

# **Hitchcock Primary School**



## **Campus Improvement Plan**

**2016 - 2017**

## **Texas Public Education Mission Statement**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

## **Texas Public Education Goals**

The students in the public education system will demonstrate exemplary performance in:

- reading and writing of the English language
- understanding of mathematics
- understanding of science
- understanding of social studies

## **Texas Public Education Objectives**

1. Parents will be full partners with educators in the education of their child.
2. Students will be encouraged and challenged to meet their full educational potential.
3. Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
4. A well-balanced and appropriate curriculum will be provided to all students.
5. Qualified and highly effective personnel will be recruited, developed, and retained.
6. The state's students will demonstrate exemplary performance in the comparison to national and international standards.
7. School campuses will maintain a safe and disciplined environment conducive to student learning.
8. Educators will keep abreast of the development of creative and innovative techniques to improve student learning.
9. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## **Hitchcock I.S.D. Mission Statement**

The mission of the Hitchcock Independent School District is to produce contributing citizens prepared for lifelong learning, believing in our country, themselves, and their fellow man in our ever-changing world by providing a personalized, yet diversified, quality education through varied learning experiences with pride, participation, and performance in partnership with our community.

### **Statement of Beliefs**

We believe that:

- Each student deserves access to a world-class education.
- Education is a joint partnership between family, school, and community.
- Relationships are the foundation for meaningful teaching and learning.
  - Learning can occur any time, any place, and at any pace.
- Providing diverse learning opportunities promotes individual success.
  - Excellence is worth the effort.
  - High expectations drive performance.
  - Diversity strengthens our community.
- The measure of success of any community is the success of its children.
  - Communication with all stakeholders develops unity.
  - Every person is responsible to be a continuous lifelong learner.
    - Innovation requires a commitment to bold ideas.

### **Hitchcock Primary School Campus Mission Statement**

All faculty and staff, working collaboratively with parents and community, commit to assist every child in reaching their potential, building self-esteem, and empowering students to become productive members of society.

## **2016 - 2017 District Goals**

- Goal 1: Make academic achievement and student performance the primary priority of Hitchcock ISD.**
- Goal 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.**
- Goal 3: Maintain a safe and disciplined environment conducive to learning.**
- Goal 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.**
- Goal 5: Actively promote a sense of community and shared direction.**
- Goal 6: Maintain facilities in a manner that promotes learning.**

## **HITCHCOCK PRIMARY SCHOOL CAMPUS GOALS:**

Hitchcock Primary has adopted campus goals that align with the campus mission and the board-approved district goals.

HPS Faculty and Staff will:

1. Utilize an instructional plan to increase academic performance for all students and student groups, including:
  - a. at-risk,
  - b. ELL,
  - c. G/T,
  - d. economically disadvantaged, and
  - e. special needs students.
2. Use prevention and intervention strategies to improve academics, attendance, and discipline for all student groups.
3. Engage in timely and effective communication amongst school, parents, and community members.
4. Develop positive morale and attitudes to improve:
  - a. staff attendance,
  - b. staff retention rates, and the
  - c. expectation that all students can achieve.

## Campus Action Plan 2015-2016

We, the Site-Based Decision Making team and the campus leadership team, have collaborated in formulating the parameters of the Hitchcock Primary School Campus Action Plan. Names signify endorsement of the annual campus goals and objectives.

