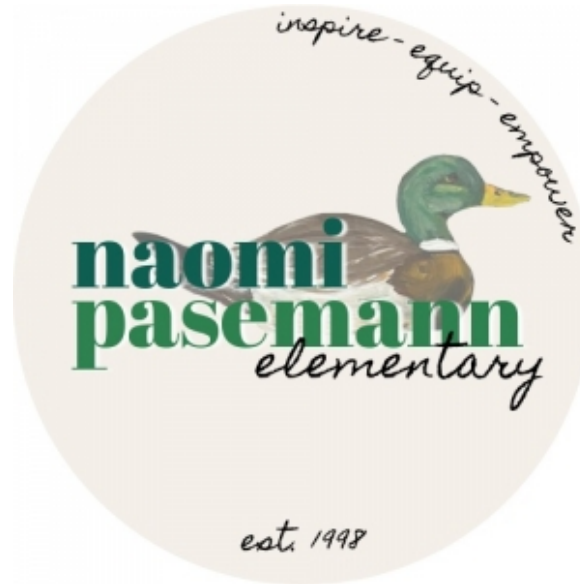# Taylor Independent School District

Naomi Pasemann Elementary

2023-2024 Campus Improvement Plan

Mission Statement

Taylor ISD Mission

Inspire, Equip, and Empower Every Student To Achieve Their Unique Potential

Vision

Taylor ISD Vision

Intentionally Empowering the Whole Child

NPE Promise

I promise to…...

N – NURTURE RESPONSIBILITY

P – PRACTICE RESPECT

E – ENSURE SAFETY

Table of Contents

Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

This is year 1 of being a 1st - 5th grade campus. We were in need of establishing expectations, processes, and relationships. We are fine tuning our PLC process to better prepare our teachers for our students.

5th grade math - 47

5th grade science - 41

4th grade math - 59

3rd grade math - 57

New TEKS for science have come out so we have planned appropriate professional development.

Math is weak across grades so we have planned appropriate professional development.

Demographics

Demographics Summary

Naomi Pasemann Elementary is 1st - 5th grades with an enrollment of 562 students. The diverse student population is made up of 7.6% African American, 63% Hispanic, 24% White, 3.7% 2 races or more, .18% Asian, 1.8% Pacific Islanders and .18% Alaskan Native or American Indian.

61% of the student population is identified as economically disadvantaged, 20% as Emergent Bilingual, 19% as special education, and 7.8% as gifted and talented.

The beginning of the year coding process for English Learners and Economically Disadvantaged students is not complete yet.

Naomi Pasemann Elementary qualifies as a school wide Title 1 campus. Title 1 funds, as well as other federal and state funds are supplemental to other funds available to Naomi Pasemann Elementary.

Demographics Strengths

Naomi Pasemann Elementary provides instruction for 1st - 5th graders totaling ------ students. Naomi Pasemann Elementary provides free and/or reduced lunches to students who qualify. Naomi Pasemann Elementary has a Flight School program which is structured and intentional academic support and enrichment program.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The number of students attending Naomi Pasemann Elementary are demonstrating academic deficits. **Root Cause:** Not enough students are utilizing the Flight School program.

Student Learning

Student Learning Summary

Naomi Pasemann Elementary is in the process of completing the beginning of the year assessments using mClass for grades 1st - 2nd and Renassaince for grades 1st - 5th. Data indicates NPE needs to establish a strong tier 1 instruction along with small group and specialized instruction to meet the needs of our students.

Student Learning Strengths

Naomi Pasemann Elementary students are showing signs of growth in the classroom since teachers have established WIN groups and small groups.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Tier 1 instruction needs to be stregnethened.   **Root Cause:** Accountability and consistent walkthroughs with feedback needed to strengthen tier 1 instruction.

School Processes & Programs

School Processes & Programs Summary

Naomi Pasemann Elementary uses the district required curriculum along with TEKs resource system. Teachers provide small group instruction for both reading and math.

Assessments are doing using mClass and Renaissance.

Admin along with teaching and learning team conducts walkthroughs and provide feedback to improve instruction.

Professional Learning Communities meet weekly to prepare high quality lessons and use data to drive instruction.

School Processes & Programs Strengths

Naomi Pasemann Elementary is a part of the Texas Instructional Leadership program. Professional development on unpacking standards to create rigorous lesson plans took place. Teachers are submitting plans that reviewed and tweaked to support our students.

PLC's meet weekly prepare and drive instruction.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: PLCs in the past have been more of a data dig meeting and not a collaborative planning meeting.   **Root Cause:** Lack of training in the PLC process and a continuation of old practices.

Perceptions

Perceptions Summary

We believe a positive work environment helps motivate teachers to strive for improvement.

A positive culture is created through support for staff by the administration. Frequent celebrations (weekly shout outs), tokens of appreciation (soft drinks from Sonic and PTO support with weekly treats), positive attitudes, and an open door policy help foster this environment.

Perceptions Strengths

Naomi Pasemann Elementary has hired exceptional teachers and has already seen improvements with procedures and classroom instruction.

