

**McKinney Independent School District**  
**Webb Elementary**  
**2018-2019 Campus Improvement Plan**



# Mission Statement

We will provide engaging learning experiences so students can become effective communicators, quality contributors, and socially responsible citizens.

## Vision

We are a cohesive, diverse community providing engaging learning experiences for all.

## Core Beliefs

Partnerships between students, parents, community members, and staff are foundational to educational success.

Positive school culture and a safe environment foster growth.

Everyone has inherent value and deserves to be treated with dignity and respect.

Learning is an active process requiring engaging tasks and engaging minds.

Relevant and authentic experiences ignite continuous, deeper learning.

Meaningful relationships enrich learning.

Confidence fuels risk taking and higher achievement.

Financial stewardship ensures a tomorrow for education.



# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

J. W. Webb Elementary is a designated Title 1 campus that provides instruction for approximately 425 students within MISD. The ethnic distribution and social economic status of the students at Webb are as follows: Hispanic 67%, White 26%, African American 6%. 40% of our students are LEP, 80% Economically Disadvantaged, with a student mobility rate of 11%. In addition, we house the district elementary GT program, which serves an additional 450 students from across the district on our campus.

### Demographics Strengths

- Diverse student population
- Spanish within the school
- Cultural diversity and awareness
- Smaller school population
- Multi-Generational Families

# Student Achievement

## Student Achievement Summary

During the 2015-2016 school year, Webb Elementary received an accountability rating of "Met Standard" by T.E.A. It is our goal as a campus, to continue to build strengths in all academic areas. Upon review of the data, several findings were noted.

We understand that being an effective communicator is important in all subject areas; therefore it has to be a focus on our campus within all grade levels. Our STAAR scores indicate that there is a need for improvement in the area of writing. It was disappointing when we reviewed our writing data and compared it to our math and science scores. There is a noticeable gap in performance, especially within our ELL and economically disadvantaged groups.

## Student Achievement Strengths

Under the Texas Education Agency accountability rating, 94% of our African American students met or exceeded progress measure in the tested academic areas.

# School Culture and Climate

## School Culture and Climate Summary

J. W. Webb Elementary has a strong sense of family as well as a rich history. We celebrate the diversity of our students and actively seek to hire dynamic teachers who reflect our student population and whom are highly qualified and ESL certified. To improve and strengthen our school culture and climate, we utilized various surveys completed by employees in the spring of 2017 as part of our organizational assessment. We also used data obtained from administrative walkthroughs, parent meetings, parent surveys and feedback data from multiple sources.

## School Culture and Climate Strengths

- Character education program campus wide
- Student Council
- Campus needs assessment indicated that Webb has a strong sense of community
- Positive Student/Teacher relationships

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

J.W. Webb Elementary staff will be recruited, developed and retained at high levels. Our campus actively seek out only the best and brightest to work with and nurture our students. We continue to hire highly qualified teachers in accordance with the district goal to remain 100% highly qualified. J.W Webb Elementary has 55 staff members. Of these staff members 38 are classroom teachers, 3 special education teachers and 4 are instructional coaches. Webb is continually aware of the need for our teaching staff to be reflective of our student population. Currently, we have 2 teachers who are African American, 14 who are Hispanic, 31 who are White and 1 who is Asian. There are 52 females and 2 males on the staff. Teachers at Webb Elementary have varying years of experience. We have 8 teachers with 1-5 years of experience, 16 teachers with 6-10 years experience, 13 with 11-20 years of experience and seven with over 20 years experience. Webb also has 6 teachers who serve our bilingual population and 11 who serve our Gifted & Talented (GT) program. Most of our teachers are ESL certified and about half of our staff our GT certified. Additionally, all of our teachers are highly qualified.

## Staff Quality, Recruitment, and Retention Strengths

- Staff all meet Highly Qualified NCBL status
- Several staff members with Advanced degrees
- Over 70% of staff have earned their 30 hours of GT
- 100% of classroom teachers are ESL Certified
- Our teachers vary in their years of teaching experience

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Our teachers use the curriculum/resources located on Eduphoria, provided by the district, to teach the required TEKS. Some of our teachers are involved in the curriculum writing, i.e. Language Arts, Math, Science and Technology. Teachers implement district initiatives for instruction such as Balanced Literacy, Daily 5, iStation, ELM and Mind Missions to name a few. In order to track our students' progress as well as target instruction, our teachers use benchmarks, MAP, Quick Phonics Checks, DRAs, iStation, math performance tasks and various informal assessments routinely.

