Merkel Elementary School, Merkel ISD

Comprehensive Needs Assessment

Campus Improvement Plan

2016-2017

Tammy Nall, Principal

Bryan Allen, Superintendent

Merkel ISD Mission Statement

The mission of the Merkel Independent School district is to provide, to the full extent of their individual abilities, all students with the skills of logical, independent, and creative thinking, and effective communication. Further, as a result of instruction in our schools, students will acquire a knowledge and appreciation of our citizenship responsibilities, of our economic responsibilities, and of our American heritage. In our schools, learning will occur in an environment of moral values and character, and these characteristics will be communicated to all students. The accomplishment of this mission will be characterized by equity, efficiency, and accountability.

Merkel ISD Goals

* All MISD students will meet or exceed state and federal performance standards.
* MISD will provide a balanced and appropriate curriculum to all students.
* MISD will recruit, develop and retain highly-qualified and effective personnel.
* MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve their highest learning potential within a safe learning environment.
* MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.
* MISD will maintain a dropout rate of less than or equal to 1% of the student population.

Merkel Elementary School Mission Statement

The mission or purpose of MES is to serve the educational needs of all of our students to ensure their success.

Merkel Elementary School Values/Goals

Values:

* Help all students achieve success by addressing their individual needs and learning styles
* Work with one another, our students, and parents so that we can achieve our shared goals more effectively
* Provide a safe and orderly learning environment for students – an environment with high expectations, consistent consequences, and specifically expressed academic/behavioral goals
* Exhibit our commitment to ongoing professional development and continuous improvement by monitoring the results of our individual/collective efforts and using the results to guide our development
* Promote a positive school climate by modeling the qualities and characteristics that we hope to instill in our students

Goals:

GOAL #1: Merkel ES students taking STAAR will have an 83% passing rate and 98% of all students will pass all core subjects.

GOAL #2: Merkel ES will provide all students with a balanced TEKS-based curriculum.

GOAL #3: Merkel ES will provide professional and staff development for all teachers and paraprofessionals, and recruit and retain highly-qualified personnel.

GOAL #4: Merkel ES will be provided a safe, secure, family environment in which to learn.

GOAL #5: Merkel ES will continue to integrate technology in the classroom with the help of the tech specialist, and all MES students will participate in technology-based lab instruction and programs.

Merkel Elementary School, Merkel ISD

Campus Site Based Decision Making Committee 2016-2017

Tammy Nall, Principal

Classroom Teachers

Teresa Owens - SPED

Maggie Webb - Kindergarten

Rikki Lally - 1st grade

Holley Cornelius - 2nd grade

Jill Boyd - 3rd grade

Tammie Stephens - 4th grade

Marissa Jones - 5th grade

Michelle Burk - Fine Arts

Lacey Dearing - Physical Education

Non-Teaching Professionals

Renee Carey - counselor

Cindy Elliott - librarian

Michelle Cranor - assistant principal

Parent/Community Members

Christian Clyburn - parent

Rosalinda Cerna - parent

Kayce McElreath - parent

Keegan Crouch - parent

Kristen Kimbrell - parent

Billy Lucas - community member

Gayle Maxey - business representative

Title I, Part A

10 Schoolwide Components:

1. Comprehensive Needs Assessment (CNA)
2. Schoolwide Reform Strategies
3. Instruction by Highly Qualified Teachers
4. High-Quality and Ongoing Professional Development
5. Strategies to Attract Highly Qualified Teachers
6. Strategies to Increase Parent Involvement
7. Preschool Transition Strategies
8. Teacher Participation in Making Assessment Decisions
9. Timely and Additional Assistance to Students Having Difficulties
10. Coordination and Integration of Federal, State, and Local Programs and Resources

Merkel ISD Elementary School Programs/Funding Sources

Schoolwide Component #10

NCLB Grant (Tilte I, A) total Grant $262,109.00

Elementary Budget 100% of District Allotment

Title II, Part A total Grant $55,491.00

Elementary Budget 100% of District Allotment

Gifted & Talented total Allotment $39,359.00

Elementary Budget $7,301.00 - 19% of District Allotment

State Compensatory Funds total Allotment $870,814.00

Elementary Budget $255,389.00 - 29% of District Allotment

Bilingual Allotment total Allotment $18,247.00

Elementary Budget $12,285.00 - 67% of District Budget & Allotment

Rural Low Income Schools Grant total Allotment $22,457.00

Elementary Budget 100% of Allotment

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY - SCHOOL-WIDE COMPONENT #1