Teachers are willing to open up classrooms to support other teachers.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: We need to build more teacher leaders and tap into the experts we have on campus. **Root Cause:** Teachers hesitate to share their knowledge with others and step outside their comfort zone.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data

Student Data: Assessments

- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas approved PreK - 2nd grade assessment data
- Other PreK - 2nd grade assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data

- Discipline records
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Excellence in student outcomes

Performance Objective 1: Increase performance in the meet grade level for 3rd grade and 4th STAAR reading by at least 20%.

    Evaluation Data Sources: STAAR data

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continuing on going work

Strategy 1 Details				Reviews			
Strategy 1: Implement the literacy framework in the reading block with fidelity.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student performance				**Oct**	**Jan**	**Mar**	**June**

Staff Responsible for Monitoring: Admin and content specialists
 	
    TEA Priorities:
Build a foundation of reading and math
  - **ESF Levers:**
Lever 5: Effective Instruction
  - **Targeted Support Strategy**
				100%	100%	100%	→

Strategy 2 Details				Reviews			
Strategy 2: Put a PLC process in place where the 4 essential questions are answered leading to teacher clarity and common formative unit assessments are designed.				**Formative**			**Summative**
				Oct	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Improved student achievement
    Staff Responsible for Monitoring: Admin and content specialists
 	
    TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
  - **ESF Levers:**
Lever 5: Effective Instruction
  - **Targeted Support Strategy**
				100%	100%	100%	→

Strategy 3 Details	Reviews			
Strategy 3: Improve tier 1 instruction through the use of common and formative assessments and assessing that data to identify areas of reteach/small groups.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Closing academic gaps **Staff Responsible for Monitoring:** Admin and content specialists **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy**	100%	100%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Teachers will use strategies from Lead4ward and Backwards Design trainings to implement into their daily lessons.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase critical thinking skills **Staff Responsible for Monitoring:** Admin and content specialists **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy**	100%	100%	100%	→

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: Excellence in student outcomes

Performance Objective 2: Increase performance in the meet grade level for 3rd grade and 4th STAAR math by at least 20%.

    Evaluation Data Sources: STAAR

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continue ongoing work

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use strategies from Lead4ward and Backwards Design trainings to implement into their daily lessons.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student performance **Staff Responsible for Monitoring:** Admin and content specialists **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - **Targeted Support Strategy**	100%	100%	100%	→
Strategy 2 Details	Reviews			
Strategy 2: Teachers will have a dedicated WIN time to provide intervention.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student performance **Staff Responsible for Monitoring:** Admin and content specialists **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy**	100%	100%	100%	100%

Strategy 3 Details	Reviews			
	Formative			**Summative**
Strategy 3: Math teachers will follow a specified math block focusing on fluency, spiral review, problem of the day, concrete instruction, application with aggressive. monitoring and guided math.	**Oct**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student performance **Staff Responsible for Monitoring:** Admin and content specialists **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy**	100%	100%	100%	100%

0% No Progress		100% Accomplished		Continue/Modify		Discontinue

Goal 1: Excellence in student outcomes

Performance Objective 3: Increase the number of 1st and 2nd grade students on grade level for Renaissance reading ....

    Evaluation Data Sources: Renaissance

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Admin/IC wil actively monitor teacher activities and lesson plans.

Strategy 1 Details	Reviews			
Strategy 1: 1st and 2nd grade teachers will receive Fundations training to help improve phonics instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student reading abilities	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers, content specialists, and Admin **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - **Targeted Support Strategy**	40%	100%	100%	→

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: Excellence in student outcomes

Performance Objective 4: Provide phonics support with fidelity using secret stories.

Evaluation Data Sources: Mclass

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue with ongoing work

Strategy 1 Details		Reviews			
Strategy 1: Classroom teachers will implement secret stories with fidelity.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Classroom teachers will increase students' basic understanding of words/ sentences. **Staff Responsible for Monitoring:** Classroom teachers		**Oct**	**Jan**	**Mar**	**June**
		N/A	100%	100%	→

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue		

Goal 1: Excellence in student outcomes

Performance Objective 5: Use methods and instructional strategies that strengthen the academic program in the school using flashcards and composition notebooks to support academic growth.

Evaluation Data Sources: Flashcards, composition notebooks,

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Contiue ongoing work

Strategy 1 Details	Reviews			
Strategy 1: Classroom teachers will strengthen the academic performance using flashcards for automaticity and composition notebooks for writing.	**Formative**			**Summative**
	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Classroom teachers will work to close some gaps with this support. **Staff Responsible for Monitoring:** Classroom teachers	100%	100%	100%	100%

0% No Progress		100% Accomplished		→ Continue/Modify	✖ Discontinue

Goal 1: Excellence in student outcomes

Performance Objective 6: Using Lonestar Learning for math and ELAR to strengthen instructional strategies, increase academic awareness, and improve math and reading fluency.