## Curriculum, Instruction, and Assessment Strengths

- Instructional Leadership Team
- Weekly team planning
- Data meetings
- Multiple assessment tools ( MAP, iStation, DRA, district benchmark assessments) Campus level instructional resources ( i.e. literacy library, professional library)
- Technology integration, smartboards and student computers in all classrooms
- Additional professional support staff in the person of Instructional Coaches and Specialist



# Parent and Community Engagement

## Parent and Community Engagement Summary

Effective schools are a result of families and school staff working together to ensure that children are successful in school. The staff of Webb Elementary has high expectations for themselves and for the students at the school. We invite all parents and members of the community to join in this partnership with our school. We have made concerted efforts to integrate the family and community into our campus. In addition, we have held an Open House Showcase to draw in families and community members to see student work. Through our partnership with the 3E organization in McKinney, members of our community are recruited to mentor students and support teachers to enhance the learning within our school.

## Parent and Community Engagement Strengths

- Partnership with 3E McKinney, Christ Fellowship and Community of Christ
- Partnership with business: Office Max, Nike and Emerson
- Partnership with Kiwanis
- District Family Focus / ESL classes offered to parents
- Parent Link communication system
- CIS
- REACH
- Mentors

# School Context and Organization

## School Context and Organization Summary

How are the goals for the campus(es) and the district linked and aligned

# Technology

## Technology Summary

J.W. Webb Elementary has a strong focus on technology. Some of our teachers utilize iTouches and iPads to enrich classroom instruction. In addition, every classroom contains a SmartBoard which is used not only by the teacher but also the students. Our campus has a computer lab and mobil lab that are utilized in many of the classrooms on campus, including GT. We continue to improve the quality of learning on the campus by purchasing, upgrading, and piloting innovative technology breakthroughs on our campus. In addition, we will utilizing iPads and macbooks for students.

## Technology Strengths

- Technology Design Team
- Megabyte Mondays (PD for campus, by the campus)
- Smartboards in all core content classrooms
- Student computer in all core content classrooms
- Apple initiative (Pads for Students, MacBooks for Teachers, MiniMacs)
- Mac Airs available for the classrooms to support ELM

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Observation Survey results

## Student Data: Student Groups

- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Homeless data
- Gifted and talented data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

- Student surveys and/or other feedback

### **Employee Data**

- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

### **Support Systems and Other Data**

- Budgets/entitlements and expenditures data


# Goals

**Goal 1: J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.**

**Performance Objective 1:** Ensure a physically safe school environment.

**Evaluation Data Source(s) 1:** Safety Audit

**Summative Evaluation 1:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize the Hall Pass system with visitors to the building.	Administration, office staff and other school staff	All visitors will have a badge that indicates that their drivers license has been scanned.				→
Funding Sources: 199 General Funds - 100.00						
2) Conduct monthly fire drills, 3 lock down drills and two disaster drills.	Administration, secretary and other school staff	Observation and documentation of the drills.				→
3) Conduct "maintenance" walkthroughs to identify repair needs and submit timely maintenance requests.	Administration and secretary	Maintenance requests submitted, observation and number of closed tickets.				→
4) Conduct meetings with custodial staff to discuss campus needs.	Administration and custodial staff	Observations and staff survey regarding school cleanliness				→
5) Staff will follow dismissal procedures set in place by the first 9 weeks group.	Administration and staff.	Decreased transition issues as reported by the staff at their new locations. Less reports of students not in the appropriate dismissal line or area. Continued use of Blue Cards in windows of vehicles identifying appropriate parent/guardians in the pick up line. Dismissal cards and radios being used to keep aware of changes.				→
						

**Goal 1:** J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.

**Performance Objective 2:** The Webb community will commit to Live Kind through thought, word, and deed.

**Evaluation Data Source(s) 2:** Live Kind Rubric

**Summative Evaluation 2:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will facilitate class community circle times every day.	Administration, Counselor, and teachers.	To provide students with strategies on dealing with social emotional difficulties. Also, to build a strong family classroom environment.				→
2) Monthly lessons will be provided to support our students emotional health. Each month will have a focus on strategies that will also be celebrated at our monthly Cub's Pride.	Counselor, administration, and teachers.	Students will gain an understanding of different ways to cope with difficult emotional situations. We would expect a decrease in our office referrals.				→
						

