



Plano ISD

Campus Improvement Plan: 2016-2017

School Based Improvement Committee

Pearson Early Childhood School

Principal: Cheri Izbicki, Ed.D.

Mission Statement:

Each Family is OUR Family at Pearson ECS!



Approved by DBIC on November 14, 2016

Verification Page

Planning Timelines

- Analysis of Critical Actions, Plano Professional Practice Analysis: **June 2016**
- Needs analysis, goal setting and strategic planning: **June – September 2016**
- Campus teacher data analysis day: **August – September 2016**
- SBIC Plan due for DBIC review: **October 12, 2016**

Meeting Dates

- Meeting 1: SBIC approves the improvement plan (by October 7, 2016): **Thursday, September 29, 2016**
- Meeting 2: Progress monitoring and review of strategic plan (by February 1, 2017): **Thursday, February 02, 2017**
- Meeting 3: Evaluate effectiveness of implementation of strategic plan and meeting of goals (by June 9, 2017): **Thursday, April 27, 2017**

SBIC Committee

Committee Member's Name	Role	Year 1st Participated on SBIC	Meeting 1 Attendance 9.28.16	Meeting 2 Attendance 2.2.17	Meeting 3 Attendance 4/27/17
Jeannie Johnson, Counselor	Faculty Member	2015			
Beatriz Mejia, Bilingual Prekindergarten Teacher	Faculty Member	2002			
Becki Cagle, Prekindergarten Teacher	Faculty Member	2016			
Liza Akerley, Prekindergarten Teacher	Faculty Member	2004			
Linda Matthews, Special Education Teacher	Faculty Member	2014			
Rachel Page, Special Education Team Leader	Faculty Member, Special Education	2009			
Cheri Izbicki Ed.D.	Principal	2002			
Suzana Spina, Early Childhood Coordinator	District Professional	2004			
Lynette Vanhorn, Instructional Specialist	Campus Professional, Non-teaching	2009			
Ashley Reilly, PPCD Paraprofessional	Support Staff Member	2015			
Erin Rydberg	Parent-Selected by PTA	2016			
Kelly Wilson	Parent-Selected by Principal	2016			
Ally Parris	Parent	2016			
Rita Marquez	Parent	2016			
Nam Nguyen	Parent	2016			
Deepsha Jain	Parent	2016			
Kristin Walsh	Community Member	2007			
Prasanna Gaja	Community Member	2016			
Amy Nelson	Business Representative	2007			
Brenda Youngblood	Business Representative	2014			

District-Wide Goals

PK Guidelines:

The campus will be trained on and utilize the updated 2015 PK Guidelines, having uncovered the differences in PDH and discussed how this affects their instruction in accordance with HB 4 and TAC 19 (§102.1003 HQ PK Grant Program).

Assessment:

The campus will be trained on and utilize the state approved CIRCLE assessment to evaluate growth of 4 year old students in the areas of social emotional development, language and communication, emergent literacy reading, emergent literacy writing, and mathematics during the three waves of administration in accordance with HB 4 and TAC 19 (§102.1003 HQ PK Grant Program).

District-Wide Goals
<p>Attendance: Improve or maintain student attendance rate at 90% attendance.</p>
<p>Violence Prevention and Bullying</p>
<p>Parent Involvement: The campus will implement and document the district’s early childhood family engagement plan in accordance with HB 4 and TAC 19 (§102.1003 HQ PK Grant Program) to assist the school in achieving and maintaining high levels of family involvement and positive family attitudes towards education.</p>
<p>Transition of Pre-Kindergarten Students: The transition from early childhood to elementary school is supported by the campus and district.</p>
<p>Highly Qualified: The highly qualified rate of teaching staff (teachers and paraprofessionals) will meet the 100% target measure.</p>

Early Childhood Campus Improvement Plan Critical-Actions

The areas for school-wide and/or classroom level Critical Actions were identified using the following sources:

- Plano Professional Practice Analysis (PPPA);
- CIRCLE Progress Monitoring Tool by CLI Engage; and
- House Bill 4 High Quality Prekindergarten Grant Guidelines.

PK Guidelines

Critical Action: The campus will be trained on and utilize the updated 2015 PK Guidelines, having uncovered the differences in PDH and discussed how this affects their instruction in accordance with HB 4 and TAC 19 (§102.1003 HQ PK Grant Program).

