



Millsap Elementary



Campus Improvement Plan 2019-2020

District Mission Statement		Campus Mission Statement	
The Mission of Millsap ISD is to inspire, develop, and educate every student in a safe environment to be productive citizens prepared for lifelong success.		The Mission of Millsap Elementary is to educate every student to function successfully as a result of a positive learning environment created by dedicated staff, supportive parents, and an involved community.	
District Motto		Campus Motto	
Your child. Their dreams. Our Mission.		Bring Your A Game - Attendance, Academics, Attitude, and Active Learning	
District Vision Statement		Campus Vision Statement	
Millsap ISD will partner with parents to be the premier educational organization.		All staff at Millsap Elementary School will empower all students to grow at least one full year, while still valuing the whole child.	

Value Statements	
<p>We value the development of the whole child.</p> <p>We value community/parental partnerships and mutual respect.</p> <p>We value positive relationships with students, staff, and parents.</p> <p>We believe student success is our ultimate measure.</p> <p>We practice ethical behavior and personal integrity.</p>	

Comprehensive Needs Assessment

To assess where our students are in relation to our Vision, Mission and our board-approved goals, the SBDM team reviewed all available data to identify our strengths and to prioritize our areas of concerns. Formal review includes data from the following:

- Results of community and parent surveys
- Disaggregating of longitudinal; TAPR
- Disaggregating of current year TAPR report
- Results of benchmark assessments
- Prior year budgets
- Staff development needs surveys
- Results of State and Federal planning requirements (program evaluations)
- Student retention rates

Informal measures include such as the following:

- Needs identified through campus faculty meeting carried forward to SBDM meetings.
- Review of previous year initiatives to determine over all effectiveness and implementation level and to consider continued development/modifications and necessary continued funding.
- Staff e-mails to district level personnel seeking training, etc.
- Review of the district's vision and discussion at the district level. Regarding current information research based strategies that will help us to attain the vision.

Prioritized Strengths

Millsap Elementary studies led us to the following discoveries regarding MISD strengths and areas of concern, both of which become the major focus of the campus improvement plan, either in form of specific objectives or actions under the objectives. Our strengths and areas of concern are expressed in the following:

Strengths	Data Source
Third grade academic growth	MAP data
Fourth grade STAAR math performance	STAAR data
Enrollment	PEIMS data
Parent and Student Satisfaction	Student and Parent Surveys
Safe Learning Environment	Parent Surveys, Maintenance, and Discipline Reports
Parent Involvement	Sign-In sheets for parent activities
Growth in Closing the Gaps	STAAR data

Prioritized Concerns

Areas of Concern	Data Source	Funding Source
Writing Performance on STAAR	STAAR assessment results	Title I, Local Budget, SCE
Lag in Special Populations Progress	TELPAS; STAAR; DRA; iStation; MAP	Title I, Local Budget, SCE; SPED; Title III
Lagging Early Literacy	DRA/iStation reports: MAP	Title I, Local Budget, SCE
Leadership Team and Curriculum Support needs enhancements	Parent surveys; culture surveys; staff surveys;	Title I, Local Budget, SCE
Unsatisfactory Student Growth	TELPAS; STAAR; DRA; iStation: MAP	Title I, Local Budget, SCE; SPED; Title III
Reading and Math Performance on STAAR	STAAR assessment results	Local Budget, SCE, Title I

Millsap Elementary Campus Improvement Plan Goals

District Goals:

1. Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
2. Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
3. Millsap ISD will provide a safe and nurturing learning experience for all students.
4. Millsap ISD will ensure financial integrity to support educational academic and co-curricular programs.
5. Millsap ISD will partner with parents and community to ensure student success.

Campus Goals: Teaching/Learning Goals (related to District goal 1):

1. Millsap Elementary will maximize academic growth for each student.
2. Millsap Elementary will increase academic growth of all special populations.
3. Millsap Elementary will empower staff to advance their instructional strategy knowledge.
4. Millsap Elementary will develop a communication plan to enhance systemic partnerships between and among staff, parents, and stakeholders.