**Goal 1:** J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.

**Performance Objective 3:** Teachers at Webb build quality relationships of trust with students.

**Evaluation Data Source(s) 3:** Student Surveys

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will plan and implement daily activities that will build and foster relationships with students.	Administration, Classroom Teachers and Instructional Leadership Team	Lesson plans, morning meetings and walkthroughs.				→
2) Staff members will mentor students from across the campus to provide positive role models and build relationships of trust.	Administration, Classroom Teachers and Instructional Leadership Team	Decrease in office referrals Student surveys				→
3) 3) The School Resource Officer (SRO) will volunteer to be present in the car line, hallway, events and offer parent classes.	Administration, SRO.	Increased involvement and visibility at the school and school events.				→
4) Increased student sense of belonging to the school by allowing more opportunities for students to be involved. (Such as but not limited to: the Webb Choir, Student Council, recycling initiative, School Store, safety patrol, the Writers Unblocked club)	Admin, Staff, ALPHA Staff	Participation in clubs, community involvement and activities after school hours.				→
5) Teachers will be present in their students lives outside of the classroom.	Admin, Staff	Visible at events in their students lives, community walk, home visits, performances & activities outside of school hours.				→
						



**Goal 1:** J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.

**Performance Objective 4:** Maintain a focus on citizenship, anti-bullying and leadership opportunities for students.

**Evaluation Data Source(s) 4:** An increase with Positive Referrals and a decrease in negative Discipline Referrals.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Organize a student council where students participate in community service, learn leadership and provide compassionate service towards others.	Administration, Counselor and Classroom Teachers	Observed positive peer relationships, decrease in formal office referrals, increased student involvement and decrease in bullying reports.				
2) School counselor will conduct monthly guidance lessons for each grade level.	Counselor, Administration and Classroom Teachers.	Observed positive peer relationships, decrease in formal office referrals and decrease in bullying reports, WHO training completion.				
3) Hold monthly "Cub's Pride" celebrations that focus on student and campus achievements as related to our campus goals.	Administration, Counselor, Classroom Teachers	Increase in student attendance, decrease in student formal discipline referral and an increase in the number of acts of kindness as recorded in positive referrals.				
= Accomplished               = Continue/Modify               = Considerable               = Some Progress               = No Progress               = Discontinue						

**Goal 1:** J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.

**Performance Objective 5:** The number of disciplinary referrals will be no more than 50 for the year and we will have no discretionary DAEP student placements.

**Evaluation Data Source(s) 5:** Number of referrals and placements

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement a school-wide behavior plan based on restorative practices.	Administrative staff, teachers and instructional coaches	Decrease in the number of negative behavior and office referrals.				→

**Goal 1:** J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.

**Performance Objective 6:** The staff at Webb will purposefully collaborate to focus on learning for all students and hold themselves accountable.

**Evaluation Data Source(s) 6:** Designated times for collaboration and documentation of attendance and actions items from those opportunities.

**Summative Evaluation 6:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Structured time scheduled for collaboration through extended planning times which will focus on TEKS and research based instructional practices to address the needs of our learners.	Teachers, Administrators, Instructional Coaches	Curriculum maps correlated with standards tested on each nine week assessments. Teacher conversation and mind shift from teaching to student learning. Increase in student achievement.				➔

**Goal 1:** J.W. Webb Elementary will nurture a safe school climate as well as a strong collaborative culture of learning founded on meaningful relationships of trust that allows everyone to embrace challenges and grow as individuals.

**Performance Objective 7:** Webb will maintain HRS level 1 certification.

**Evaluation Data Source(s) 7:** High Reliability Schools.

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The staff will engage in book studies and various school visits to build their understanding of DuFour's PLC framework.	Administrative staff, teachers and instructional coaches	Staff reflections and conversations about student learning				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

# Goal 2: J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 1:** The staff at Webb Elementary will be a Professional Learning Community (PLC) by having structures that focus on the results of student learning and being committed to those structures.

