

# Bay City Independent School District

## Linnie Roberts Elementary

### 2020-2021 Campus Improvement Plan

BAY CITY ISD



**LINNIE ROBERTS  
ELEMENTARY SCHOOL**

BAY CITY, TX



# Mission Statement

In collaboration with families and the community, we will create and maintain a safe and inviting learning environment while promoting engaging educational opportunities that support and affirm our students' academic, social, and emotional growth.

The Linnie Roberts Elementary family commits to:

1. Create an inclusive learning environment that supports the different learning styles of all students.
2. Involve families in the educational growth of their students.
3. Celebrate the individual success of all students.
4. Empower students to take on their own learning obstacles.
5. Strive to model life-long learning by growing as educators.
6. Maintain a happy, risk-free environment.

## Vision

The staff at Linnie Roberts Elementary will build a foundation to maximize every students' potential to become confident life-long learners.

## Value Statement

I Grow. You Grow. We All Grow Together.

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# Comprehensive Needs Assessment

## Needs Assessment Overview

Linnie Roberts conducted the Effective Schools Framework analysis process. See plan addendums.

What we found?

High priority areas?

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals

## Accountability Data

- Closing the Gaps Domain

# Goals

Revised/Approved: November 30, 2020

**Goal 1:** We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

**Performance Objective 1:** We will establish a comprehensive system to communicate with parents.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews			
<p><b>Strategy 1:</b> We will utilize Blackboard as a campus communication needs to update parents. Classroom teachers will use paper and digital formats of communication such as Class Tag, Remind, and Dojo.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness for parents.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators and Staff</p>	Nov	Mar	June		
	<b>Formative Reviews</b>				
Strategy 2 Details		Formative Reviews			
<p><b>Strategy 2:</b> Due to Covid, we will utilize Zoom as a communication procedure for conducting parent conferences, Career Days, Blackcat of the Weeks, Awards, Parent Involvement, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> We will build a positive rapport with parents. We will increase parent response about grows and glows for students as well as establish better communication.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and Teachers</p>	Nov	Mar	June		
	<b>Formative Reviews</b>				
Strategy 3 Details		Formative Reviews			
<p><b>Strategy 3:</b> We will establish relationships with students and parents to meet the needs of the students.</p>	Nov	Mar	June		
	<b>Formative Reviews</b>				
<p>0% No Progress       Accomplished       Continue/Modify       Discontinue</p>					

**Goal 1:** We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

**Performance Objective 2:** Linnie Roberts will increase community partnerships and community involvement opportunities.








**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
<p><b>Strategy 1:</b> We will reach out to community members and associations to expose students to opportunities.                      Examples: Texas Agrilife to expose children to growing and Cooking.                      Career opportunities                      Virtual Field trips (Museum, Nature Center, Post Office)                      Community leaders and helpers (Fire and PD)                      Authors</p> <p><b>Strategy's Expected Result/Impact:</b> We want to build background knowledge and experiences.  <b>Staff Responsible for Monitoring:</b> Admin and LRE Staff</p>		<p><b>Formative</b></p>		
		Nov	Mar	June
<p>0% No Progress</p>	<p>100% Accomplished</p>	<p>30%</p>	<p>60%</p>	<p>80%</p>
<p>Continue/Modify</p>		<p>Discontinue</p>		

**Goal 2:** We will develop a systematic approach that builds relationships between students, staff, and parents through a collaborative effort to accomplish our call to action.

**Performance Objective 1:** We will participate in a needs assessment to identify gaps in building collaborative relationships.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
		Nov	Mar	June
<p><b>Strategy 1:</b> Use surveys to gain information such as concerns of parents, problems, solutions. Invite parents to risk-free opportunities for participation.</p> <p><b>Strategy's Expected Result/Impact:</b> Better understanding of students and ability to enjoy parents interactions.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and Staff</p>	<p>0% No Progress</p> 	<p>100% Accomplished</p> 	<p>Continue/Modify</p> 	<p>Discontinue</p> 
		<p>30%</p> 	<p>60%</p> 	<p>85%</p> 



**Goal 3:** We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

**Performance Objective 1:** We will create a behavior management system that will be used consistently at every school level to establish a positive classroom environment.

**Evaluation Data Sources:** Reduction of disproportionality rate for subgroups targeted.

**Summative Evaluation:** Some progress made toward meeting Objective






Strategy 1 Details		Formative Reviews		
<b>Strategy 1:</b> We will use CHAMPS, CKH, MTSS, Counseling, Safe Schools, Pawsitive referrals, WOW Wednesdays, and Paw Prints Strategy's <b>Expected Result/Impact:</b> Positive incentives for a proactive approach to behavior and reduce number of office referrals. <b>Staff Responsible for Monitoring:</b> Admin and Staff		Formative		
		Nov	Mar	June
<div style="display: flex; justify-content: space-between; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> </div>		<div style="display: flex; justify-content: center; align-items: center; gap: 20px;"> <span> Continue/Modify</span> <span> Discontinue</span> </div>		

**Goal 3:** We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

**Performance Objective 2:** Linnie Roberts will increase School Safety Measures.

**Evaluation Data Sources:** Reports from District and Campus Surveys that indicate positive school working environment.



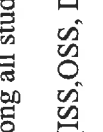




**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews			
<b>Strategy 1:</b> Maintain Locked Doors Conducting Safety Drills (Fire, Bad Weather, Hold, Lockdown, Lockout, Hazmat) Staff wearing Badges Health Protocols (Temp Checks, Health screener) <b>Strategy's Expected Result/Impact:</b> Well prepared staff and students for emergencies. <b>Staff Responsible for Monitoring:</b> Admin and Staff		Nov	Mar	June	
	0% No Progress	 Continue/Modify	 30%	 60%	 90%
	100% Accomplished	 Discontinue			

**Goal 3:** We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

**Performance Objective 3:** We will reduce disproportionality of out of school disciplinary placements by 5%, (ISS,OSS, DAEP)








**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
		Formative		
		Nov	Mar	June
<p><b>Strategy 1:</b> Consistency with expectations and communicating regularly with parents.  <b>Strategy's Expected Result/Impact:</b> Building relationship with students and parents.  <b>Staff Responsible for Monitoring:</b> Teachers, Staff, and Admin</p>		 30%	 60%	 100%
 0% No Progress	 100% Accomplished	 Continue/Modify	 Discontinue	

**Goal 4:** We will integrate the most up to date technology district-wide, to enhance student development, growth, and learning.