Campus Goals: Operational Goals (related to District goals 2-5):

1. Millsap Elementary will empower staff to advance their instructional strategy knowledge.
2. Millsap Elementary will develop a communication plan to enhance systemic partnerships between and among staff, parents, and stakeholders.
3. Millsap Elementary will institute comprehensive safety measures.

Campus Action Plan 2019-2020

Campus:	Millsap Elementary
District Strategic Goal:	Millsap ISD will focus on student success by providing premier educational academic and co currucular programs.
Campus Goal:	Millsap Elementary will maximize academic growth for each student.
Campus Strategy:	1.1 Continue improvement in utilizing research based instruction in core content areas
Teaching/Learning Operational X	Population/Students Served: All students, At-Risk, Economically Disadvantaged, ELL. SPED, White, Hispanic

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Continue and enrich Lucy Calkins Units of Study in reading, writing, and phonics.		Asst. Supt. Principal, Teachers, ESC consultants	Ongoing	Local; Title I; SCE
2 Provide instructional materials appropriate for student growth to support research based strategies and provide hands-on experiences	2	Asst. Supt. Principal, Teachers	As needed	Local; Title I; SCE; Title II; ESL; GT; SPED
3 Enhance support for differentiation including Kagan Structures, 7 Steps for a Language Environment	2	Supt.; Asst Supt; Principal; Teacher; Kagan Trainer	ongoing	TIP
4 Utilize Measures of Academic Progress; iStation; Accelerated Math; and other data sources to provide intentional instruction	8	Asst. Supt; Principal; Teachers; Rtl Team	Ongoing	Local; Title I; SCE; TIP
5 Extend the use of TEXGuide to all content areas.		Principal; Math Specialist; Teachers	Ongoing	TIP; Title 1
6 Provide and utilize content specialists through Instructional Coaches and ESC partnerships		Principal; Teachers	Ongoing	Local; Title I;
7 Develop an incentive program to enhance academics	4, 8	Principal; Teachers; Asst. Principal	6 weeks grading periods	Local
8 Implement and maintain a language rich environment including a literacy closet, guest readers, guest authors, etc.		Principal; teachers; librarian	As needed	Local; SCE; Title I;

Professional Development Needed for Implementation of Action Plan

Description of Content/Training		Audience	Date of Completion	Person(s) Responsible
1	Professional Learning Community time to analyze student performance	Teachers	2019-2020 year; each six weeks	Principal/Assistant Principal
2	Job embedded Training for TEX Guide and Lucy Calkins UOS	Teachers	Ongoing Support 2019-20	Principal; Asst. Supt; ESC personnel; Instructional Coaches
3	Kagan; 7 Steps for Language Rich Environment; High Yield Instructional Strategies	Teachers	May 2020	Principal; Teacher Trainers
4	Continued training on MAP reports	Teachers	Ongoing	Person responsible; Instructional Coaches; Assistant Supt.

Fidelity of Implementation Indicators (Evidence the plan is being implemented as written)		Date of Expected Completion
Evidence		
1	Training documentation and observation of coaching	May 2020
2	PLC Agendas and Sign-in sheets	May 2020
3	Training documentation from Lucy Calkins training	Ongoing 19-20 year
4	Training documentation from MAP training	Ongoing 19-20 year
5	Purchase orders for instructional materials	Ongoing 19-20
6	Academic Recognitions	Ongoing 19-20

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Fountas and Pinnell BAS assessments	In-Process	BOY, MOY, and EOY
2 ISIP assessment data	Predictive	Monthly
3 MAP assessment data	In-Process	BOY, MOY, EOY
4 STAR math data	Predictive	Monthly

