



Life School Oak Cliff Elementary

Kathleen Witte, Principal
2010 – 2012
Campus Improvement Plan
Life School of Dallas, Inc.

Action Plan

Overview presented and approved by faculty on August 11, 2010.

Overview presented to parents and community on August 14, 2010 and October 21, 2010

Signatures

_____ PTO/PTA Parent Representative	_____ Date
_____ Teacher Representative	_____ Date
_____ Principal	_____ Date
_____ Central Office Representative	_____ Date
_____ Chief Academic Officer	_____ Date

The signatures of the Principal and central office representative indicate that this document has been reviewed by the central office staff and the Principal certify that this document meets all district requirements for a School Improvement Plan

Title I Components:

1. A comprehensive needs assessment of the entire school
2. School wide reform strategies
3. Instruction by HQ teachers
4. High quality and ongoing professional development
5. Strategies to attract highly qualified teachers
6. Strategies to increase parental involvement
7. Plans in assisting preschool children transitioning from early childhood programs
8. Measures to include teachers in decisions regarding the use of academic assessments
9. Effective, timely assistance for students who experience difficulty attaining proficient or advanced level of academic content standards.
10. Coordination and integration of federal, state and local services and programs.

Goal 1: Become a TEA exemplary district for the 2010-2011 and 2011-2012 school years.

Performance Goal 1: 95% OF ALL STUDENTS WILL BE PROVIDED WITH HANDS-ON ASSIGNMENTS AND ENRICHMENT PROGRAMS THAT FOCUS ON DEVELOPING PROBLEM SOLVING AND CRITICAL THINKING SKILLS.

Strategy/Action/Title I Component	Person Responsible	Formative/Summative/ Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Selected teachers will work with a differentiated instruction coach from ASCD. 2, 3, 4	Lead teachers Principal, ACSD coach.	Teachers will fill out a differentiation self-assessment questionnaire before beginning the coaching and at mid-year and upon finishing the program. The questionnaires will be assessed for growth.	ASCD contract, Subs for Coach and Teacher days.	ASCD coaches will observe and meet with teachers 1x per month for 6 months. ✓ 1 st ASCD Visit Sept. 21-22, 2010	10.15.10
Use Interactive Simulations and other creative units of instruction that incorporate traditionally taught material into a simulated environment in the classroom. Students	Teachers	Principal and A.P.s look for interactive strategies in lesson plans and during walk-through and formal observations. Teachers will compare grades on units without Interactive Simulations	Interact Simulations	Teachers will plan at least one interactive unit for the Fall semester and one for the Spring semester.	10.15.10

will be organized into small groups for simulations. Goals will be set for individuals, as well as for the groups with which they work. 2		and with Interactive simulations. An increase of 5% is expected.			
Family Math/Science Nights will take place twice a year 6	Administration Teachers	Parent & teacher feedback Increased attendance from the Math night held in 09-10. Increased TAKS scores in Math and Science	*Materials for hands-on activities	✓ November 30 March 22	10.15.10
Participate in the UTA Science Foss Kit Exchange 2	Science Teachers			First kit pick up 9/2/10 (The program was suspended as it was transferred to another department at UTA)	10.15.10
Battle of the Books 2	Administration Librarian	Students gain knowledge and enjoyment from reading books as evidenced by an increase in books checked out from the Library by 5%.	*Books *Prizes	✓ Kick off-Nov. Preliminary battles, 1 st week of May. Grand Battle-May13. 2011-2012 schedule TBA	10.15.10
Continued and increased participation in UIL Competitions. 9	E. Saltzman, B.Calhoun, C. Martindale, T. White, Teachers, parents	UIL participation rosters, Award's lists. Commended Performance % will increase.	UIL registration fees, preparation materials,	As per UIL calendar	10.15.10
Extended learning opportunities for	Teachers,	Look for increase in achievement between	Resources, including	Pull-outs begin by second week of	10.15.10

struggling students: Before and after school tutoring, ARI, AMI-inclusion and pull-outs by instructional specialist 9	Interventionists	BOY, MOY and EOY. Teachers will look for student growth on classroom assessments, district formative assessments and benchmarks.	but not limited to, computers, instructional software (Imagination Station, Odyssey, Accelerated Reading and Math)	school. Groups to be reviewed at MOY and EOY. Before and After School Tutoring will begin by the first week of Nov.	
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Goal 2: Design and implement a rigorous instructional delivery system that is data-driven and fosters student engagement