<b>Campus Representative</b>	<b>Name</b>	<b>Years of Service on Team</b>
Principal	Angela Mancini	Ongoing
Assistant Principal	Crystal Sweeney	Ongoing
Counselor	Waverly Valstar	Ongoing
Pre-Kindergarten	Darlene Booker	2
Kindergarten	Michelle Coble	3
First Grade	Kristi Dean	1
Second Grade	Patricia Rasmussen	1
Second Grade	Chelsea McMillan	2
Special Programs	Roshanda Lewis	1
Support Personnel	Marla Painter	1
District Representative	Sara Roach	1
District Advisory Council	Kimberly Haase	1
	Kristi Dean	1
	Chelsea McMillan	1
Parent, Community, and Business Representatives	Alejandra Dominguez	1

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**DISTRICT GOAL1: Make academic achievement and student performance the primary priority of Hitchcock ISD.**

**Objective 1:** Hitchcock ISD attendance rate will be at least the state average or higher.  
**Objective 2:** Hitchcock ISD will meet or exceed the state standards in academic performance by campuses, sub populations and individual students for the 2015-2016 school year.  
**Objective 3:** Hitchcock ISD will increase the Career and Technical Education enrollment by 5 % for the purpose of gaining workforce readiness.  
**Objective 4:** Hitchcock ISD will prepare students to think critically and become highly successful in their area of choice.  
**Objective 5:** Hitchcock ISD will provide a foundation in reading, math, and writing for all students.  
**Objective 6:** Hitchcock ISD will create an academic culture that promotes competition, rigor, and relevance equipping students with the skills needed to compete in the 21<sup>st</sup> century marketplace.

**Campus Principal: Angela Mancini**

**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Provide incentives for students with perfect attendance	Registrar, Principal, Assist Principal	199	End of each semester		Attendance rate will increase to 96% or greater.	
Celebrations for students that have perfect attendance at the end of each six weeks	Registrar, Principal, Assist Principal	199	End of year six weeks	Human	Attendance rate will increase to 96% or greater.	
Teachers will contact parent on the third consecutive absence	Teachers		August 2016 – June 2017	Human	Attendance rate will increase to 96% or greater.	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Home visits will be made to students that have reoccurring absences	Assistant Principal, Counselor		August 2016 – June 2017	Human	Attendance rate will increase to 96% or greater.	
Attendance committee will meet monthly	Registrar, Principal, Assist Principal		End of each month	Human	Attendance rate will increase to 96% or greater.	
Each grade level will have a data room that displays a data wall for reading and math. Data meetings will be conducted each six weeks to monitor student progress.	Principal, Assist Principal, grade level teachers		End of each six weeks	Human	Student retention rate will decrease.  Assessment data will show greater student achievement.	
Students will be assessed using a universal screener by Renaissance Learning in reading and math three times a year.	Principal, Assist Principal, grade level teachers	410	September, January, May	Human, STAR program from Renaissance Learning	Student retention rate will decrease.  Assessment data will show greater student achievement.	
Students will be assessed in reading using the Developmental Reading Assessment (DRA) three times a year.	Principal, Assist Principal, grade level teachers	Previously Purchased	August, December, May	Human, DRA program	Student retention rate will decrease.  Assessment data will show greater student achievement.	
Planned Intervention and Enrichment (PIE) time will be implemented three days a week for an hour a day during the school day.	Staff		October - May	Human	Student retention rate will decrease.  Assessment data will show greater student achievement	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Leveled Literacy Intervention (LLI) kits will be used to provide students with tutoring in reading.	Grade Level Teachers	Previously Purchased	October - May	Human, LLI Kits	Student retention rate will decrease.  Assessment data will show greater student achievement.	
Response to Intervention (RTI) meetings will be conducted on all students performing below grade level and lacking in academic progress.	Counselor, Principal, Assist Principal		September - June	Human	RTI Folders  Student retention rate will decrease.  Assessment data will show greater student achievement.	
Provide ongoing, schoolwide professional development including, but not limited to differentiated instruction, discipline, best practices for core content areas, balanced literacy, guided math instruction, and classroom management.	Principal, Assist Principal		August - May	Human	Professional Development sign in sheets  Observation Data	
Provide opportunities for staff to attend trainings, workshops, and/or conferences to gain knowledge/information to increase student achievement.	Principal, Assist Principal	199 or 255	September - June	Human, Fiscal	Professional Development Certificates  Observation Data	
Provide additional educational materials to staff to improve academic achievement for all students.	Principal, Assist Principal	199 or 211	September - June	Materials, Fiscal	Assessment data will show greater student achievement.  Lesson Plans will Reflect Materials	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