Lagging Indicators
Key Strategic Measure (KSM) or Campus Measures (CM)
 (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 STAAR scores	Key Strategic Measure	May and June 2020
2 Student Growth as evidenced by MAP assessment	Campus Measure	EOY
3 Student Growth as evidenced by Fountas and Pinnell BAS; iStation ISIP Testing	Campus Measure	Eoy

Campus Action Plan 2019-2020

Campus:	Millsap Elementary
District Strategic Goal:	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Millsap Elementary will increase academic growth of all special populations.
Campus Strategy:	2.1 MES will increase student growth of all sub populations by 10%
Teaching/Learning Operational X	Population/Students Served: At-Risk, Economically Disadvantaged, ELL, SPED, White, Hispanic

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Enhance instruction and provide appropriate services and instructional materials for students in special populations including SPED, 504, ESL, GT, At-Risk	1, 10	ARD Committees; Principals; Teachers; SPED Department	Ongoing	Special Education; Local; Title I; SCE
2 Revamp GT pull-out program to enhance and support classroom experiences and social-emotional needs	3	Principal; Asst. Principal; Counselor; GT Committee; Teachers	Ongoing	Local; GT Funds;
3 Demonstrate growth of students with Dyslexia by providing students with pull-out or inclusion services and instructional materials needed	3, 4	Certified Dyslexia Therapist /Principal	As needed	Local; Title I; Title II; SCE
4 Continue to provide campus-based ESL services to identified ELL students and the necessary support and resources to ensure student success	10	Teachers; Counselor; Principal; Asst. Supt for Curriculum and Instruction	Ongoing	Local; Title 1; Title III; SCE; ESL: ESC 11 SSA
5 Maintain a progress monitoring system for special populations including collaborative planning to monitor and adjust instruction to target growth		Principal; Teachers; Parker County Co-op Staff; ARD committees	As needed	Local; SPED
6 Maintain a high quality Pre-K program by providing necessary instructional materials	7	Teachers/Principal/Asst. Principal	Ongoing	Local; Title I; Title II; SCE; Pre-K Funds
7 Continue and enhance teacher support utilizing Math and Reading Coaches	9	Principal; Interventionists; Teachers	ongoing	Local; Title 1; SCE
8 Provide Migrant services for eligible students	10	Migrant program staff;	ongoing	Title I, Part C; ESC XI SSA

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
9 Provide Title I, Part A services to homeless children		Principal; Counselor; Asst Supt for Curriculum and Instruction	Ongoing	Title I, Part A

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 GT Update Training	All teachers	August 2019	Principal; Asst Supt
2 Scottish Rite Dyslexia Training	Dyslexia Therapist	Ongoing	Supt
3 GT 30 hour training	New Teachers	December Dec. 2020	Asst. Supt;
4 ESL Instructional Strategies	Teachers	Ongoing	Principal; Teacher Trainers
5 Differentiation	All staff	Ongoing	Principal; Teacher Trainers; Asst. Supt
6 SPED Inclusion Training	All Staff	Ongoing	Principal; PCC; Asst. Supt.

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 ARD Paperwork	Annual ARD dates
2 GT pullout lesson plans	Weekly 19-20 school year
3 Math Instructional Coach and Reading Instructional Coach plans	2019-20 school year
4 PLC sign-in sheets and minutes	2019-2020 school year
5 Purchase Orders for materials	Ongoing

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Common Assessment Results	Predictive	Each 6 weeks
2 Istation/STAR Math progress Data	In-Process	Ongoing
3 Instructional Coaches Schedules	Predictive	Ongoing
4 PLC minutes and action plans	In-Process	Ongoing 2019-2020
5 SPED Progress Reports	In-Process	Quarterly

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 STAAR Results	Key Strategic Measure	June 2020
2 iStation Reports	Key Strategic Measure	Monthly 19-20
3 TELPAS	Key Strategic Measure	Spring 2020
4 Benchmark Data and Progress Monitoring	Campus Measure	As scheduled
5 MAP reports	Key Strategic Measure	BOY, MOY, EOY