Strategy/Action/Title I Component	Person Responsible	Formative/Summative/ Progress Measurement	Resources Needed	Timeline	CIP Committee Check
TLC collaboration meetings-protected time for collaboration between general ed, SPED teachers and interventionists. 2,9	Teachers, Interventionist, SPED Teachers	Sign-in sheets,		First Wednesday after Progress Reports go home during conference periods.	10.15.10
Track student achievement, disaggregate and collaborate with teachers. Lesson plans, scheduling and intervention (including tutoring, pull-outs, ARI, AMI etc.) will be planned based on conclusions from data meetings. 9	Admin., instructional coaches, teachers	Data reports, computers, printers, ink. Look for increase in achievement between BOY, MOY and EOY. At least 90% of students will pass all areas of TAKS. K-2students will score 90% on final DFA and be rated as developed on TPRI.	Eduphoria Aware, Aimsweb, STAR Math and Reading, Wireless Generation	Monthly grade-level meetings	10.15.10

Performance Goal 1: 100% of teachers will be Highly Qualified as defined by TEA by August 1st 2011.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
The H.Q. status of all applicants will be checked and only teachers who are H.Q. for their positions will be hired. 5	K. Bateman, Principals	Formative-Initial H.Q. check. Summative-H.Q. PEIMS report.		Hiring completed by August 16, 2010. NCLB H.Q. report due by January 15, 2011.	10.15.10 H.Q. 100% Goal Met
Life School will continue to attract H.Q. teachers through use of the Region X Teacher Job Network 5	H.R. Department	Formative-Initial H.Q. check. Summative-H.Q. PEIMS report	Subscription to TJN.	Ongoing	10.15.10
Stipends paid to support teachers in positions that are hard to find H.Q. personnel 5	Business Office	Formative-Initial H.Q. check. Summative-H.Q. PEIMS report		Stipend paid by May 30, 2011.	10.15.10

Performance Goal 2: 100% of teachers will be GT certified by August 1st 2011.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
5 Teachers will complete the required 30 hours of professional develop hours to complete GT Certification. Bring Region X to do on campus P.D	Teachers, Principal, Region X GT Trainers	Formative: Teachers who are currently GT certified submit certificates to the principal and H.R. Progress Measurement: Check with teachers by Jan. 30, 2011 for completion. Summative: All completion certificates submitted by Aug. 1 st 2011.		All current teachers certified by Aug. 1 st , 2011.	10.15.10

Performance Goal 3: Dr. Robert J. Marzano's strategies in his book Classroom Instruction That Works: Research-Based Strategies for Increasing Student Performance will be introduced by December 2010.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
2 K-6 Book study. Each grade level/group will present a chapter of the book during Faculty Meeting, highlighting specific strategies and activities.	Teacher, Mrs. Witte	Teacher sign-in sheets, Principal and A.P. look for Thinking Maps in lesson plans, classroom walk-through and formal observations.	<u>Classroom Instruction That Works: Research-Based Strategies for Increasing Student Performance</u> books. At least 2 per grade level.	Nov. 2, 2010- Feb. 22, 2011	10.15.10
"Encouraging Effort in Every Child" Professional Development	Nikki Bitzer, Region X	Teacher sign-in sheets, Principal and A.P. look for strategies in lesson plans, classroom walk-through and formal observations. Teacher anecdotal data.		Oct. 29, 2010	Completed 10.29.10