					Used Observation Data	
Incorporate technology into the classrooms using laptops, Chromebook, iPads, computers, and smartboards.	Principal, Assist Principal	199, 211, or 410	September – June	Materials, Fiscal	Assessment data will show greater student achievement.  Lesson Plans will Reflect Technology Used  Observation Data	
Purchase and install smartboards in classrooms to aide in learning and student achievement.	Principal, Assist Principal	410	September – June	Materials, Fiscal	Lesson Plans will Reflect the use of Smartboards  Observation Data	
Provide instructional consultants to assist teachers with instructional strategies using coaching and modeling techniques.	Principal, Assist Principal	211	September – April	Human, Fiscal	Teacher Feedback  Observation Data of Implementation	
Create and use a Learning Lab for all students. The learning lab will create an alternative environment for students to work on academic success.	Principal, Stephanie Peters	199	August – June	Human, Materials, Fiscal	Student Logs of Usage  Observation Data	
Principal and AP will participate in ongoing professional development.	Principal, Assist Principal	199 or 211	June – July	Human, Fiscal	Professional Development Certificates	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Reimburse teachers for ESL certification.	Principal	199	August – June	Human, Fiscal	ESL Certificate	
Implement GT curriculum to be used weekly by identified teachers.	Assist Principal, GT Teachers		September – June	Human, Materials, Fiscal	GT Lesson Plans  GT Newsletters  Observation Data	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**DISTRICT GOAL 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.**

**OBJECTIVE 1:** Hitchcock ISD will increase faculty and staff job satisfaction.  
**OBJECTIVE 2:** Hitchcock ISD will reduce faculty turnover by 8%.

**Campus Principal: Angela Mancini**

**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Recognize staff members' birthdays and special life events at faculty meetings	Principal		August - June	Human	Staff Attendance will Increase Agenda Sign In Sheets	
Words of affirmation/praise will be delivered to all teachers each month via handwritten notes and/or email	Principal, Assist Principal		August - June	Human	Staff Attendance will Increase	
Teachers will participate in team building activities to aide in creating a community/family atmosphere	Principal, Assist Principal, Counselor		August - June	Human	Staff Attendance will Increase Agenda Sign In Sheets	
Mentors will be provided to all new teachers	Principal		August - June	Human	Planned observations of mentee and mentor Staff Handbook	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Conduct an annual staff survey to determine staff perceptions of the leadership team	Principal		April	Human	Copy of Survey Survey Results	
Teacher rewards (jeans days, special passes, October pink days)	Principal		August - June	Human	Awards List	
HPS will host a Christmas party for the staff	Principal	Activity Fund	December	Fiscal	Invitation	
HPS will participate in Teacher Appreciation Week to ensure all staff knows they are appreciated	Principal, Assist Principal, Counselor	Activity Fund	March	Materials, Fiscal	Plans on the Calendar  Receipt of Sales	
HPS will provide lunch for the teachers and staff on the first day of school	Principal	Activity Fund	August	Fiscal	Receipt of Sales	
A crisis intervention team will be created and trained using the Crisis Prevention Intervention Program	Principal		October, November	Human	Certificate of Training	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

A nurse and two paraprofessionals will receive diabetes training	Principal		August	Human	Certificate of Training	
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Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**DISTRICT GOAL 3: Maintain a safe and disciplined environment conducive to learning.**

**OBJECTIVE 1:** Hitchcock ISD will encourage students to participate in either a co-curricular and/or extra-curricular activity.  
**OBJECTIVE 2:** Hitchcock ISD will develop a very powerful anti-bullying program and anti-bullying awareness campaign at all Hitchcock ISD campuses.  
**OBJECTIVE 3:** Hitchcock ISD will form/retain peer mediation groups.  
**OBJECTIVE 4:** Hitchcock ISD extracurricular programs will be designed to develop discipline, character, leadership, integrity and a winning attitude in all students.