SCHOOL YEAR 2016-2017

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| --- | --- | --- | --- |
| Data Resources Reviewed:   * STAAR data * AYP Campus Data Table 2015 * Parent Feedback * Teacher Feedback * TAPR 2014-2015 * 2015 TEA Accountability Summary | | | |
| **Area Reviewed** | **Summary of Strengths**  What were the identified strengths? | **Summary of Needs**  What were the identified needs? | **Priorities**  What are the **top priorities** for the campus to be addressed in the CNA? |
| **Demographics** | White 364 = 71.4%  Hispanic 111 = 24.2%  African American 4 = 1.2%  Other 19 = 3.1%  approx. 54.8% are eligible for fee or reduced price lunches |  |  |
| **Student Achievement** | TEA Accountability Rating = Met Standard | Missed the system safeguard in 4th grade writing; missed Index 2 by one point | **Priority #1 - In order to meet the Accountability Requirements System Safeguards: Teachers will be provided on campus PD from ESC, and participate in Writing Extravaganza with ESC** |
| **School Culture and Climate** | Student incentives for attendance and honor roll | Increase attendance rates by offering incentives; install cameras in new school and have more consistent procedures | **Priority #2 - Increase security: cameras in new school and one secure entrance for visitors** |
| **Staff Quality/Professional Development** | All teachers are highly qualified; Teachers attended Math & Reading Academies @ ESC | Continued professional development specifically for grade level and content instruction | **Priority #1 (cont.) - Teachers will disaggregate data at grade levels to help increase student progress** |
| **Curriculum, Instruction, Assessment** | Improved IStation & STAAR scores | Continued improvement of STAAR scores and implementing target tests and a benchmark | **Priority #3 - Teachers will receive PD for TEKS RS; teachers will discuss data from target test & benchmark** |
| **Family and Community Involvement** | Opportunities for parents to attend school parties and activities; bi-yearly parent conferences | Increase parent involvement in decision making; parent training | Invite parents to all events & document attendance; use Dojo, Schoolway, Facebook and school website to communicate with parents |
| **School Context and Organization** | RTI; Content Mastery; Enrichment class in schedule; use of IStation, Think Thru Math and Saxon Phonics (K-2) | Ensure that low performing students receive RTI; CM is available to all students; IStation is done on a regular basis | Students that need RTI are getting it & RTI meetings are being held every 9 weeks |
| **Technology** | Access to devices; Teach integration specialist | Ensure tech goals are reasonable; sharing tech products with parents | Improve teacher SD in technology and integrate technology in the classroom at every grade level |

Merkel Elementary Comprehensive Needs Assessment 2016-2017

School-wide Component 1

The Merkel Elementary School (MES) site based committee convened to develop the 2016-2017 Comprehensive Needs Assessment (CNA) and to develop the Campus Improvement Plan (CIP).

Merkel Elementary had been divided into two campuses - Merkel Intermediate (3rd and 4th grades) and Merkel Elementary (PK-2nd grade). For the 2016-2017 we are in a new building and are now known as MES. Merkel Elementary School is a Title I school-wide campus in Merkel, Texas. In addition to Merkel, the campus also serves the town of Tye. The current enrollment for the 2016-2017 school year is 550, and we serve students from PreKindergarten to 5th grade.

Merkel Elementary School participated in ESEA Title I, Part A to provide for additional instructional support for all students. The campus also complements the local budget with supplemental services provided by State Compensatory Education Funds. These funds are focused on students who meet one or more of the thirteen at risk criteria spelled out in Section 21.089 of the Texas Education Code. These funds are supplemental to the regular education program and are labeled in the CIP.