**Evaluation Data Source(s) 1:** Norms, Agendas, Lesson Plans, Observations, Common Formative Assessments, and Data.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teams will create and regularly review team norms.	Administration	Build cohesiveness and efficiency on teams. We should see a reduction in team discord.				✓
2) Staff will consistently utilize agendas in their team meetings.	Administration	Team meetings will be more focused. This should result in more effective meetings that focus on student results. We would expect to see growth in all student data.				➔
3) Teams will integrate data into their team meetings.	Administration and the Instructional Leadership Team.	Teachers will utilize data to guide instruction, intervention and extension.				➔



**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.


**Performance Objective 2:** All students at J.W. Webb Elementary will make growth in achieving their individualized projected score and level in reading, writing, math and science by the end of the school year. Webb will also have at least an 80% passing rate, as measured by STAAR, in all academic tested areas and groups.

**Evaluation Data Source(s) 2:** MAP, iStation, STAAR, TELPAS, and District Assessments

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Kinder-5th grade teams will participate in collaborative planning meetings 2 to 3 days a week to increase student achievement.	Administration, Classroom Teacher, Instructional Coaches, and Instructional Leadership Team	Students will be engaged in highly effective lessons, activities and discussions. Lessons are based on well designed lesson planning through collaboration.				→
2) Kinder-5th grade data meetings will be held to review formal data such as: MAP, iStation, Unit Assessments, DRA, and informal data such as anecdotal notes, small group observations, and student work samples. The meetings will revise current goals using data protocols.	Administration, Classroom Teachers, Instructional Coaches, and Instructional Leadership Team	Kinder and first grade students will continue to meet or exceed the "met standard" expectation at each DRA and iStation reporting quarter. Also, all 2nd-5th graders will maintain or exceed their individual reading growth performance expectations at each MAP testing administration.				→
3) Utilize technology tools such as SMART boards, Ipads, ipod touches and student computers regularly in instruction as both teacher tools and student learning tools to increase student engagement and enhance instruction.	Administration, Classroom Teachers, Instructional Coaches, and Instructional Leadership Team	State Technology STAR Chart Survey, Classroom observations/walkthroughs, Student Products. Student will show the ability to utilize technology appropriately.				→
4) Utilize the Response to Intervention (RtI) process to identify students in need of Tier Intervention and to monitor student progress.	Administration, Classroom Teachers and RtI Team	Monitoring Notebooks, RtI Progress Monitoring Documentation, Student data, referrals to SPED and students moving to lower Tiers.				→
5) Implementation of targeted small group Guided Instruction in classrooms, utilizing assessment data to form flexible groups.	Administration, Classroom Teachers, Instructional Coaches, and Instructional Leadership Team	Observations/Walkthroughs, Evaluations and Student data				→

6) Consistent use of brain-based teaching strategies that focus on enhancing student engagement and teaching for mastery and transfer.	Administration, Classroom Teachers, Instructional Coaches, and Instructional Leadership Team	Observations/Walkthroughs, Evaluations, student academic performance data				
7) All teachers will utilize best practice strategies to explicitly teach academic vocabulary in all academic areas to improve student achievement.	Administration, Classroom Teachers, Instructional Coaches, and Instructional Leadership Team	Observations/Walkthroughs, Evaluations, student academic performance data				
8) Provide tutoring opportunities to students in need and to those who qualify as McKinney Vento students.	Administration, Classroom Teachers, Instructional Coaches, and Instructional Leadership Team	Student attendance to after school assistance, student performance data				
9) Conduct quarterly School Health Advisory Committee (SHAC) meetings that focus on campus health.	Administration, SHAC	Healthier staff and students. Increase in student performance data. (healthy body . . .healthy mind)				
10) Ensure that the learning standards are clear and attainable, yet high enough to provide for a system of student performance variance where all can experience success and challenge.	Principal, Assistant Principal, Instructional Coaches and the Instructional Leadership Team	Teachers will be able to cluster the readiness and supporting standards to ensure depth. Lessons plans will reflect the understanding of standards to be learned and the level of academic rigor expected in each standard. Walkthroughs, Evaluations and Observations				
11) Assessments will be used to obtain student feedback and information both students and teachers can use to understand the level of conceptual understanding or skill development.	Principal, Assistant Principal, Instructional Leadership Team, Instructional Coaches and teachers	Data meetings, Observations, Evaluations and Walkthroughs Student self-evaluation Teachers design highly effective, targeted learning experiences.				
12) The use of assessments will be continuous and comprehensive using multiple tools, rubrics and processes.	Principal, Assistant Principal, Instructional Leadership Team, Instructional Coaches and classroom teachers	Lesson plans, Observations, Evaluations and Walkthroughs Student self-evaluation				
13) Goal setting will be used to enhance the end result of student learning.	Principal, Assistant Principal, Instructional Leadership Team, Instructional Coaches and classroom teachers	Monitoring notebook, Walkthrough, Observations and Evaluations Student Meetings				
14) The teacher will design engaging experiences for students, supporting students in their work by incorporating traditional roles as planner, presenter, instructor and performer.	Principal, Assistant Principal, Instructional Leadership Team, Instructional Coaches and classroom teachers	Lesson plans, Data meetings, Walkthroughs, Evaluations				

