

Bay City Independent School District
Tenie Holmes Elementary
2022-2023 Campus Improvement Plan

BAY CITY ISD

TENIE HOLMES
ELEMENTARY SCHOOL

BAY CITY, TX

Mission Statement

The staff at Tenie Holmes Elementary will prepare students for their future paths by empowering all students to grow and achieve their full potential each day.

Vision

The staff, students, families, and community will collaborate, lead by example, and provide:

- A positive, safe, and inclusive learning environment
- High quality learning experiences to prepare students for their future
- A welcoming school culture that nurtures growth by building relationships with staff and peers
- Hands on learning to support critical thinking
- Partnerships between families and our community to cultivate connections
- Opportunities for real world experiences
- Innovative learning experiences through use of technology

Value Statement

Who has the power? I have the power

The power to what? The power to achieve.

The power to what? The power to grow.

To be what? The best I can be.

Table of Contents

Goals	4
Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.	4
Goal 2: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.	7
Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.	10



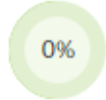
Goals


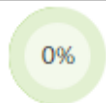




Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

Performance Objective 1: We will utilize a comprehensive system to communicate with parents and update them on upcoming events and instructional growth.

High Priority

Evaluation Data Sources: Blackboard, Smores, Social Media and Marquee posts





Strategy 1 Details	Formative Reviews		
Strategy 1: We will utilize Blackboard as a campus communicative means to update parent with the implementation of the Smores newsletter system. Strategy's Expected Result/Impact: Parents will have an updated and consistent communication system from campus. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, and Principal's Administrative Assistant	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: The staff will send home newsletter to Tenie Holmes families that celebrates students, provides schedules, showcases upcoming learning objectives and communicates upcoming events. Strategy's Expected Result/Impact: Strengthened communication with our parents, students, and community stakeholders Staff Responsible for Monitoring: Classroom teachers, admin	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Communication of upcoming events, activities, important information, etc is provided through Remind, campus Social Media sites, website, and Blackboard. Strategy's Expected Result/Impact: Parents will have access to important school information via various forms of informational platforms. Staff Responsible for Monitoring: Campus Admin, Secretary, and Lead Teachers.	Formative		
	Nov	Mar	June
			






Strategy 4 Details	Formative Reviews		
Strategy 4: Staff will update grades weekly and conference with parents (via phone or face to face) as needed Strategy's Expected Result/Impact: Increase parental awareness of academic and behavioral needs of the students. Staff Responsible for Monitoring: Classroom Teachers, Counselor, Admin	Formative		
	Nov	Mar	June
			
Strategy 5 Details	Formative Reviews		
Strategy 5: Parent Involvement Nights will be held in the Fall and Spring along with a Purposeful Parenting Seminar to highlight academic achievements, spotlight areas of growth, and provide tips and tools on how parents can help their students grow academically and socially. Strategy's Expected Result/Impact: Increased parent support and comfort of helping our students grow academically and socially. Staff Responsible for Monitoring: Holmes Elementary Staff	Formative		
	Nov	Mar	June
			
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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: Tenie Holmes Elementary will increase community partnerships and community involvement opportunities by 5% this school year.

Evaluation Data Sources: Reinstating PTO for campus, community outreach opportunities with HEB

Strategy 1 Details	Formative Reviews		
Strategy 1: Holmes Elementary will fundraise through the PTO, allowing students to use our PTO contacts to make community connections, learning more about the vast opportunities in our community. Strategy's Expected Result/Impact: Funds raised to provide community opportunities for Holmes students through field trips and other field based experiences. Staff Responsible for Monitoring: Principal and Counselor	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Holmes' students will participate in awareness campaigns to support our community resources. Strategy's Expected Result/Impact: Increased student awareness of the opportunities to serve our community and be a contributing citizen. Staff Responsible for Monitoring: School Counselor	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: HB4545 time built into schedule will allow students to interact with invited community leaders to help with tutoring or accelerated learning. Strategy's Expected Result/Impact: Students will have access to accelerated learning opportunities if they are not in need of remediation. Staff Responsible for Monitoring: Classroom Teachers.	Formative		
	Nov	Mar	June
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Staff will seek opportunities to support students outside of the school environment. Strategy's Expected Result/Impact: Increase positive relationships with parents and students. Staff Responsible for Monitoring: Holmes Staff	Formative		
	Nov	Mar	June
			