4		Teachers will compare grades before and after applying encouraging effort strategies.			
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Performance Goal 4: Thinking Maps, Inc. tools will be introduced by the end of the first six weeks and cycled throughout the year.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Lead Teachers and those that attended the Thinking Map TOT training will trained by grade levels during the August Professional Development. 4	Lead Teachers, J. Spann, E. Saltzman, L. Whitman	Teacher sign-in sheets, Principal and A.P. look for Thinking Maps in lesson plans and during classroom walk-through and formal observations.	Thinking Maps Tools	✓ Completed by August 10, 2010.	10.15.10
Grade level teams will present one Thinking Map during Faculty Meeting throughout the year. 4	Teachers	Teacher sign-in sheets, Principal and A.P. look for Thinking Maps in lesson plans, classroom walk-through and formal observations. ✓ A bulletin board will be devoted to student completed Thinking Maps.	Thinking Map tools, bulletin board display supplies	Ongoing throughout the year. Each Tuesday, August 31-Oct. 26, 2010.	10.15.10 Completed
Lesson plans will be checked for Thinking Map strategies. Admin. will also check for TM strategies during	Principal, APs	Lesson plans, walk through sheets.			10.15.10

walk-throughs.					
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Performance Goal 5: All teachers will be trained in Margret Kilgo Scope and Sequence by August 13th 2010 and will be followed and assessed.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Kilgo Scope and Sequence training will be provided for teachers in Science, Math, ELA and Social Studies. 4	Kilgo presenters, teachers and principals	Teacher sign in sheets, completed (revised)	Kilgo Scope and Sequence Materials	July 19-22, 2010	10.15.10
Scope and Sequence Notebook Checks	Lead Teachers/Principal and APs	Scope and Sequence Notebook Checklists and Signatures. Walk-thoughts checking for S&S, Lesson Plan and Posted Objective alignment.	Scope and Sequence Notebooks	Every-other week checks	10.15.10

Goal 3: Teacher Pay/Recruitment/Retention - Recruit, develop, and retain highly qualified employee in an environment that embraces diversity.

Performance Goal 1: Life School will retain 100% highly qualified employees in an environment that embraces diversity.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Teacher salaries that are compatible to smaller surrounding districts	HR	Compare Life School salary scale to surrounding school districts	Study	Before salary scale is voted on by the board.	

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Support and collaborate with teachers as needed	Administration	Teacher surveys		Once a month team meetings,	
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Performance Goal 2: 90% of teachers are retained from year to year.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Mentoring for new and struggling teachers.	Administration Lead Teachers Veteran Teachers Instructional Coaches	Walk-throughs , PDAS observation summaries, teacher interviews and surveys	Substitute pay for professional development esp. directed peer observation.	1 st contacts the week before the 1 st day of school, check-ins every six weeks.	
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Collaboration (common planning time)	Administration Lead Teachers Veteran Teachers	Schedules		Once a week.	
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New Teacher Reception to introduce new teachers to support team	Special Programs Coordinator, Instructional Coaches, Reading Specialist, Librarian	Sign-in sheets	Refreshments	2 nd Week of School	Completed 8.26.10
5.					
First Year and New the District Teacher Training	Diana Lewis	Sign in sheets, PDAS	Ginger Tucker Materials	August 2-4, 2010	Completed
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Performance Goal 3: Teacher Retention will increase by 15%.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Mentoring for new and struggling teachers. 5	Instructional coaches, lead teachers	Walk-thoroughs, Teacher interviews, PDAS	Time for mentors and teachers to meet.	First check-ins 1 st week before school starts, check through out the year	
Collaboration (common planning time) 5	Principal, Teachers	Team meeting notes		Weekly during conf. periods	

Goal 4: Fiscal Management – Build the fund balances to be 25% of the general fund budget

Performance Goal 1: Enrollment will be maintained at a capacity of 100% by August 16th.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Initial contact with parents by homeroom teachers.	Administrators Teachers	Call logs turned into APs.	Call logs, class lists with parent phone numbers.	By August 13 th .	Completed
Flyers sent home with students to encourage parents to tell their friends about Life School.	Secretaries,	Increase in enrollment by 1%	Paper	By September 1 st .	Completed