**Campus Principal: Angela M**  
  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Red ribbon week activities will promote an alcohol/drug free awareness	Counselor	199	October	Human, Materials, Fiscal	Student Participation	
Character trait lessons will be taught in the classrooms by the school counselor	Counselor		September - May	Human	Reduced number of reports to the office and counselor	
Implement the Positive Behavior Intervention System (PBIS) as a campus wide initiative	Principal, Assist Principal		August - June	Human	Reduced number of reports to the office and counselor	
Provide opportunities for students to develop a deeper awareness of cultural diversity through special events like the black history program and the multicultural parade	Principal, Assist Principal, Culture Committee		February, May	Human, Materials	Reduced number of reports to the office and counselor	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Implement a Student Ambassador program allowing second grade students to aide in younger students arriving to class safely in the mornings	Librarian		September - June	Human	Student Participation	
Bullpups cheerleading program will provide a place for students to participate in after-school activities	Bullpup Cheerleading Coaches	Activity Fund	September - May	Human, Materials, Fiscal	Student Participation Reduced number of reports to the office and counselor	
The choir program will provide a place for students to participate in before school activities	Music Teacher		September - May	Human	Student Participation and Performance	
Pre-Kindergarten teachers will use the conscious discipline program in their classroom	Pre-kindergarten Teacher		August - June	Human	Reduced number of reports to the office and counselor	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**DISTRICT GOAL 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.**

- OBJECTIVE 1:** Hitchcock ISD will strive to maintain platinum star rating.  
**OBJECTIVE 2:** Hitchcock ISD will cross-train office staff to maintain continuity and flow.  
**OBJECTIVE 3:** Hitchcock ISD will seek innovative avenues to increase funding revenue.  
**OBJECTIVE 4:** Hitchcock ISD will fully implement and maintain an automative maintenance scheduling program.  
**OBJECTIVE 5:** Hitchcock ISD will maintain financial solvency and fund balance.  
**OBJECTIVE 6:** Hitchcock ISD will ensure ample resources are allocated to personnel, student programs and curriculum.  
**OBJECTIVE 7:** Hitchcock ISD will utilize tax dollars in a transparent and efficient manner to honor the public trust.

**Principal: Angela Mancini**  
  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Sell back to school prepackaged school supply packs	School Secretary	Activity Fund	August - September	Human, Materials, Fiscal	Number of Packages Sold	
Host Oktoberfest Carnival for students, parents, and community members	PTO President	Activity Fund	October	Human, Materials, Fiscal	Participation and Attendance of the Event	
Participate and follow the guidelines of the pre-kindergarten grant	Principal, Registrar	429	August - June	Human	Assessment data will show greater student achievement.	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Teachers will be encouraged to participate in the Hitchcock Education Foundation						
Teachers will be encouraged to write a grant and submit it to the Hitchcock Education Foundation	Principal		September	Human	Number of Grants Submitted	
Seek partnerships with local businesses to assist in providing resources to the campus	School Secretary		September - May	Human	Resources Donated	
Cross train office personnel in registration and PEIMS data collection	Registrar		August - September	Human	Registration Forms	
Utilize individuals expertise to conduct on campus professional development	Principal, Assist Principal		August - May	Human	Agenda's and Sign In Sheets	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

HPS will work with the PTO to host a fundraiser to raise funds for the school	School Secretary, PTO President		October - April	Human, Fiscal	Monies Collected from Fundraiser	
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Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**DISTRICT GOAL 5: Actively promote a sense of community and shared direction.**

**OBJECTIVE 1:** Hitchcock ISD will increase student enrollment by at least 10% using community/parent involvement.  
**OBJECTIVE 2:** Hitchcock ISD will encourage employees to participate in community activities and events.  
**OBJECTIVE 3:** Hitchcock ISD will support community and youth leagues, specifically in the area of allowing HISD facilities usage to groups primarily consisting of Hitchcock students.