Strategy 5 Details	Formative Reviews		
Strategy 5: Holmes staff will be required to make two positive phone calls a week home. Strategy's Expected Result/Impact: Increase positive relationships with parents and students Staff Responsible for Monitoring: Holmes Staff	Formative		
	Nov	Mar	June
			
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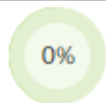




Goal 2: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

Performance Objective 1: We will utilize our behavior management system along with Relationship Centered Learning that will be used consistently in every grade level and across Tenie Holmes to establish a positive classroom environment and school culture.

High Priority

Evaluation Data Sources: Reduction of disproportionality rate for subgroups targeted,

Strategy 1 Details	Formative Reviews		
Strategy 1: MTSS Committee will present and support the implementation of the restorative questions provided through MTSS and CHAMPS training. Strategy's Expected Result/Impact: Support reflection with students before consequences are given to provide social and emotional growth/maturity. Staff Responsible for Monitoring: Holmes Staff	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Holmes will provide a Right Choice Festival once a semester for students adhering to the campus expectations (behavior and attendance). Strategy's Expected Result/Impact: Motivation for students to reach potential and grow each day. Staff Responsible for Monitoring: Campus Admin and Classroom Teachers	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Staff will be training in Relation Centered Learning (Restorative type Practices) to build and sustain relationships across the campus. Strategy's Expected Result/Impact: Students and staff will learn about each other through simple, quick strategies that build and sustain relationships in micro-frequencies. Staff Responsible for Monitoring: Campus admin and classroom teachers	Formative		
	Nov	Mar	June
			
Strategy 4 Details	Formative Reviews		
Strategy 4: The staff will utilize Sanford Harmony as the curriculum for Social, Emotional Learning (SEL) time that is built into the master schedule. Those lessons are provided for the teachers via Google Drive Folder created by the School Counselor. Strategy's Expected Result/Impact: support and encourage students' emotional and social growth and maturity. Staff Responsible for Monitoring: School Counselor and Classroom Teacher.	Formative		
	Nov	Mar	June
			

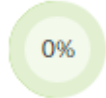






Strategy 5 Details	Formative Reviews		
Strategy 5: Provide education and training on anti-bullying, cyber-bullying, and suicide prevention to establish and provide a positive culture throughout the campus. Strategy's Expected Result/Impact: Decrease incidents of bullying, cyber-bullying, and threat assessments. Staff Responsible for Monitoring: Campus Admin and District Police Department	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Student celebrations to encourage positive behavior: Student Spotlight, Caught Being Good, Right Choice Festivals, and raffles. Strategy's Expected Result/Impact: Decrease negative/harmful behavior on campus. Staff Responsible for Monitoring: All staff and PTO	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

Performance Objective 2: We will reduce disproportionality of out of school disciplinary placements by 5%, (ISS,OSS, DAEP)

High Priority

Evaluation Data Sources: PIEMS data, Discipline Tracker,

Strategy 1 Details	Formative Reviews		
Strategy 1: Holmes will increase proactive, positive communication in any form. Strategy's Expected Result/Impact: Enhance positive relationships and rapport with families and community members. Staff Responsible for Monitoring: All staff	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Professional development to bring awareness to underlying causes of disproportionality. Strategy's Expected Result/Impact: Create an awareness of unconscious bias and how it affects our thought process. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Professional development on Relation Centered Learning to build and sustain positive relationships in micro-frequencies while using the classroom time allotted. Strategy's Expected Result/Impact: Creation of a classroom, campus community that fosters and enforces common respect for all students, staff, and parents on campus. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
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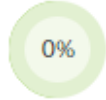
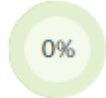


Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.