15) Administrators and Instructional Coaches will collaborate with teams for lesson planning and offer feedback. The focus will be on the design, the alignment with the TEKS and the level of performance standards.	Principal, Assistant Principal, Instructional Coaches and Instructional Leadership Team	Lesson plans, Data meetings, Walkthroughs, Observations, and Evaluations				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue




**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 3:** District assessments for Math, Reading, Writing and Science to be at or above the district average.

**Evaluation Data Source(s) 3:** District assessment reports.

**Summative Evaluation 3:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will use lead4ward resources, Region 10 resources on the Released STAAR/ TEKS sentence stems and other research-based resources to ensure highly effective lessons are taught in all subject areas.	Principal, Assistant Principal, Instructional Coaches, Instructional Leadership Team and classroom teachers	Lesson plans, Observations, Evaluations and Walkthroughs Monitoring notebook Student performance data				→
						

**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 4:** Achievement for English Language Learner (ELL) students as measured by STAAR will be 80% passing in all areas.

**Evaluation Data Source(s) 4:** STAAR / TAPR Report

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will use strategies from ELPS, SIOP, high-yield strategies, Estrellitas, and Lead4ward to ensure that quality lessons are being taught that focus on the needs of English Language Learners.	Principal, Assistant Principal, Instructional Leadership Team and classroom teachers	Lesson plans, Observations, Evaluations and Walkthroughs Monitoring notebook Student performance data				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 5:** 80% of EL students at J.W. Webb Elementary will grow at least one level in all language domains.

**Evaluation Data Source(s) 5:** TELPAS

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All Classroom teachers will be ESL certified, SIOP and ELPS trained.	Administration and Instructional Coaches	Certification and ongoing training				→
2) SIOP strategies will be integrated in lesson planning and applied in classroom instruction.	Administration, Classroom Teachers, LPAC Committee, Instructional Coaches and Leadership Team	Observations/Walkthroughs, Evaluations, student academic performance data and TELPAS. ELPS standards evident in lesson plans.				→
3) The campus will implement the district's dual language one-way model with fidelity.	Administration, Classroom Teachers and Instructional Leadership Team.	ELL/ESL walkthroughs, data, and language of the day.				→
4) LPAC committee will meet and discuss the needs of LEP students, using data and information from parents and students performance data.	Administration, LPAC Committee and Classroom Teachers	LPAC meetings and minutes, Student performance data and TELPAS				→

**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 6:** All special education students at J.W. Webb Elementary will make successful growth in achieving their individualized goals within their IEP by the end of the school year.

**Evaluation Data Source(s) 6:** ARD committee

**Summative Evaluation 6:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ensure that students served through special education will be provided with instructional programs that are delivered in the least restrictive environment.	Administration, Classroom Teachers, the Instructional Leadership Team and Resource Teachers	Compliance with ARD and Compliance in implementing individual Education Plans for students				→
2) Ensure that students with disabilities, and who are in need of specially designed instruction, are appropriately identified and served through campus and district special education services.	Administration, Classroom Teachers and the Instructional Leadership Team.	Compliance of ARD decisions and compliant implementation of each Individual Education Plan.				→
3) Student specific Individual Education Plans (IEPs) will be implemented for identified students. Special Education and Regular Education teachers will collaborate to ensure that IEP plans are closely followed and monitored to ensure that goals & objectives are met.	Administration, Classroom Teachers and Resource Teachers	Observations/Walkthroughs, Evaluations, student academic performance data				→

**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 7:** The attendance rate for all groups and subgroups at J.W. Webb Elementary will be at or above 98.0%.