Project Lead:	Suzana Spina, Lynette Vanhorn
Staff:	All teachers
Materials and Resources:	Updated 2015 Prekindergarten Guideline booklet, 2008 vs. 2015 PK Guideline Comparison Chart

Strategies for Accomplishing Critical Action:

Action Step	Implementation Timeline per Action Step	Implementation Evidence per Action Step	Formative & Summative Notes per Action Step
Professional Development for all teaching staff	8/16/2016	Implementation of updated PK Guidelines in lesson plans,	Formative Notes: Summative Notes:
Teachers post lesson plan target guidelines in classroom	September - May	Power walkthrough, alignment of guidelines with district curriculum and campus yearly planner	194 PWT – Power of Play – Augmented PWT
Provide teachers the opportunity to participate in peer classroom visits in order to improve the instructional practices for student success	Fall & Spring Semester	Teachers will complete an observation form and post observation conversation with the teacher	Needs to continue for 17-18

Assessment

Critical Action: The campus will be trained on and utilize the state approved CIRCLE assessment to evaluate growth of 4 year old students in the areas of social emotional development, language and communication, emergent literacy reading, emergent literacy writing, and mathematics during the three waves of administration in accordance with HB 4 and TAC 19 (§102.1003 HQ PK Grant Program).

Project Lead:	Suzana Spina, Lynette Vanhorn
Staff:	All teachers of 4 year old students
Materials and Resources:	CIRCLE assessment resources

Strategies for Accomplishing Critical Action:

Action Step	Implementation Timeline per Action Step	Implementation Evidence per Action Step	Formative & Summative Notes per Action Step
Professional Development for all teachers of 4 year old students	9/1/2016	Access to CIRCLE materials,	Formative Notes: All professionals attended training Summative Notes:
Administration of CIRCLE Assessment Waves	9/2016, 1/2017, 5/2017	Student assessment results, parent reports	Students assessed using Circle. Some hang ups this year as it was the first year of our administration.
Professional Development on CIRCLE Assessment Parent Reporting	9/29/2016	Parent reports shared at P/T Conferences	Parent teacher conferences in October 2016 and Feb/March 2017. Reports sent home June 1 or 2.
Campus staff will discuss and analyze CIRCLE Assessment Wave results to determine RTI Groups and targeted instruction needs campus wide	10/2016, 2/2017, 5/2017	RTI Groups, campus wide focus groups	Students, on average, made significant progress from BOY to EOY.

Attendance

Critical Action: Improve or maintain student attendance rate at 90% attendance.

Project Lead:	Principal
Staff:	Teachers, Counselor, Secretary, School Nurse
Materials and Resources:	All Year

Strategies for Accomplishing Critical Action:

Action Step	Implementation Timeline per Action Step	Implementation Evidence per Action Step	Formative & Summative Notes per Action Step
Monitor attendance of students and follow up on prominent and chronic absences.	Every 6 weeks	Attendance records, I'm Present Letters, Truancy Reporting, Documentation of Follow Up	<p>Formative Notes: Only one student taken to truancy court. Need to be more assertive on notifications of tardies and unexcused absences.</p> <p>Summative Notes:</p>
Follow district/campus truancy processes and procedures	Every 6 weeks	Attendance records, I'm Present Letters, Truancy Reporting, Documentation of Follow Up	<p>6 weeks Attendance: 1st: 95% 2nd: 94% 3rd: 91.7% 1st Sem: 93.74% 4th: 93.4% 5th: 93.7% 6th: 93.1% 2nd Sem: 93.40%</p>

Violence Prevention and Bullying

Critical Action:

VIOLENCE PREVENTION and discipline management programs must provide for prevention of and education concerning unwanted physical or verbal aggression, sexual harassment and other forms of BULLYING in school, on school grounds and in school vehicles. (HB 283)

Strategies for Accomplishing Goals:

Applicable Students	Action Step	Responsible	Staff/Resources	Timeline	Formative & Summative Notes (Evidence of Implementation and Impact)
Staff	PREVENTION:				
	Identify high risk areas. (Required)	Principal	Staff feedback/survey	Ongoing	Safety survey
	Monitor high risk areas. (Required)	Principal/Designee	Staff assignments/schedule	Ongoing	Zones for playgrounds
	Follow Campus Rules/Expectations. (Required)	Principal	Code of Conduct, District Handbook Campus Handbook	Ongoing	All employees receive the Employee Code of Conduct
Staff	EDUCATION:				
	Participate in annual staff training on bullying/sexual harassment. (Required)	Principal or designee	Handouts/PowerPoint	9/14/2016	Completed in September, 2016
Staff	INTERVENTION:				
	Establish recommended intervention strategies for classroom/campus. (Required)	Principal or designee (campus discipline staff)	Discipline Management Plan	Ongoing	No problem.
All Students	PREVENTION:				
	State clear student expectations/campus rules/citizenship. (Required)	Principal or designee	Code of Conduct/ Student-Parent Handbook	8/15/2016	Done!
All Students	INTERVENTION:				
	(Please complete cells below)				
	Apply classroom interventions: (Required)	All teachers	Daily Schedules	Ongoing	Positive Behavior Supports
	Conference with parents/students. (Required)	Teachers or other staff	Parent/Teacher Conferences; ARD	P/T Conferences 10/2016, 2/2017;	ARDS and Parent Teacher conferences in October 2016 and

Applicable Students	Action Step	Responsible	Staff/Resources	Timeline	Formative & Summative Notes (Evidence of Implementation and Impact)
			Meetings	ARD Meetings as required by IEP or driven by programming needs.	Feb/March 2017

Parent Involvement

Critical Action:

The campus will implement and document the district’s early childhood family engagement plan in accordance with HB 4 and TAC 19 (§102.1003 HQ PK Grant Program) to assist the school in achieving and maintaining high levels of family involvement and positive family attitudes towards education.