Merkel Elementary School strives to make data driven decisions. Most of our school-wide reform strategies are based on STAAR performance. Three years ago Merkel Intermediate (3rd and 4th grade) and Merkel Elementary (PK-2nd grade) were an Improvement Required campus. Last year both campuses were Formally Improvement Required (FIR). Based on 2015 STAAR performance, and because of the closure of Merkel Intermediate, we are no longer an Improvement Required campus. MES has implemented an Integrated Practice Protocol (IPP) from SOI systems. The IPP program addresses the cause(s) of the learning difficulty. It works to improve attention span, memory, comparison/contrast thinking, eye-hand coordination, systems reasoning and other skills essential to the learning process, helping students perform better in school and in life. All Kindergarten students are participating in Certified Learning (CL). This program addresses reading, math, focusing skills, comprehension, problem-solving, memory, evaluation, eye-hand coordination, and more. All of this happens as students work through the curriculum at their own pace. Certified Learning is organized into three instructional centers: workbooks, computer, and physical. This year we are purposefully disaggregating data to meet the needs of all our students. Students that are struggling are recommended for RTI. Once, the paperwork is complete and parents are informed those students begin receiving RTI services. There are two certified teachers that provide RTI instruction. All students are assessed with IStation, and teachers use this data to adjust their instruction. Target tests and a benchmark are designed using Eduphoria, and data reports are reviewed by teachers and administration to recognize students’ needs and make changes accordingly. **(Component 2 & 8)**

Merkel ES’s highly qualified teachers and paraprofessionals receive local and education service center professional development. Professional development is provided for technology, content areas, special programs and populations, TEKS RS, data disaggregation and other areas. Merkel is a small community with a lot of tradition and pride. This community is also within 15 minutes of Abilene. The rural feel of the community, but close proximity to Abilene, makes it appealing to highly-qualified teachers that can choose to live in Merkel or commute from Abilene. MES students are competitive and humble, and the faculty and staff have developed a family feel at school. Teachers have many opportunities to be involved, and can even receive stipends depending on their involvement. Available jobs are posted on the Region XIV Service Center site, and the district web site. **(Components 3, 4 & 5)**

Parents are encouraged to be involved at MES through volunteer activities, classroom parties, music programs, math and science nights, bi-yearly parent conferences, awards programs and other activities and events. Administrators and teachers use conferences, phone calls, emails, text messages and Dojo to communicate with parents. Parents fill out surveys during meet the teacher and/or open house to provide feedback on how the school is operating. **(Component 6)**

Students transitioning from Preschool to Kindergarten are introduced to the Kindergarten teachers at the end of the school year. All Preschool teachers follow the TEXAS Prekindergarten Guidelines, which are aligned with the Kindergarten TEKS. These guidelines offer educators the information and support to prepare all children for success in Kindergarten. At the end of the year, Prekindergarten teachers meet with Kindergarten teachers and go over IStation results and goals met by their students. The MES counselor and Kindergarten teachers will have a “KIK” meeting at the end of the year for parents. “KIK” stands for “Kindergarten is Kool”. **(Component 7)**

At risk students are monitored by administration and teachers. These students are provided assistance during the enrichment period, as well as through RTI (if they need it). Grades three through five have success parties each six weeks for students that are passing and have not discipline issues. Rewards are offered to students with perfect attendance, honor roll achievement, and AR achievement throughout the year. There is also a bi-weekly program after school called SWIM. It is designed for students that are not getting their work done, or need extra help. **(Component 9)**

There are a variety of special programs designed to meet the needs of students in our special populations. These programs include Title I, LEP/ESL, At-Risk, 504, Special Education, Gifted and Talented, Dyslexia and Migrant. MES has two full-time special education teachers, a certified teacher that does dyslexia and ESL, two RTI certified teachers, and a certified Gifted and Talented teacher. There are several paraprofessionals that provided Content Mastery support as well as classroom inclusion. Ongoing coordination, integration, and communication between these programs and the regular classroom is achieved through continual communication, meetings throughout the year, teacher/administrator conferences, teacher/counselor conferences, teacher/teacher conferences, annual review meetings, and other required and as-needed meetings. **(Component 10)**

The MES site based decision making committee met to identify the strengths and needs of the 2016-2017 MES campus. The committee includes faculty and staff of MES, parents, community members, and business representatives. All teachers and staff members have input through their representatives to the committee. The top three priorities that need to be addressed are as follows: Priority #1: In order to meet the Accountability Requirements System Safeguards: Teachers will be provided on campus PD from ESC, and participate in Writing Extravaganza with ESC; Teachers will disaggregate data at grade levels to help increase student progress; Priority #2: Increase security: cameras in new school and one secure entrance for visitors; Priority #3: Teachers will receive PD for TEKS RS; teachers will discuss data from target test & benchmark. These goals are in the CIP and made available to the district, parents, and the public on the district website. The CIP is submitted to the MISD Board of Trustees for approval.