**Evaluation Data Source(s) 7:** TAPR report and PEIMS

**Summative Evaluation 7:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continuous monitoring of students' attendance by communicating with parents when a student is absent.	Administration and Classroom Teachers	Increase in attendance and a decrease in unexcused absences.				→
2) Utilize district truancy letters in communicating with parents when a student has violated truancy policy.	Administration, attendance clerk and assistant attendance clerk.	Increase in student attendance rate and a decrease in the number of unexcused absences.				→
3) Recognize, honor and award students for perfect attendance throughout the school year.	Administration, Classroom teachers, Attendance Clerks	Increase in student attendance rate and a decrease in student absences.				→
Funding Sources: 199 General Funds - 1200.00						
						

**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 8:** Staff members will be active participants in identifying, developing, planning, presenting and participating in quality professional development that target individual, campus and district needs.

**Evaluation Data Source(s) 8:** Eduphoria

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Instructional Leadership Team will use campus, district and state data to identify professional development needs.	Principal, Assistant Principal, Instructional leadership team, Campus design teams	Professional development feedback, walkthroughs, observations, evaluations and PDAS part II and III				→
2) Campus Design Teams will develop and plan professional development opportunities for the staff.	Principal, Assistant Principal, Instructional leadership team, Campus design teams	Professional development feedback, walkthroughs, observations, evaluations and PDAS part II and III				→
3) The Instructional Leadership Team (ILT) will meet and discuss the needs of the school as well as opportunities for integration across the curriculum. They will also use feedback loops to plan and facilitate staff development for the rest of the staff that target areas of need based on the previous and current campus/district data.	Principal, Assistant Principal, Instructional leadership team, Campus design teams	Student performance data will increase across the campus. Common language vocabulary and strategies will be incorporated. The ILT will be a problem-solving team using feedback from the faculty to recommend solutions.				→
4) Staff members will attend and participate in professional development that will increase the effectiveness of all involved in the teaching-learning process, and that target individual, campus and district needs.	Principal, Assistant Principal, Instructional leadership team, Campus design teams	Professional development feedback, walkthroughs, observations, evaluations and PDAS part II and III				→
						

**Goal 2:** J.W. Webb Elementary will ensure academic excellence through engaging, purposeful and rigorous learning experiences that are designed to meet the unique needs of all students.

**Performance Objective 9:** Webb will receive certification for HRS level 2.

**Evaluation Data Source(s) 9:** High Reliability Schools.

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Webb staff will create a google site with evidence and artifacts to share with the HRS staff.	Administration and ILT	This will demonstrate the actions that are being taken to ensure quality instruction at Webb Elementary.				→

# Goal 3: J.W. Webb Elementary will develop, foster and maintain meaningful partnerships with families, organizations, businesses and with the community as a whole.

**Performance Objective 1:** Parents and community will receive timely and accurate communication.

**Evaluation Data Source(s) 1:** Feedback and surveys from the parents.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Communication will be provided in both English and Spanish, to accommodate the native language of our Webb families.	All Staff	News letters, phone calls, marquee, texts and other communication in both languages. Increase in parental involvement and increased communication (two-way) with the school.				→
2) Classroom teachers will communicate with parents on a weekly basis through Phone calls, parent conferences, newsletters, webpages and/or Remind.	Administration and classroom teachers	Parents surveys will indicate adequate or higher communication from the school.				→
3) School Messenger will be utilized to keep parents apprised of important information and upcoming events.	Administration and office staff.	Parent surveys will indicate adequate or higher communication from the school.				→
4) Utilize the campus marquee to publicize current and upcoming events for the school.	Administration	Parents and staff surveys will indicate adequate or higher communication from the school.				→
5) Social media sites such as the school website, Facebook, and Twitter will be updated and utilized to communicated upcoming events and happenings of the school.	Principal, Assistant Principal, MRS	Data from Facebook				→




**Goal 3:** J.W. Webb Elementary will develop, foster and maintain meaningful partnerships with families, organizations, businesses and with the community as a whole.

**Performance Objective 2:** Work collaboratively with the PTO to providing a variety of education and enrichment activities for our Webb families.