Performance Goal 2: Attendance will be 100%

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Implement the SHARP Attendance Incentive Program	Admin. and Teachers, PEIMS Clerk	SHARP On time attendance classroom charts, attendance reports Student attendance will be maintained at 98-100%	SHARP Program	2 nd -6 th 6 weeks.	
Teachers call parents after 2 consecutive student absences.	Teachers	Phone logs turned in to APs. Students “at-risk” for excessive will decrease days missed by 2% as evidence by comparison of EOY attendance reports.		Ongoing	
Follow the absence/tardy policy as outlined in the student handbook.	Teachers, Mrs. Mitchell, AP, Principal	Attendance reports, attendance contracts. Students “at-risk” for excessive will decrease days missed by 2% as evidence by comparison of EOY attendance reports		Ongoing	
Weekly drawings for students who achieve perfect, on time attendance.	Mrs. Mitchell, Mrs. Witte	Attendance reports. Student attendance will be maintained at 98-100%	Prizes for drawings	Toys R Us Drawings were held	

Goal 5: Expect, promote and support a safe and orderly learning environment.

Performance Goal 1: Students will be provided with safe, effective, and supportive learning environments.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Non-Verbal Communication Training	Admin.	Sign-in sheets, improved classroom management	Training materials,	Initial training,	

for teachers and Administrators		observed through CWT and PDAS.	consultant's fees	August 9, 2010, Follow up in Faculty Meeting and in reflective discussions with teachers throughout the year.	
Love and Logic training for teachers and administrators and parents. Formal sessions and making materials available to teachers and parents.	Principal, teachers, parents	Sign-in sheets, improved classroom management observed through CWT and PDAS.	Training materials, conference registration	Faculty Meetings beginning August 24, 2010. Parent Night Seminar Oct. and February.	

Performance Goal 2: Student self discipline will be established with a relationship with teacher and parent.

Strategy/Action	Person Responsible	Formative/Summative/ Progress Measurement	Resources Needed	Timeline	CIP Committee Check
“Caught Demonstrating Good Character” Program	Teachers, Principal, APs, Character Committee	The number of Caught Demonstrating Good Character Coupons awarded by teachers will increase by 10% between the third and fourth 6 weeks	CGB Coupons	At the end of the 3 rd and 4 th sixth weeks.	
Parent/Teacher Conferences	Teachers, parents, Ms. Shellman (tracking)	An increase of 10% of parents earning parenting points for parent conferences from the 1 st semester to the 2 nd . Parent Survey-an increase from 67% to 80% on the response for “I have attended the following parent involvement		Begin 1 st 6 weeks. Check after 1 st semester and at the end of the school year.	

		activities this school year- parent/teacher conferences.			
Classroom Update	Teachers	An increase of 10% of parents earning parenting points for classroom update from the 1 st semester to the 2 nd . Sign in sheets		October 21, Nov. 18, Jan. 20, February 17, March 24, April 21.	
Positive Parent Contacts	Teachers	Phone logs Parent Survey-an increase from 56.5% to 70% on the response for "I feel well informed by the school about what my child is doing at school.	Phone logs,		

Performance Goal 3: Number of referrals and suspensions will decrease by 20%.

Strategy/Action	Person Responsible	Formative/Summative/ Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Training in the Life School discipline system. Initial training with all staff, a follow-up session with new teachers and with individual teachers as needed. Cover discipline with parents at Parent Orientation and follow up as needed. Teachers meet with parents after the second detention. APs meet with parents at the fourth detention and design a behavior plan. Principal meets with parents at 5 th , 6 th and 7 th detention/offense.	Principal, APS, teachers, parents.	Sign-in sheets, improved classroom management observed through CWT and PDAS.	<u>How to Have Peace in Your School</u> by Joyce Herron	Initial teacher training and follow up with new teachers, Aug. 11, 2010, Parent Orientation- August 14, 2010. Follow-up- on going.	
Detention for students with 3 or more tallies in a week.	Ms. Calhoun	Behavior reflections	Behavior reflections	Ongoing	
Counselor "talks" with	Counselor	Decreased detentions,	Second Step	30 min. per	

students. Second Step or other social-behavior curriculum.		referrals as evidenced by detention reports and referral tracking.	or other social-behavior curriculum.	class per 6 weeks.	
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Performance Goal 4: Parental attendance at Parent Nights will increase by 25%.