Merkel Elementary School Campus Improvement Plan

2016-2017

District Goal 1: All MISD students will meet or exceed state performance standards.

MES Campus Goal 1: Merkel ES students taking STAAR will have an 83% passing rate and 98% of all students will pass all

core subjects.

Summative Evaluation: STAAR results, report cards and IStation reports

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| **Action/Strategies** | **Person(s) Responsible** | **Timeline** | **Evidence of Implementation** | **Evidence of Impact** | **Funding Source** | **Title I Schoolwide Component(s)** |
| Analyze 2015 STAAR results, target tests and benchmark results | Administrators, counselor and teachers | August - April | Data meetings, target tests and benchmark | STAAR scores | None | 1, 2 & 8 |
| Purchase and daily use of STAAR practice materials | Administrators and teachers | School year | Lesson plans, walkthroughs, and observations | STAAR scores | Title I | 1 & 2 |
| Enrichment time | Teachers | School year | Master Schedule | Grades and STAAR scores | None | 1, 2 & 9 |
| IStation participation | Teachers | School year | Computer lab schedule | Grades, STAAR scores & IStation reports | Local and State | 1 & 2 |
| Use of referral system to recommend students for RTI; RTI pull out with certified teachers; 9 week RTI meetings with parents | Administrators, counselor & teachers | School year | Forms set up in Eduphoria; RTI teacher schedules made with counselor; documentation of parent meetings | Grades and STAAR scores | None | 1, 2, 6, 9 & 10 |
| Meetings will be held for PK parents and between Kinder & PK teachers to ensure smooth transition | Counselor & teachers | April & May | Meeting times established | Sign in sheets | None | 7 |
| Students will be evaluated for IPP lab & qualifiers will participate 2X/week | IPP lab teacher & aide | School year | IPP lab schedule | Grades, STAAR scores & classroom behavior | Title I | 1, 2, 9 & 10 |
| Kindergarten students participate in Certified Learning | Kindergarten teachers & assistants | School year (one hour per day) | Lesson Plans and walkthroughs | Grades and behavior | Title I | 1, 2, 9 & 10 |
| Extended Day | Administrators & selected teachers | February - April | Students assigned, buses & teachers arranged | STAAR scores | Title I | 1, 2, 8, 9 & 10 |
| STAAR Academies for Math & Reading (5th) | Administrators & teachers | April | Days set aside & students scheduled | STAAR scores | Title I | 1, 2, 8, 9 & 10 |

District Goal 2: Merkel ES will provide all students with a balanced TEKS-based curriculum.

MES Campus Goal 2: Merkel ES will provide all students with a balanced TEKS-based curriculum by using Year at a Glance (YAG) and TEKS Resource System.

Summative Evaluation: TAPR

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| --- | --- | --- | --- | --- | --- | --- |
| **Action/Strategies** | **Person(s) Responsible** | **Timeline** | **Evidence of Implementation** | **Evidence of Impact** | **Funding Source** | **Title I Schoolwide Component(s)** |
| TEKS and YAG available online to all teachers | TEA | School year | Lesson plans and walkthroughs | Grades | None | 3 |
| TEKS listed in Eduphoria Forethought | Teachers | School year | Lesson plans | Quality lessons and improved grades | Local & State | 3 & 10 |
| Professional Development on using the YAG & TEKS RS | Administrators and ESC staff | School year | Sign in sheets & Agenda | Quality lesson plans & instruction | Local & State | 3, 4, 5 & 10 |
| Vertical alignment meetings | Administrators & teachers | Staff development days and PLC days throughout the year | Sign in sheets & Agenda | Improved grades & STAAR scores | None | 3, 4 & 8 |

District Goal 3: MISD will recruit, develop and retain highly-qualified and effective personnel.

MES Campus Goal 3: Merkel ES will provide professional and staff development for all teachers and paraprofessionals, and recruit and

retain highly-qualified personnel.