    High Priority

    Evaluation Data Sources: Data reports from Lonestar Learning

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Continue ongoing work

Strategy 1 Details	Reviews			
	Formative			**Summative**
Strategy 1: Classroom teachers will provide additional intervention using Lonestar Learning for Math/ELAR.	**Oct**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Classroom teacher use with fidelity to increase student knowledge. **Staff Responsible for Monitoring:** Classroom teacher	100%	100%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 2: Exceptional workplace climate

Performance Objective 1: To increase NPE's retention rate of highly qualified teachers.

    Evaluation Data Sources: End of year data

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Continue ongoing work

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development to support and retain staff as well as creating a strong campus culture.	**Formative**			**Summative**
Strategy's Expected Result/Impact: End of year data	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and teachers **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 2: Strategic Staffing, Lever 3: Positive School Culture - **Targeted Support Strategy**	100%	100%	100%	100%
Strategy 2 Details	Reviews			
Strategy 2: Administration will provide meetings to support new hires on campus.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase self-confidence, encourage/support growth and teacher retention	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and campus mentors - district support **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 3: Positive School Culture - **Targeted Support Strategy**	100%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: NPE will recognize staff throughout the year.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase teacher retention and improve team/campus culture.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 3: Positive School Culture **- Targeted Support Strategy**	100%	100%	100%	100%

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

Goal 2: Exceptional workplace climate

Performance Objective 2: To increase NPE's retention rate of highly qualified teachers.

> **Evaluation Data Sources:** End of year data
>
> **Summative Evaluation:** Met Objective
>
> **Next Year's Recommendation:** Continue ongoing work

Goal 2: Exceptional workplace climate

Performance Objective 3: Hire highly qualified staff

Goal 3: Quality customer service

Performance Objective 1: Annually increase the percentage of staff satisfaction.

    Evaluation Data Sources: District survey data

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Continue ongoing work

Strategy 1 Details			Reviews			
Strategy 1: Allow an open door/safe zone for staff to voice concerns and provide support to improve the workplace.			**Formative**			**Summative**
Strategy's Expected Result/Impact: End of year data			**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 3: Positive School Culture - **Targeted Support Strategy**			100%	100%	100%	100%
	0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue		

Goal 3: Quality customer service

Performance Objective 2: Increase opportunities to engage parents and families in the school to promote academic success.

    Evaluation Data Sources: Parent sign in sheets

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continue ongoing work

Strategy 1 Details	Reviews			
Strategy 1: NPE will provide parent engagement nights.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent involvement	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and PFE committee **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture - **Targeted Support Strategy**	100%	100%	100%	100%

|				
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 3: Quality customer service

Performance Objective 3: Annually increase the percentage of student satisfaction with school experiences.

Evaluation Data Sources: Student survey results
Meeting with students

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue ongoing work

Strategy 1 Details	Reviews			
Strategy 1: Campus will conduct student surveys for 4th and 5th graders.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Campus survey data	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers and Admin **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture - **Targeted Support Strategy**	100%	100%	100%	→

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 4: Efficient financial stewardship service

Performance Objective 1: Maintain a balanced budget

    Evaluation Data Sources: Budget reports

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Continue ongoing work

Strategy 1 Details	Reviews			

Strategy 1: Admin will meet monthly with the secretary to review budget.
    Strategy's Expected Result/Impact: Maintain a balanced budget.
    Staff Responsible for Monitoring: Admin and secretary
	Formative			**Summative**

	Oct	Jan	Mar	June
	100%	100%	100%	100%
Strategy 2 Details	**Reviews**			

Strategy 2: Strategic planning to purchase items to support student growth.
    Strategy's Expected Result/Impact: Increase student moral
    Staff Responsible for Monitoring: Teachers, Admin, and secretary
	Formative			**Summative**

	Oct	Jan	Mar	June
	100%	100%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 5: Safety in schools

Performance Objective 1: Maintain a safe and secure campus for all students and staff.

    Evaluation Data Sources: Documentation, meeting agendas, and drill schedules.

    Summative Evaluation: Significant progress made toward meeting Objective

    Next Year's Recommendation: Contiue ongoing work

Strategy 1 Details	Reviews			
Strategy 1: NPE will conduct required safety drills.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Documentation on drills, weekly door checks, and campus logs	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers, admin, and campus staff	100%	100%	100%	100%
Strategy 2 Details	**Reviews**			
Strategy 2: NPE will create a safety team and meet at least 4 times within the year to evaluate safety measures.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Documentation of meetings	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and safety team	100%	100%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✘ Discontinue

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	Rachelle Finck	9/18/2023	Jennifer Patschke	9/12/2023
Child Abuse and Neglect	Rachelle Finck	9/18/2023	Jennifer Patschke	9/12/2023
Coordinated Health Program	Rachelle Finck	9/18/2023	Jennifer Patschke	9/12/2023
Job Description for Peace Officers, Resource Officers & Security Personnel	Rachelle Finck	9/18/2023	Jennifer Patschke	9/12/2023