**Goal 3: H.P. Webb Elementary will maintain a system of assessing and continually monitor and improve the safety of students, faculty, and staff.**

**Objective 2: To provide a system to evaluate the assessment, monitoring, and improvement of safety of Students, faculty, and staff.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Emergency Drills	Principal Nurse	Yearly	Local	Conducting Drills	Drill Log
Monitor discipline reports	Principal	Daily	Local	Discipline records	Discipline records

**Goal 4: H.P. Elementary will provide opportunities for students to excel in areas of character through instruction in the six pillars of character including trustworthiness, respect, responsibility, fairness, caring, and good citizenship.**

**Objective 1: To provide training for staff to effectively implement character education with community collaborations.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Provide resources and curriculum supplements for program	At risk coordinator	Year round	Local	Resource list of needs	Resources provided
Give incentives to students for character achievement <ul style="list-style-type: none"> <li>• A/B honor roll posted in foyer and also on the campus web site</li> <li>• Mustang Bucks</li> <li>• Teacher-Parent contacts</li> </ul>	Principal At-Risk coordinator	Quarterly	Local	Incentives given at quarters	End of year list of incentives awarded
Teach drug-free lifestyle through Red Ribbon Weed drug awareness program	Counselor Teachers	August - May	TV, Local	Incident reports	Incident reports
Provide DARE Program	DARE officer	Weekly	Law enforcement	Class schedules	Graduation from program

**Goal 4: H.P. Elementary will provide opportunities for students to excel in areas of character through instruction in the six pillars of character including trustworthiness, respect, responsibility, fairness, caring, and good citizenship.**

**Objective 2: To provide opportunities for students to be recognized for demonstrating character traits.**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>
Give awards/prizes for students demonstrating character traits	Counselor Principal	Weekly	Local	Incentives provided	End of year student list
Student of the six-weeks recognized along with runner up students <ul style="list-style-type: none"> <li>• Posted in foyer</li> <li>• Posted on campus web page</li> </ul>	Counselor Librarian and Computer LAB Teaching Assistants	Each six-weeks	Local	Students recognized	End of year list of students recognized

## **Comprehensive Needs Assessment**

Webb Elementary is an EE-5 campus with an enrollment of 362 students. The low income percentage is 79.2%. The campus received an Academic Acceptable rating. An effective school survey given during the 2008-2009 school year indicates exceptional evidence with respect to areas of the school environment including: measurement, teacher expectations and behaviors, instructional focus, instructional leadership, and school climate.

### **Students Strengths and Needs**

#### **Adequate Yearly Progress—Federal Accountability**

The campus met the federal accountability, Adequate Yearly Progress (AYP). AYP is similar to the state accountability but it includes two additional target populations—Special Education and Limited English Proficient-- that must also meet TAKS standards.

#### **State Accountability**

See TAKS Charts for student scores.

### **Staff**

#### **Highly Qualified Teachers**

100% of the teachers in the core subject areas met NCLB highly qualified standards!

#### **Parent Involvement Strengths**

Open House and Parent-Teachers Conferences are very well attended. Parents are in the ABC Club and the campus has excellent participation for parent volunteers!

Strengths observed according to staff surveys were: 1) Information provided on students achievement during the year; 2) Parent Teacher conferences; 3) Newsletters and other communications to parents; and 4) Flexible number of parent meetings.

**Needs**

Based on a parental involvement evaluation given, an area needing improvement was informing parents about special programs of the district. There is a need to provide information on Special Education, Dyslexia, Title I, and At-Risk programs. There is also a need to provide more open house opportunities with opportunities for parents to conference with teachers.

**Facilities**

Facilities are very well kept! The need is for continual upkeep. Technology updates are always a concern to make sure students have the computer and labs needed. Consideration currently involves upgrading the Waterford Lab. The district has a comprehensive maintenance and facility plan to allow for improvement in student performance.