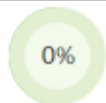
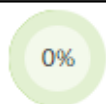
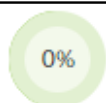
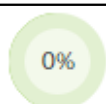




Performance Objective 1: We will increase the number of third graders achieving "Meets" level of mastery on STAAR Reading and Math for all subgroups as outlined in Board adopted HB3 goals.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR , CBAs, MAPS Universal Screener (BOY, MOY, EOY)

Strategy 1 Details	Formative Reviews		
Strategy 1: Students will be served by highly qualified teachers and support staff. Strategy's Expected Result/Impact: Foundational understanding of the instructional needs of our students will provide quality educational opportunities for our students. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Instructional coach (campus and district) will provide specific modeling, coaching, and instructional practice support. Strategy's Expected Result/Impact: Teachers will receive specific coaching, modeling, and feedback to support and enhance classroom instruction. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Hands on instructional materials for skill development, reinforcement, and enrichment will be available in all subject areas. Strategy's Expected Result/Impact: Students will have opportunities to apply their learning and have the appropriate resource materials to supplement/enhance their lesson and activities. Staff Responsible for Monitoring: Campus Admin, Instructional Coaches, and Classroom Teachers	Formative		
	Nov	Mar	June
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Weekly PLC meetings with Instructional Coach and campus administrators to discuss upcoming materials, effective instructional strategies, teaching concerns, and improve teacher efficacy. Strategy's Expected Result/Impact: Teachers will be provided weekly support in lesson planning, high impact strategies, and collaborating opportunities. Staff Responsible for Monitoring: Campus Admin and Instructional Coach.	Formative		
	Nov	Mar	June
			



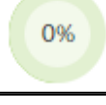
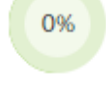
Strategy 5 Details	Formative Reviews		
Strategy 5: Teacher will receive professional development in the Fundamental Five to streamline curriculum delivery in the classroom. Strategy's Expected Result/Impact: Students will received targeted lesson frames, lesson closes, opportunities for small group discussion, and critical writing moments to enhance learning experience. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: MAPS Universal Screener will be used three times a year (BOY, MOY, EOY) to help identify and close the gaps for all students on campus. Strategy's Expected Result/Impact: Students will receive targeted instruction based on their MAP scores. Staff Responsible for Monitoring: Classroom teachers and Admin	Formative		
	Nov	Mar	June
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Saturday Academy will be implemented in the Spring Semester to support students' academic needs and reinforce their progress. Strategy's Expected Result/Impact: Additional support to fill in the instructional gaps. Staff Responsible for Monitoring: Campus Admin and Classroom Teachers	Formative		
	Nov	Mar	June
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Online resources and subscriptions to support student growth for students learning in the cyberworld. Strategy's Expected Result/Impact: Various resources will provide high quality, engaging activities for students. Staff Responsible for Monitoring: Classroom Teachers.	Formative		
	Nov	Mar	June
			
Strategy 9 Details	Formative Reviews		
Strategy 9: Teachers will provide data based on small group interventions during their instructional time to meet individual needs of the students and focus on growth. Strategy's Expected Result/Impact: Students will receive individualized instructional to meet their needs and help support academic growth. Staff Responsible for Monitoring: Classroom teachers and Instructional Paras	Formative		
	Nov	Mar	June
			
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Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.






Performance Objective 2: We will increase the percentage of students demonstrating "Meets" level of achievement in STAAR Subject areas: Reading-10%, Math 15%, and Science 15%.

High Priority

Evaluation Data Sources: STAAR Data, MAPS Data (Reading and Math), CBAs (Science)

Strategy 1 Details	Formative Reviews		
Strategy 1: Students will be served by highly qualified support staff. Strategy's Expected Result/Impact: Foundational understanding of the instructional needs of our students will provide quality educational opportunities for our students. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Instructional coach (campus and district) will provide specific modeling, coaching, and instructional practice support. Strategy's Expected Result/Impact: Teachers will receive specific coaching, modeling, and feedback to support and enhance classroom instruction. Staff Responsible for Monitoring: Campus Admin and Instructional Coaches	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Hands on instructional materials for skill development, reinforcement, and enrichment will be available in all subject areas. Strategy's Expected Result/Impact: Students will have opportunities to apply their learning and have the appropriate resource materials to supplement/enhance their lesson and activities. Staff Responsible for Monitoring: Classroom Teachers, Campus Admin, and Instructional Coach	Formative		
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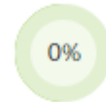