**Principal: Angela Mancini**  
  
**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Home visits to parents of students that do not have transportation to attend conferences	Counselor, Assist Principal		September - June	Human	Parent Log of Home Visits	
Each teacher/grade level team will create a newsletter that will be sent home each week	Grade Level Teaches		August - June	Human	Copy of the Newsletter	
Students will have a "Tuesday Folder" that is designated to send home important correspondence from the school and the community	Homeroom Teachers		August - May	Human, Materials	Copy of Correspondence Sent Home	
Positive emails/phone calls will be conducted by teachers to their students' parents	Homeroom Teachers		August - June	Human	Parent Log	
School messenger will be used to keep parents informed of important events	School Secretary		August - June	Human	Call Outs from School Messenger	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Bullpups will represent Hitchcock Primary School at community events	Bullpup cheerleading coaches		September - May	Human	Agendas, Brochures, and Pictures	
Place special news, accomplishments, or updates on the district website and Facebook page	Principal, Assist Principal, School Secretary		August - June	Human	Facebook Posts, Web Page	
Invite parents and the community to participate in annual career day	Counselor		February	Human	Correspondence Sent Home	
Hitchcock Primary School will work/partner with the Houston Food Bank to be a part of the Backpack Buddy Program	Counselor		September - May	Human, Materials	Food Delivered to Students	
The principals monthly message will be sent home to families and posted on the district webpage	Principal		August - June	Human	Web Page	
HPS will host a family math/literacy night in the fall and a science night in the spring	Principal, Assist Principal, Core Content Committee	199 and 211	October, February	Human, Materials, Fiscal	Sign In Sheets	
Involve extended family members in the school by hosting Grandparents' Day lunch activities with students	Principal		September	Human, Materials	Correspondence and Pictures	
Work with the homeless liaison to supply students and families with information about resources in the community	Principal, Registrar, Homeless Liaison		August - June	Human	Correspondence Sent Home	
Provide pre-kindergarten classes for over income and qualifying students	Principal, Registrar		August - June	Human, Materials, Fiscal	Pre-Kindergarten Enrollment	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Host meet the teacher event in August	Principal		August	Human	Sign In Sheets	
Host open house event in the fall	Principal		September	Human	Sign In Sheets	
Invite public to events for Texas Public School Week	Principal, School Secretary		February - March	Human	Correspondence Sent Home	
Teachers will use Gradebook to input grades and data weekly so that parents can stay up to date on their student's academic progress	Principal, Assist Principal, Registrar		August - June	Human	Copies of Grades printed from Gradebook	
Students will participate in field trips within the community	Principal, Grade Level Team Leaders	199 or 211	September - May	Human, Fiscal	Field Trip Forms Submitted to the Office	
Parents and the community will be invited to participate in the PTO, field day, school parties, the talent show, and kindergarten graduation	Principal, Assist Principal	199	September - June	Human, Materials, Fiscal	Sign In Sheets, Agendas, and Pictures	
Class Dojo will be used to communicate with parents	Homeroom teaches		August – June	Human	Communication through the Dojo program	
The boy scouts will use the Primary cafeteria to conduct weekly meetings	Principal		September – May	Human	Meetings	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Hitchcock Public Library will come do lessons for pre-kindergarten and kindergarten students	Counselor		September – April	Human	Visits on campus	
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**DISTRICT GOAL 6: Maintain facilities in a manner that promotes learning.**