**Evaluation Data Source(s) 2:** Number of events and activities held as well as feedback from parents.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Collaboratively plan and carry out family quarterly family nights	Administration, PTO Teacher representatives.	Attendance at family nights.				→
2) Work with PTO to provide a service project that will improve the community in which we live.	Administration, PTO Teacher representatives.	Completion, attendance and feedback from the project.				→
3) Provide parent learning opportunities/workshops for each grade-level.	All staff	Sign-in sheets for events.				→
Funding Sources: 199 General Funds - 1000.00						
4) Include PTO in the planning and carrying out of activities such as: Trunk or Treat, Book Fair, Career Day, Field Day, Choir performances, grade level performances, Hispanic Heritage night, etc...	Administration, Counselor, MRS, PTO Teacher representatives, Music Teacher.	Number of attendees and volunteers.				→
						

**Goal 3:** J.W. Webb Elementary will develop, foster and maintain meaningful partnerships with families, organizations, businesses and with the community as a whole.

**Performance Objective 3:** Work collaboratively with the PTO to support, supplement and enrich the educational experience at Webb.

**Evaluation Data Source(s) 3:** Feedback and survey from teachers and staff.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Work with PTO to provide grant to teachers that support and supplement the instruction in the classroom.	Administration, Campus staff	Number of grants submitted and awarded.				→
2) Work with PTO to fund field trips for students.	Administration	Number of field trips				→
3) Work with PTO to provide volunteer opportunities to support teachers and students at Webb.	All Staff	Number of volunteer hours.				→
4) Plan and work with PTO to appreciate teachers.	Administration	OHI				→

**Goal 3:** J.W. Webb Elementary will develop, foster and maintain meaningful partnerships with families, organizations, businesses and with the community as a whole.

**Performance Objective 4:** Continue to strengthen the partnership with 3E McKinney.

**Evaluation Data Source(s) 4:** The number of volunteers and hours spent with students and supporting staff.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Collaborate with the church liaison to plan and carry-out activities that support the students and staff at Webb.	Administration	Number of activities planed and carried out.				
2) Provide a variety of volunteer opportunities to help support the students and staff at Webb.	Administration	Number of volunteers and hours.				
3) Hold volunteer trainings at Webb.	Administration	Number of volunteers who are in attendance.				
= Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue						

**Goal 3:** J.W. Webb Elementary will develop, foster and maintain meaningful partnerships with families, organizations, businesses and with the community as a whole.

**Performance Objective 5:** Maintain positive relationships with local business, groups and clubs who support the school.

**Evaluation Data Source(s) 5:** Maintain or increase the number of outside organizations and people who support our campus.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide opportunities for businesses and groups to volunteer and support the students and staff at Webb.	Administration and CIS staff	support and resources donated to the school.				→
2) Meet and collaborate with Kiwanas, as they assist with incentives for writing across the campus.	Administration, Coaches, Classroom Teachers, Instructional Leadership Team	Increase in students' Writing performance data				→
3) When receiving funds for outside organizations, provided follow up to share how the funds assisted the students at Webb.	Administration, Coaches, Classroom Teachers, Instructional Leadership Team	Letters to the organizations, continued support from our outside organizations.				→
4) Collaborate with Kiwanis to increase the love of reading and writing proficiency across our campus.	Administration, Coaches, Classroom Teachers, Instructional Leadership Team	Increased performance in reading and writing as well as continued support from Kiwanis.				→
5) Call or meet with businesses organizations and group liaisons monthly to discuss progress and plan for opportunities to support the campus.	Administration, Coaches, Classroom Teachers, Instructional Leadership Team	Increased volunteers, appreciation for teachers, support for teachers and financial help.				→

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
2	2	4	Utilize the Response to Intervention (RtI) process to identify students in need of Tier Intervention and to monitor student progress.
2	2	6	Consistent use of brain-based teaching strategies that focus on enhancing student engagement and teaching for mastery and transfer.
2	2	10	Ensure that the learning standards are clear and attainable, yet high enough to provide for a system of student performance variance where all can experience success and challenge.
2	7	1	Continuous monitoring of students' attendance by communicating with parents when a student is absent.
2	7	2	Utilize district truancy letters in communicating with parents when a student has violated truancy policy.
2	7	3	Recognize, honor and award students for perfect attendance throughout the school year.

# **Title I Schoolwide Elements**

**ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

**ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

**ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

# District Funding Summary

<b>199 General Funds</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1			\$100.00
2	7	3			\$1,200.00
3	2	3			\$1,000.00
<b>Sub-Total</b>					<b>\$2,300.00</b>
<b>Grand Total</b>					<b>\$2,300.00</b>