Strategy/Action	Person Responsible	Formative/Summative/Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Work with the PTO to design Parent Seminars based on parent interest and need.	Principal, PTO	Parent Survey-an increase on the response for “I have attended the following parent involvement activities this school year:- Parent Seminars: from 70.5 to 82%.	Survey Monkey	Parent Nights Oct., Nov, Jan, Feb., March and April Review Parent Survey by June 30 2011.	
Survey Parents about Parent Night Experiences.	Principal	Parent Survey-an increase on the response for “ I have attended the following parent involvement activities this school year:-Classroom Update: from 78.7.5 to 82%. Parent Seminars: from 70.5 to 82%.	Survey Monkey	Parent Nights Oct., Nov, Jan, Feb., March and April Review Parent Survey by June 30 2011.	
Plan interactive Health Fair, Math and Science Nights. Involve the PTO in the planning and implementation.	Math, Science and Health Fair Committees	Parent Survey-an increase on the response for “ I have attended the following parent involvement activities this school year:-Math Night: from 36 to 50%. Health Fair : from 36 to 50%.	Survey Monkey	✓ Parent Nights Oct., Nov, Jan, Feb., March and April Review Parent Survey by June 30 2011.	
Have students make invitations for their parents to Parent Nights	Teachers	Parent Survey-an increase on the response for “ I have attended the following parent	Survey Monkey	Parent Nights Oct., Nov, Jan, Feb., March and	

		involvement activities this school year:-Parent Seminars: from 70.5 to 82%.		April Review Parent Survey by June 30 2011.	
Use the PTO Phone Tree to call and remind parents about Parent Night.	PTO, Principal	Parent Survey-an increase on the response for “ I have attended the following parent involvement activities this school year:-Parent Seminars: from 70.5 to 82%.	Survey Monkey	Parent Nights Oct., Nov, Jan, Feb., March and April Review Parent Survey by June 30 2011.	

Performance Goal 5: Promote a college bound culture

Strategy/Action	Person Responsible	Formative/Summative/ Progress Measurement	Resources Needed	Timeline	CIP Committee Check
Field Trips to College Campuses for 6 th Grade Students	Teachers, Admin. Intern	Student survey, Compare results of “I will attend college” at MOY and BOY Increase in Commended Rates on TAKS by 5% overall.	Paper, Survey	Spring	
Career Day	Teachers, Admin. Intern	Student survey, Compare results of “I will attend college” at MOY and BOY Increase in Commended Rates on TAKS by 5% overall.		Spring	
Name Classes by College/University names.	Teachers	Student survey, Compare results of “I will attend college” at MOY and BOY Increase in Commended Rates on TAKS by 5% overall.	Banners	By Nov. 18 th	
College T-shirt Day	Teachers,	Student survey, Compare		Every Friday	

	Admin.	results of “I will attend college” at MOY and BOY Increase in Commended Rates on TAKS by 5% overall.		beginning 1.14.11	
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AREAS OF FOCUS-BILINGUAL/ESL

Campus Improvement Goal: Life School Oak Cliff will improve instructional support for our LEP students which will impact academic achievement and TELPAS yearly progress.

Process Steps: Establish systems for continuous improvement of our Bilingual/ESL program.

Objective: Life School teachers will closely monitor LEP student academic progress as well as progress in the TELPAS domains of listening, speaking, reading and writing.