Campus Action Plan 2019-2020

Campus:	Millsap Elementary
District Strategic Goal:	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Millsap Elementary will empower staff to advance their instructional strategy knowledge.
Campus Strategy:	3.1 Provide all staff with professional development opportunities to provide rigor through high yield instructional strategies
Teaching/Learning Operational X	Population/Students Served: All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Continue partnership with ESC XI to provide consultants for math and ELA		Asst Supt; Principal; ESC Consultants; Teachers	Monthly 2019-2020	SCE; TIP; Title I
2 Implement Tech Training to enhance classroom instruction and the integration of technology		TECH director; Principal; Teachers	Ongoing 2019-2020	Local
3 Develop administrators to lead and support instruction		Principal; Assistant Principal; Counselor; Instructional Coaches	Ongoing	Local; Title I; Title II; TIP
4 Provide Professional development based on T-TESS goals		Principal; Asst. Principal	Ongoing	Local; Title I; TIP
5 Implement training for paraprofessionals		Principal; Asst. Principal;	ongoing	Local; Title SCE
6 Provide opportunities for training at ESC XI or other approved PD providers for training to support identified goals		Asst Supt; Principal; Approved PD	Ongoing	Local; Title; SCE
7 Provide additional training on high yield instructional strategies		Principal; Asst. Principal	Ongoing	Local; Title 1; SCE; TIP

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Teach Like a Champion 2.0	All Staff	May 2020	Mr. Bearden
2 Technology Integration Training	All Staff	May2020	Tech director; Instructional Coaches; ESC XI

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
3 Leadership Trainings	Campus Leadership Team	Ongoing 19-20	ASCD; TEPSA; ESC XI
4 Online paraprofessional PD	Paraprofessionals	Ongoing 19-20	Master Teacher

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Training Sign-in Sheets/Certificates	May 2020
2 Teacher Like A Champion Activities/Assignments	May 2020
3 Certification from Master Teacher for paraprofessional training	May 2020
4 Coaching Reports from Instructional Coaches; ESC Consultants; and Read Grant Coach	May 2020

Lead Indicators
(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Walk-through observations	In-Process	Ongoing
2 T-TESS evaluations	Predictive	May 2020
3 Observation of Teach Like a Champion Strategies	In-Process	Ongoing

Lagging Indicators
Key Strategic Measure (KSM) or Campus Measures (CM)
(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 STAAR Scores - Index 4	Key Strategic Measure	June 2020
2 MAP Growth Scores	Campus Measure	EOY

Campus Action Plan 2019-2020

Campus:	Millsap Elementary
District Strategic Goal:	Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
Campus Goal:	Millsap Elementary will develop a communication plan to enhance systemic partnerships between and among staff, parents, and stakeholders.
Campus Strategy:	4.1 Increase opportunities for all stakeholders to be more involved in educational opportunities
Teaching/Learning Operational X	Population/Students Served: All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Maintain an active parent organization	6	Principal/AP/ Family Engagement Specialist	Ongoing	Local; Title I; PTO funds
2 Continue WatchDog Program	6	Principal/Asst Principal/ Family Engagement Specialist	Ongoing	Local
3 Develop and support a staff recognition program to honor high achievement and academic growth for students		Principal/Asst Principal	Ongoing	Local; Title I; SCE
4 Maintain constant communication through newsletters, email, Facebook, Twitter, MISD website, and Blackboard call out to relay high academic standards	6	Principal	Ongoing	Local; Title I; SCE
5 Provide ongoing support on Great Expectations and school-wide behavior management plan		Principal; Asst Principal	Ongoing	Local
6 Provide regular family nights to support academic growth		Principal; Family Engagement Specialist; Teachers	Monthly	Local; PTO funds; Title 1
7 Promote and utilize a parent volunteer program		Family Engagement Specialist; Admin	Ongoing	Local

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Volunteer Training	Parents	October 2019	Principal/Counselor