Summative Evaluation: TAPR

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| --- | --- | --- | --- | --- | --- | --- |
| **Action/Strategies** | **Person(s) Responsible** | **Timeline** | **Evidence of Implementation** | **Evidence of Impact** | **Funding Source** | **Title I Schoolwide Component(s)** |
| New campus personnel will be provided district and campus orientation. New teachers provided mentors | Superintendent and Campus Administrators | School year | Sign in sheets and Agenda | Prepared | Local | 1, 4 & 5 |
| Professional conferences and development opportunities provided to teachers and paraprofessionals | Administrators & teachers | Year round | Certificates of completion | Improved instruction, classroom management and STAAR scores | Title I, State & Local | 1, 3, 4, 5 & 10 |
| ESC staff provides on-site PD | Administrators | Year round | Certificates of completion and/or sign in sheets | Improved instruction, classroom management and STAAR scores | Title I, State & Local | 1, 3, 4, 5 & 10 |
| MISD offers above state base pay & partial funding for state insurance | MISD school board & Superintendent | Year round | Teacher contracts | Recruitment & retention of highly-qualified personnel | Local | 1 & 5 |
| Job posting on Region 14 website and MISD website | Superintendent & Campus Principal | As needed | Actual postings | Quality of applicants | None | 1 & 5 |
| Faculty & staff chosen teacher of the month & year at the campus and district level | Superintendent & Campus Principal | School year | Administrator nominations & faculty and staff voting | Number of votes and morale | None | 1 & 5 |

District Goal 4: MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve

their highest learning potential within a safe learning environment.

MES Campus Goal 4: Merkel ES will be provided a safe, secure, and family-like environment in which to learn.

Summative Evaluation: Stakeholder surveys

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| --- | --- | --- | --- | --- | --- | --- |
| **Action/Strategies** | **Person(s) Responsible** | **Timeline** | **Evidence of Implementation** | **Evidence of Impact** | **Funding Source** | **Title I Schoolwide Component(s)** |
| School-wide safety measures: staff badges, lock-down building with a secure vestibule, sign in sheets for visitors | All campus employees | School year | Building walk arounds by administrators & sign in/out sheets | Focus on learning & no reports of incidence | Local | 1 |
| MES teachers will regularly communicate with parents: email, text, Dojo, phone calls, face to face conferences | All teachers | School year (twice a year for face to face conferences) | Communication logs & parent sign in sheets for conferences | Better communication and relationships with all stakeholders | None | 1 & 6 |
| Implement specific campus and classroom expectations & procedures | All Faculty & Staff | School year (especially beginning & middle of year) | Walkthroughs & Campus-wide observations | Safer & secure learning environment | None | 1 & 2 |
| Ident-a-kid | Administrators | December | Kids signed up | Anti-kidnapping program | None | 1 |
| Classroom activities to address various needs or situations: drugs, bullying & etc. | Counselor | School year | Scheduled time between counselor and teacher | Improved skills in dealing with difficult situations and relationships among students | None | 1 & 2 |
| Implement WATCHDOGS program | Tammy Nall | School year | Sign up sheets, calendar & dad participation | WATCHDOG surveys | Title I | 1, 2, 6 & 10 |
| Planned emergency drills | Michelle Cranor | School year | Drill documentation | Well prepared faculty, staff & students | None | 1 & 2 |
| Student pledge | All faculty & staff | School year | Daily pledge led by students campus wide | Pride & self-esteem shown by students | None | 1 & 2 |

District Goal 5: MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.

MES Campus Goal 5: Merkel ES will continue to integrate technology in the classroom with the help of the technology integration specialist, and all MES students will participate in technology-based lab instruction and programs.

Summative Evaluation: Technology survey and TAPR

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| --- | --- | --- | --- | --- | --- | --- |
| **Action/Strategies** | **Person(s) Responsible** | **Timeline** | **Evidence of Implementation** | **Evidence of Impact** | **Funding Source** | **Title I Schoolwide Component(s)** |
| Professional/Staff development on the use of technology & classroom integration | Technology staff | School year | Scheduled trainings & sign in sheets | Technology integrated into the classroom | Local | 1, 4 & 5 |
| Students will go to lab 1X/week for TEKS related skills | Teachers & lab facilitator | School year | Computer lab schedule | Grades & improved technology skills | Local | 1 & 2 |
| Technology integrated into the classroom | Teachers & Technology Integration Specialist (TIS) | School year | Lesson plans & TIS schedule | Grades & better use of technology | Local | 1, 2, 3 & 5 |
| Technology devices available to all students: chromebooks, netbooks, desktops & etc. | Administrators & Director of Technology | School year | Computer labs, schedule for chromebooks carts, installation of desktops in the classroom | Technology integrated into the classroom & sign ups for carts | Title I, State & Local | 1, 2, 3, 5 & 10 |