**OBJECTIVE 1:** Hitchcock ISD will maintain facilities that are efficient, highly functional and inviting.

**OBJECTIVE 2:** Hitchcock ISD will provide facilities that are safe, secure and conducive to learning.

**OBJECTIVE 3:** Hitchcock ISD will provide facilities that are sufficient for all student programs and student growth

**Principal: Angela Mancini**

**Superintendent: Carla Vickroy**

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
All hallways will be decorated with student work and instructional materials to promote learning	Teachers	199 or Activity Fund	August - June	Human, Materials, Fiscal	Hallway Walkthroughs and Pictures	
Weekly walkthroughs will be completed to ensure the campus is safe and secure. Work orders will be submitted immediately if needed.	Principal		August - July	Human	Work Orders Submitted Online	
The front office will use the Raptor system when checking in all visitors on campus.	School Secretary , Registrar	Previously Purchased	August - June	Human, Materials	Report from Raptor	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Security doors will be locked from the outside at all times during the instructional day.	School Secretary	Previously Purchased	August - June	Human, Materials	Locked Doors	
Classroom doors will be locked at all times from the outside to during the instructional day.	Classroom Teacher	Previously Purchased	August - June	Human, Materials	Locked Doors	
All classrooms will be arranged in a manner that is safe for all students and conducive to learning.	Classroom Teacher	199 or 211	August - June	Human, Materials, Fiscal	Observations and Pictures	
HPS will work with the Hitchcock Police Department to ensure arrival and dismissal procedures are in place	Principal		August - June	Human	Police Presence at School	
HPS will work with Durham transportation to create a tag system to ensure all students are delivered to the correct address	Principal		August - June	Human	Tags	

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

**COMPREHENSIVE NEEDS ASSESSMENT INFORMATION**

Hitchcock Primary School serves approximately 475 students in grades pre-kindergarten to second grade. The student population is represented by 43% African Americans, 30%Hispanic, 25% White, 1% American Indian, 0.5% Asian, and 0.5% Pacific Islander. The low socio-economic status is 80% and continues to rise each year. The average daily attendance rate for students is 96%.

Hitchcock Primary School serves approximately 26 Limited English Proficient students, 20 Gifted and Talented students, and 50 Special Education students.

The staff population is made up of 23% African American, 11% Hispanic, 59% White, 0% American Indian, and 4.5% Asian. Males make up 0% of the staff and females make up 100%. The average years of experience for staff is 10 years.

The Campus Advisory Committee looked at the following data in order to determine the strengths and needs of the district:

- AEIS Report
- Universal Screener Results
- Student Report Cards
- Student Discipline Results
- District PIEMS Report
- Student Attendance

Review Dates: 9/28/2016 \_\_\_\_\_  
\_\_\_\_\_

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Committees were formed to analyze and identify areas of strengths and needs. The data indicated:

**Student Strengths and Needs**

Strengths:

- Hitchcock Primary School “Met Expectations” for the 2015-2016 school year based on the STAAR test results. We brought up our 2014-2015 result to “Met Expectations” after falling to “Improvement Required” status based on the for the 2013-2014 school year. Hitchcock Primary School also “Met Expectations” in 2012-2013.

Needs:

- Many of our students are economically disadvantaged 80% or more each year. In general, many of our PK and Kindergarten students come to school without previous knowledge of letters, sounds, or numbers. Many do not know their last names, their parents’ names, their own birthdates, their addresses or phone numbers. There are a large number who are not yet potty-trained. This at-risk population requires intensive remediation and acceleration to achieve the academic success of their peers.
- Many of our students also need additional instruction in social skills, communicating appropriately, and also need positive role models. The counselor and outside agencies have worked to establish caring community guidelines, including anti-bullying and character education programs.
- Additionally, many of our ELL students and their parents do not speak, write, or understand the English language. Due to an increase in both Hispanic and ELL populations, these student groups will be “officially” counted as student groups for STAAR accountability purposes in the near future.