Professional Development Needed for Implementation of Action Plan

Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
2 Parent Involvement Training	Teachers	Ongoing 2019-2020	Principal
3 Great Expectations	All Staff	August 2019 and ongoing	Asst Principal; Counselor; Teacher Trainers

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence	Date of Expected Completion
1 Watchdogs serving in classrooms	Ongoing 2019-2020 year
2 Newsletter articles and Facebook postings	Ongoing
3 Sign-in sheets for parent nights	Ongoing
4 Service Projects completed	May 2020

Lead Indicators

(In-Process or Predictive Formative Measures)

Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Family Night Planning minutes	Predictive	monthly
2 PTO agendas	In-Process	monthly
3 Watchdog Sign-in sheets	In-Process	as needed
4 Volunteer Hours	In-Process	as provided

Lagging Indicators

Key Strategic Measure (KSM) or Campus Measures (CM)

(Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Increased Parent Involvement	Campus Measure	Ongoing 2019-20
2 Increased Parent Satisfaction Surveys	Campus Measure	May 2020

Lagging Indicators
Key Strategic Measure (KSM) or Campus Measures (CM)
 (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)

Measure	Measure Type (KSM or CM)	Reporting Period or Dates
3 Increased Watchdog Participation	Campus Measure	May 2020
4 Increase Volunteer Participation	Campus Measure	May 2020

Campus Action Plan 2019-2020

Campus:	Millsap Elementary
District Strategic Goal:	Millsap ISD will recruit, develop and retain high quality and motivated staff to ensure student success.
Campus Goal:	
Campus Strategy:	5.1 Plan, implement and practice an environment for student safety that is conducive to learning.
Teaching/Learning Operational X	Population/Students Served: All students

Actions	T-1 SW Comp	Responsible Staff (Position)	Timeline	Resources (Budget/Staff/Material)
1 Provide guidance classes to each student twice monthly based on Life Principals		Counselor	Ongoing 2019-20	Local; Title 1; SCE
2 Maintain required safety drills and review of emergency procedures		Asst. Principal	Ongoing 2019-20	Local
3 Continue to utilize a school check-in system to monitor visitors		Principal/Secretary/Technology	Ongoing	Local; SCE
4 Utilize and support a school Guardian program		Supt	Ongoing	Local;
5 Train for and support for a school-wide Behavior Alignment		Principal/Asst Principal; Teachers	Ongoing	Local; TIP
6 Provide safety materials and update Go kits for each student area		Asst Principal	Fall 2018	Local

Professional Development Needed for Implementation of Action Plan			
Description of Content/Training	Audience	Date of Completion	Person(s) Responsible
1 Great Expectations	Staff	August 2019 and ongoing	GE trainer/TOT/Principal/AP
2 Guardian Training	Staff	Monthly	Supt; Guardian Trainer
3 Parent Involvement Training	Staff	19-20 Ongoing	Principal

Fidelity of Implementation Indicators
(Evidence the plan is being implemented as written)

Evidence		Date of Expected Completion
1	Training Sign-in Sheets	Ongoing
2	PO for Go Kit and safety supplies	Ongoing
3	Safety Drill Report	Ongoing
4	Guidance Class Lesson Plans	Ongoing

Lead Indicators (In-Process or Predictive Formative Measures)		
Measure	Measure Type (Predictive or In-Process)	Reporting Period or Dates
1 Training Sign In Sheets	In-Process	Ongoing
2 Decreased office referrals	In-Process	Ongoing

Lagging Indicators Key Strategic Measure (KSM) or Campus Measures (CM) (Summative Measures that reflect the effectiveness of the plan at the completion of the Action Plan)		
Measure	Measure Type (KSM or CM)	Reporting Period or Dates
1 Disciplinary Records	Key Strategic Measure	May 2020
2 Guidance Records	Campus Measure	Ongoing
3 Increased Culture Surveys	Campus Measure	May 2020