Project Lead:	Principal, Counselor
Staff:	All professional staff
Materials and Resources:	eNews, Facebook, Parent Orientation Night, Meet the Teacher, Parenting Classes, Family Game Night, Curriculum based Literacy Letters, Resources Needed: paper, time for staff to prepare parent communication, evening events, campus budget

Strategies for Accomplishing Critical Action:

Action Step	Implementation Timeline per Action Step	Formative & Summative Notes (Evidence of Implementation and Impact)
Identify parents without computer/internet access and offer assistance through the District Mobile Technology Lab for parent education and access.	Fall Semester	Formative Notes: Computers@Home – October 2016 Summative Notes:
Communicate information through eNews and through hard copies when internet access is not available.	Ongoing	Sent home hard copies and eNew/Twitter/Facebook
Upgrade and maintain the campus website for easy access and increased communication with the community.	Beginning of the Year, Ongoing	Didn’t happen this year
Utilize social media to keep parents and community informed.	Ongoing	Facebook/Twitter
Partner with local community organizations to offer parental programs on a variety of topics (academic, social, etc...).	8/30/2016, 10/4/2016, 11/10/2016, 12/6/2016, 2/28/2017, 4/18/2017, 5/23/2017	Parent Engagement Opportunities
Principal meets with the PTA on a regular basis to gain insight to student/parent needs.	Monthly Meetings	Board Meetings
Publicize and assist parents in signing up for Ready Rosie, where they will receive 2 minute video modeled instructional activities to do with their children.	Beginning of School Year, P/T Conferences, Family Events, Parenting Classes	Yes, at all public events!

Transition

Critical Action Step:

The Transition from early childhood to elementary school is supported by the district and campus.

Project Lead:	Principal & Special Education Team Leader
Staff:	Pre-K and Kindergarten Staff (14 elementary feeder campuses), Counselor
Materials and Resources:	Student Information Documents for Special Education students, CIRCLE Assessments, IEP Updates, CMIT folders, Elementary campus collaboration, Summer school for eligible students

Strategies for Accomplishing Transition Critical Action:

Action Step	Implementation Timeline per Action Step	Formative & Summative Notes (Include details of how the action steps were aligned)
Pre-K staff works collaboratively with Kindergarten staff throughout the school year.	Beginning 10/2016 – 6/2/2017	Formative Notes: Teachers collaborate to make the best plan for students entering Kindergarten. Summative Notes:
Have preschool teachers provide the future kindergarten teacher with children’s portfolios or a written record of their learning during preschool.	By 6/2/2017	Done
Transition books are used with students and families to provide pictorial support during transition.	As needed.	As needed.
Arrange for new preschool teachers to visit kindergarten classrooms.	Fall Semester	Didn’t have any new 4 ‘s teachers

State Certified Teachers and Highly Qualified Paraprofessionals

Critical Action:

The proficiency rate for STATE CERTIFIED teachers and HIGHLY QUALIFIED paraprofessional staff will meet the 100% target measure.

Project Lead:	Plano ISD HR Employee Recruitment & Retention Department
Staff, Title I Staff:	HR Employee Recruitment & Retention Dept., HR Certification Officers, Curriculum Department, Campus Administrators
Materials and Resources:	Operating Fund, HR Budget, Campus/Curriculum Budget

Strategies for Accomplishing State Certified Teachers and Highly Qualified Paraprofessionals Critical Action:

Action Step	Implementation Timeline per Action Step	Formative & Summative Notes (Evidence of Implementation and Impact)
Recruiting trips by Human Resources Dept./Campus Administrators are used to identify state certified candidates interested in teaching in Plano ISD.	August 2016 to May 2017	Formative Notes: Summative Notes:
To attract and retain state certified applicants for bilingual students, Plano ISD offers a salary stipend.	Monthly Bilingual Stipends, July 2016 to June 2017	
To attract state certified applicants, Plano ISD offers pre-service teachers at local universities the opportunity to student teach at Plano ISD campuses.	August 2016 to May 2017	
Local on-going high quality professional development based on campus/district need is provided to all teachers in all core subject areas by the Professional Learning Department, Curriculum Department, and Campus Administrators.	July 2016 to June 2017	Lots of great candidates this year at Recruitment open house and on Teams!
The Plano ISD Certification Office follows district hiring procedures to ensure that teaching staff and paraprofessionals are not hired if they do not meet state certified or highly qualified standards.	July 2016 to June 2017	Yes! Assisted with a few teacher hires this spring! Good work!