Review Dates: 9/28/2016 \_\_\_\_\_  
\_\_\_\_\_

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

- Our goal is to have all students at grade level or above in reading and math. As we make plans for the school year, we realize that increased attention to all student groups, especially African-American, ELL, and economically disadvantaged students, is needed to improve instruction and, therefore, student achievement, especially in math. Based upon analysis of report card grades, DRA scores, Universal Screening results, and diagnostic reading, writing, and math assessments, we need to consistently track, analyze, and identify alternative research-based instructional approaches for the Economically Disadvantaged, Hispanic and African-American student populations in all grades.
- In addition, we will continue to raise parental awareness of attendance requirements for registered students in Pre-K and Kindergarten through teacher and parent collaboration and communication to counteract our issues with attendance at these grade levels.

**Staff Strengths and Needs**

Strengths:

- Consistent and various professional development opportunities are afforded to our teachers on a regular basis. Staff members are involved in presenting professional development to the staff. All professional development is based upon current research on effective educational activities and is offered to all teachers throughout the year. Substitutes are also provided so that teachers can be released during the school day to attend relevant professional development.
- Hitchcock Primary faculty and staff are dedicated and willing to contribute time and effort outside the school day to accomplish goals related to student achievement. All teachers also have the opportunity to observe other teachers, both within and outside the district. Our teachers also have high expectations for their students and challenge them by setting high-performance standards. Our teachers often use their conference time and lunch periods to assist below-grade level students in reading and math. After-school tutoring sessions has also been provided to students in need.
- Staff will continue to have the opportunity to participate in reading and math instructional strategies training with administration and a math and reading consultant. The staff has been trained in the Fundamental 5 instructional model, and many have received training for ELL learners. Many are also CPI (Crisis Prevention Institute) trained and serve on the crisis team. All teachers have been trained in balanced literacy.

Needs:

- The administrative and support staff identified needs for efficiency and better student/parent service:

Review Dates: 9/28/2016 \_\_\_\_\_  
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Cross-training of office personnel

- The areas of student math problem-solving, appropriate phonics instruction, and integrated reading/writing instruction continue to be identified as critical professional development needs. In addition to differentiated instruction, the committee identified working with students with ADHD/ADD as another area for professional growth. Differentiated training in these areas will provide staff with the appropriate educational resources to effectively work with diverse groups of learners, including ELL and special needs students.
- The staff needs to continue to improve and grow in instructional strategies, and techniques, especially those research based techniques that are proven to increase the performance of minority students.
- The faculty and staff are dedicated to providing appropriate staff development, as well as support, encouragement, and feedback. Doing so ensures that research-based instructional lessons, activities, and resources are utilized to increase student academic success, and mastery of the TEKS.
- An Increase in the number of parent volunteers will help more smoothly facilitate the technical aspects of the school day (assisting staff through small-group tutoring, reading to students, assistance in creating and copying educational resources, etc.) continues to be an additional goal for the campus.

**Parental Involvement Strengths and Needs**

Strengths:

- The parents and community are generally supportive of the district and campuses. Fundraisers are held throughout the year, and the community purchases thousands of dollars' worth of fundraiser items in support of district efforts. The community also attends and advertises in publications resulting from student assemblies, athletic endeavors, patriotic celebrations, academic fairs, field days, reward parties, food drives, etc.
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Needs:

- Due to the high percentage of low income families, many are unable to participate in school activities or events because of transportation, hourly work or monetary issues. Many families, as mentioned previously, do not speak English and are hesitant to attend school events. (A

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT**  
**Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

greater effort will be made for bilingual staff to be available to assist with non-English speakers' needs. Spanish publications are also sent home.)

- The PTO needs to grow in active membership in order to do more for the students and the campus.
- Greater, increased parental involvement is needed. Plans have been made to continue attempts to involve the parents of minority and economically disadvantaged students in creative learning activities. The focus will be on STAAR preparation activities for 2nd graders and will be scheduled after school hours.

Review Dates: 9/28/2016 \_\_\_\_\_  
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