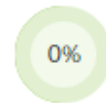
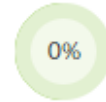
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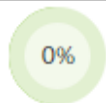
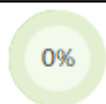
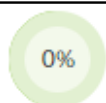




Strategy 10 Details	Formative Reviews		
Strategy 10: STEMScopes will be utilized to support instructional opportunities for enrichment and intervention in Math and Science in all grade levels. Strategy's Expected Result/Impact: Academic achievements and enrichment for students in science. Staff Responsible for Monitoring: Classroom Teachers.	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 3: We will increase percentage of students achieving one year academic growth on STAAR Reading and Math in Grades 4 and 5 to 83%.

Evaluation Data Sources: STAAR Data, MAPS Universal Screener (BOY, MOY, EOY) and CBAs

Strategy 1 Details	Formative Reviews		
Strategy 1: Data binders will be created and utilized by teachers and students to track growth throughout the year. Growth will be celebrated with students as they track their progress. Strategy's Expected Result/Impact: Students will be able to see their progress and have very specific targets to reach throughout the year. Staff will celebrate the growth with the students. Staff Responsible for Monitoring: Classroom Teachers, Instructional Coach, Admin	Formative		
	Nov	Mar	June
			
Strategy 2 Details	Formative Reviews		
Strategy 2: HB4545 Time will be utilized for acceleration and intervention to support students' academic progress and growth. Strategy's Expected Result/Impact: Teachers will backwards plan to review skills for upcoming lessons using the Unpacking the TEKS process taught in the LAFA training. Staff Responsible for Monitoring: Classroom Teachers, Instructional Coaches, and Admin	Formative		
	Nov	Mar	June
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Teachers will receive Fundamental Five training to enhance and strengthen lesson delivery using all tools provided in training. Strategy's Expected Result/Impact: Students will receive lessons framed, closed, small group discussions, exit tickets, and critical writing opportunities. Staff Responsible for Monitoring: Classroom Teachers, Instructional Coaches, and Admin	Formative		
	Nov	Mar	June
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Weekly PLC meetings with Instructional Coach and campus administrators to discuss upcoming materials, effective instructional strategies, teaching concerns, and improve teacher efficacy. Strategy's Expected Result/Impact: Teachers will be provided weekly support in lesson planning, high impact strategies, and collaborating opportunities. Staff Responsible for Monitoring: Campus Admin and Instructional Coach	Formative		
	Nov	Mar	June
			

Strategy 5 Details	Formative Reviews		
Strategy 5: STEMScopes will be utilized to support instructional opportunities for enrichment and intervention in Math in all grade levels. Strategy's Expected Result/Impact: Academic enrichments and interventions for Math targeted for specific student needs. Staff Responsible for Monitoring: Classroom Teachers	Formative		
	Nov	Mar	June
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Instructional coach (campus and district) will provide specific modeling, coaching, and instructional practice support. Strategy's Expected Result/Impact: Teachers will receive specific coaching, modeling, and feedback to support and enhance classroom instruction. Staff Responsible for Monitoring: Instructional Coach and Campus admin	Formative		
	Nov	Mar	June
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Hands on instructional materials for skill development, reinforcement, and enrichment will be available in all subject areas. Strategy's Expected Result/Impact: Students will have opportunities to apply their learning and have the appropriate resource materials to supplement/enhance their lesson and activities. Staff Responsible for Monitoring: Classroom Teachers, Instructional Coach, and Campus Admin	Formative		
	Nov	Mar	June
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Students will be served by highly qualified support staff. Strategy's Expected Result/Impact: Foundational understanding of the instructional needs of our students will help provide quality educational opportunities for students. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			