Action Plan:

What are we going to do?	Who will be responsible, and who will be involved?	What resources will we need?	When will this activity begin?	When will it end?	How will we know we have completed the activity?	Last Updated
Prepare and Distribute 2010-11 grade level TELPAS status reports.	Bilingual/ESL Campus Coordinator: DeAnna Woods K – 6 teachers	AWARE Software	10/1/2010	9/30/2010	Contact campus principal upon completion.	9/29/10
Sheltered Instruction Observation Protocol (SIOP) Training for core content area teachers	Bilingual/ESL Campus Coordinator: DeAnna Woods Grades K – 6 Support from Susan Boggs	Region 10 ESC SIOP training	9/2010	12/2010	Teachers will submit the SIOP training certificate to Kay Batman's office for ESL compliance documentation	9/29/2010
Implement English Language Proficiency	Teachers of LEP Students in	Region 10 Professional Development	8/2010	5/2011	Campus Principals: Monitoring documentation of ELPS in lesson plans	9/29/2010

Standards (ELPS)	Grades K – 6 Bilingual/ESL Campus Coordinator: DeAnna Woods Support from Susan Boggs	TEA Website Updates			ESL Campus Coordinator: Follow-up in ESL Collaboration Meetings (BOY, MOY, EOY)	
Research Region 10 Website for ongoing ESL Professional Development	Bilingual/ESL Campus Coordinator: DeAnna Woods Susan Boggs ESL Teachers	Region 10 Website	8/2010	5/2011	Teachers will submit the professional development certificate to ESL Campus Coordinator and Kay Bateman	9/29/10
Bilingual/ESL Teacher Collaboration Meetings with grade level SLOP trained teachers (BOY, MOY, EOY)	Elementary Collaboration Team: ESL Teachers (Grades K – 6) Bilingual/ESL Campus Coordinator: DeAnna Woods Campus Principal	Documentation of Concerns for ESL Students & ESL Professional Development Information	Elementary 8/2010	5/2011	Collaboration Meeting Sign In Sheets	9/29/2010
Provide Bilingual and ESL Supplemental Materials for ESL and Bilingual Classrooms	Bilingual/ESL Campus Coordinator: DeAnna Woods Campus Principal	Additional Dictionaries for both Korean and Spanish speaking population.	10/2010	5/2011	Purchase Orders approved and Materials received	9/29/2010
Review list of failing students coded as LEP each week and follow-up with teachers.	Bilingual/ESL Campus Coordinator: DeAnna Woods K – 6 Grade Teachers	Student list from Roberta Clark each week	9/2010	5/2011	Emails will be sent to teachers requesting update on grades and documentation will be collected for reason the student is making below a 70% and what strategies are being used to support the student.	9/29/2010
Bilingual Parent Night	Bilingual/ESL Campus Coordinator: DeAnna Woods	New student information from parent surveys; Consultants from Region 10; Dual	3/2010	5/2010	Sign-in sheets will be collected and parents will submit a commitment form for the Dual Language	9/29/2010

	Campus Principal Susan Boggs	Language teachers (K-2)			Program.	
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Use of State Compensatory Education Funds for Improved Achievement of Students in At-Risk Situations

In accordance with the district mandate for high academic achievement for all students, this CIP is based on addressing the district’s performance imperatives and specifically targets the needs of students performing below potential, including those identified as “At-Risk” according to state and district criteria.

On this campus students identified as “At-Risk” primarily include students who did not pass one or more portions of the TAKS and/or have been retained.

The “Long-Range Matrix for Student Achievement,” immediately following this section, outlines specific Annual Performance Objectives addressing each AEIS target. As indicated in the Executive Summary of this document, this CIP contains action plans addressing major areas of concern identified by campus stakeholders. In turn, each action plan contains Key Strategies and incremental activities designed to address student needs and to achieve the outlined objectives and student outcomes.

Programs and services currently being implemented on this campus that are partially or fully supported through State Compensatory Education funding include the following:

Program/Service	Source	Amount

Program/Service	Source	Amount
	TOTAL	

