



Plano ISD

Campus Improvement Plan: 2016-2017

School Based Improvement Committee

Isaacs ECS

Principal: Kris Benson

Mission Statement: The mission of Isaacs ECS is to partner with families to provide a safe, child-centered environment that creates exciting beginnings and nurtures children to be life-long learners.



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): **Tuesday, October 04, 2016**
- Meeting 2: Progress monitoring and review of strategic plan (by February 1, 2017): **Sunday, January 24, 2016**
- Meeting 3: Evaluate effectiveness of implementation of strategic plan and meeting of goals (by June 9, 2017): **Monday, May 30, 2016**

SBIC Committee

Committee Member's Name	Role	Year 1st Participated on SBIC	Meeting 1 Attendance	Meeting 2 Attendance	Meeting 3 Attendance
Marisol Pauling	Faculty Member	2012	No		
Julie Washburn	Faculty Member	2016	Yes		
Teresa Chavez	Faculty Member	2013	Yes		
Lita Le	Faculty Member	2015	Yes		
Kristy Spurrier	Faculty Member	2016	Yes		
Gretchen Wollmuth	Faculty Member, Special Education	2015	Yes		
Kris Benson	Principal	2013	Yes		
Suzana Spina	District Professional	2014	No		
Julie Darling	Campus Professional, Non-teaching	2016	Yes		
Pam Byers	Support Staff Member	2015	Yes		
Kimberly Bogle	Parent-Selected by PTA	2016	No		
Rosa Tarango	Parent-Selected by Principal	2016	Yes		
Gisela Velazquez	Parent	2016	Yes		
Adeebu Ali	Parent	2016	Yes		
Lori Todd	Parent	2016	Yes		
Oleg Maksymenko	Parent	2016	Yes		
Scott Yarbrough	Community Member	2016	Yes		
Barb Nauta	Community Member	2013	No		
Debbie Dennis	Business Representative	2013	No		
Gary White	Business Representative	2013	No		

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:	Early Childhood Coordinator, Principal
Staff:	All staff
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 staff	8/17/2016	Implementation in lesson plans of updated guidelines	Formative Notes: Summative Notes:
Team planning will include the updated guidelines to ensure global learning	3x/month with teams	Lesson plans shared online with team members	
Participate in peer classroom visits and collaboration to improve the instructional practices for student success	Ongoing throughout the year	Gold Nuggets filled out during observations	

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:	Early Childhood Coordinator, Principal
Staff:	Teachers in the 4yr old classrooms
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 classroom teachers in a 4 year old rooms	Sept. 1, 2016	CLI Engage.org CIRCLE materials	Formative Notes: Summative Notes:
Administration of CIRCLE assessment “Waves”	Sept 12-Oct 5 Jan 9-27 May 8-26	Student results Growth summary reports	
Webinar on CIRCLE parent reports	Sept 22, 2016	Parent reports shared at Parent/Teacher conferences	
Use CIRCLE data to drive instruction	Oct-Dec Feb-April End of year	RTI Groups	

Attendance

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

Project Lead:	Principal, Counselor
Staff:	Teachers, Counselor, Secretaries, Nurse
Materials and Resources:	Pinnacle and attendance records

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; truancy reporting, Isaacs Absence report	<p>Formative Notes:</p> <p>Summative Notes:</p>
Follow district/campus truancy procedures	All year	Attendance records, Isaacs Absence report	Students bring in a parent note to excuse an absence.

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	Aug. 2016- May 2017	
	Monitor high risk areas. (Required)	Principal/Teachers	Staff assignments/ schedule	Aug. 2016- May 2017	
	Follow Campus Rules/Expectations. (Required)	Principal	Code of Conduct, District Handbook Campus Handbook	Aug. 2016- May 2017	
Staff	EDUCATION:				
	Participate in annual staff training on bullying/sexual harassment. (Required)	Principal/Staff	Handouts/PowerPoint	Aug. 17, 2016	
Staff	INTERVENTION:				
	Establish recommended intervention strategies for classroom/campus. (Required)	Principal/Leadership Team	Discipline Management Plan	Aug. 2016- May 2017	
All Students	PREVENTION:				
	State clear student expectations/campus rules/citizenship. (Required)	Principal/Staff	Code of Conduct/ Student-Parent Handbook	Aug 17, 2016	
All Students	INTERVENTION:				
	Apply classroom interventions: (Required)	All Staff	Schedules	Aug. 2016- May 2017	
	Conference with parents/students. (Required)	All Staff	Parent/Teacher Conferences and ARD meetings	Oct 2016 Feb 2017 ARD's all year	

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:	Kris Benson and Gretchen Wollmuth
Staff:	Professional staff
Materials and Resources:	eNews, Facebook, Twitter, Parent Orientation Night, Meet the Staff, Parenting Classes, Student Performance Nights, School Newsletters, Remind

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: Summative Notes:
Communicate information through eNews and through hard copies when internet access is not available.	As the need arises	
Upgrade and maintain the campus website for easy access and increased communication with the community.	Beginning of year and continually	
Utilize social media to keep parents and community informed.	As the need arises	
Partner with local community organizations to offer parental programs on a variety of topics (academic, social, etc...).	Once a month	
Principal meets with the PTA on a regular basis to gain insight to student/parent needs.	Monthly	
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 year, Conference days, Parenting events	

Transition

Critical Action Step:

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

Project Lead:	Sandi Yarbrough, Julie Darling
Staff:	Pre-K and Kindergarten Teachers, Secretaries, Counselor
Materials and Resources:	Cum Folders, IEP folders, Circle Assessments, CMIT Folders

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.	Aug. 2016- May 2017	Formative Notes: Summative Notes:
Have preschool teachers provide the future kindergarten teacher with children’s portfolios or a written record of their learning during preschool.	May-June 2017	
Transition books are used with students and families to provide pictorial support during transition.	As the need arises	
Arrange for new preschool teachers to visit kindergarten classrooms.	Aug. 2016- May 2017	

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	
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	