**Performance Objective 1:** We will create a plan to increase students access to technology and become a 1:1 district.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
<b>Strategy 1:</b> Increase risk-free training on technology for students, parents, and staff. <b>Strategy's Expected Result/Impact:</b> Confident usage of technology for academic achievement. <b>Staff Responsible for Monitoring:</b> Admin and Staff		Formative		
		Nov	Mar	June
0% No Progress 	100% Accomplished 	30% 	60% 	100% 
		 Continue/Modify  Discontinue		

**Goal 4:** We will integrate the most up to date technology district-wide, to enhance student development, growth, and learning.

**Performance Objective 2:** We will implement a professional, continuous onsite training program for all staff to ensure the effective integration of technology.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
<b>Strategy 1:</b> Provide support staff with more opportunities to learn zooms, digital platforms, etc. <b>Strategy's Expected Result/Impact:</b> Better performance for all students. <b>Staff Responsible for Monitoring:</b> Admin		Formative		
		Nov	Mar	June
0%  No Progress	100%  Accomplished	30%	60%	100%
		Continue/Modify  Discontinue		

**Goal 5:** We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

**Performance Objective 1:** We will support the increase of the number of third graders achieving "Meets" level of mastery on STAAR Reading and Math for all subgroups as outlined in Board adopted HB 3 Goals.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
<b>Strategy 1:</b> Meet with 3rd Grade Teachers to align strategies as we monitor progress. <b>Strategy's Expected Result/Impact:</b> Increase in "Meets" level of Mastery <b>Staff Responsible for Monitoring:</b> Admin, Teachers, RTI		Formative		
		Nov	Mar	June
		0%	60%	85%
Strategy 2 Details		Formative Reviews		
<b>Strategy 2:</b> Provide real world experiences in the classroom to increase student engagement. <b>Strategy's Expected Result/Impact:</b> Increase opportunities for mastery and comprehension. <b>Staff Responsible for Monitoring:</b> Teachers and Admin		Formative		
		Nov	Mar	June
		30%	60%	80%
Strategy 3 Details		Formative Reviews		
<b>Strategy 3:</b> Growth in performance of MCLASS data. <b>Strategy's Expected Result/Impact:</b> Seeing targeted interventions help students reach next grade level. <b>Staff Responsible for Monitoring:</b> Teachers, Paras, Interventionist, Admin,		Formative		
		Nov	Mar	June
		30%	60%	90%
0%	No Progress	100% Accomplished	Continue/Modify	Discontinue

**Goal 5:** We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

**Performance Objective 2:** Will work towards supporting the increase of percentage of students demonstrating "Meets" level of achievement in STAAR  
 Subject areas: (Reading, Math, Writing, Science, and Social Studies)








**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews			
<b>Strategy 1:</b> Develop a focus group to evaluate curriculum mapping (TEKS Resource) <b>Strategy's Expected Result/Impact:</b> Curriculum aligned to TEKS and Community needs <b>Staff Responsible for Monitoring:</b> Teachers and Admin		Formative			
		Nov	Mar	June	
Strategy 2 Details		Formative Reviews			
<b>Strategy 2:</b> Use CBA data to drive instruction practices for reteaching. <b>Strategy's Expected Result/Impact:</b> See improvement in success of students. <b>Staff Responsible for Monitoring:</b> Teachers, IC, Admin		Formative			
		Nov	Mar	June	
		No Progress	Accomplished	Continue/Modify	Discontinue

**Goal 6:** We will recruit, attract, retain, and train diverse, high quality staff to carry out the district's beliefs, goals, and call to action.

**Performance Objective 1:** We will utilize the comprehensive plan to recruit staff created by the district.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
Strategy 1:		Formative		
		Nov	Mar	June
	<div style="display: flex; justify-content: space-between; 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>	 30%	 50%	 100%



**Goal 6:** We will recruit, attract, retain, and train diverse, high quality staff to carry out the district's beliefs, goals, and call to action.

**Performance Objective 2:** We will increase professional growth opportunities for all staff : (teachers, paraprofessionals, and administrators)

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details		Formative Reviews		
<b>Strategy 1:</b> Staff will create individual professional growth plans for professional development. <b>Strategy's Expected Result/Impact:</b> Staff will be receptive to growth and development. <b>Staff Responsible for Monitoring:</b> Admin and Staff		Formative		
		Nov	Mar	June
0% No Progress	100% Accomplished	30%	60%	90%
Continue/Modify		Discontinue		

# State Compensatory

## Personnel for Linnie Roberts Elementary

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Andrea Sagay Liendo	Instructional Aide	1st Grade	1
Dana Lara	Instructional Aide	Computer Lab	1
Jennifer Polk	Instructional Aide	1st Grade	1
Marilyn Bartia	Instructional Aide	2nd Grade	1
Tiffany Garcia	Instructional Aide	1st Grade	1
Yolanda Brooks	Instructional Aide	2nd Grade	1

# Addendums