

Richardson Independent School District

Bowie Elementary

2022-2023 Campus Improvement Plan



Mission Statement

To cultivate a safe learning community where all students feel challenged, loved, and accepted.

Vision

Where all students learn, grow, and succeed

Value Statement

Integrity-Inspiration-Inclusion-Innovation

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Goals
















Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

Performance Objective 1: Implement activities in order to support students' academic, social and emotional growth.

Evaluation Data Sources: % of staff engaging in SEL/CKH (Capturing Kids Hearts) on staff survey

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Classroom teachers will implement SEL/CKH for 20 minutes daily as allotted on the master schedule utilizing RISD curriculum and CKH resources. Strategy's Expected Result/Impact: Increase in student self control, peer understanding, and self-managing group. Decrease in ISS/OSS referrals Staff Responsible for Monitoring: Administrators, counselors, teaching staff Funding Sources: PTA - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to implement PBIS and Capturing Kids Hearts with periodic check-ins and reviews with students and staff. Strategy's Expected Result/Impact: Reduced referrals numbers and detentions (exclusionary discipline) from classroom and common areas. Staff Responsible for Monitoring: PBIS committee Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Increase extra-curricular participation among all student groups by implementing and offering opportunities such as Accelerated Reader and student clubs/organizations. Strategy's Expected Result/Impact: Creation of extracurricular opportunities will increases student and parental satisfaction on survey Staff Responsible for Monitoring: Administration Principal Advisory Council	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 4 Details	Reviews			
Strategy 4: Assist with student transition from Elementary to Junior High with guidance lessons, parent information, magnet nights, and district transition meetings. Strategy's Expected Result/Impact: Meet district timelines and ensure 100% of students are registered for junior high courses. Increase student awareness of opportunities for advanced math courses in junior high and CTE courses.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Implement strategies to promote the five student competencies of the RISD graduate profile. Strategy's Expected Result/Impact: Increased positive responses on parent and staff survey regarding "Instruction in this school is focused on helping students get ready for college and/or career." Staff Responsible for Monitoring: Counselors Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Support student knowledge about the world of work (ex: career exploration, iDream events, college and career readiness) Strategy's Expected Result/Impact: Increased student awareness of post-secondary opportunities Completion of 2 career-focused events/lessons Staff Responsible for Monitoring: Counselors Classroom teachers	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
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Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

Performance Objective 2: Continue PK-6 programing to support healthy life choices by students and staff

Evaluation Data Sources: 100% of students identify programs and levels of support available when in crisis (student survey)

Summative Evaluation: Met Objective

Strategy 2 Details	Reviews			
Strategy 2: Ensure students participate in guidance lessons to teach about bullying action plan, including the definition of bullying, what to do, and anti-bullying strategies. Strategy's Expected Result/Impact: Decrease in bullying reports and increase in students' feeling safe at school (student survey) Staff Responsible for Monitoring: Counselors Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to prioritize digital citizenship and internet safety lessons throughout the year Strategy's Expected Result/Impact: % decrease in number of student referrals/discipline incidences for inappropriate technology use Staff Responsible for Monitoring: Administration LITE Technology Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Address suicide/substance abuse prevention and intervention by providing staff training, and Time to ACT lessons (K-5) and SOS training (6) for students. Strategy's Expected Result/Impact: 100% compliance with completion of training for staff Decrease in suicidal outcries Staff Responsible for Monitoring: Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				





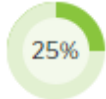



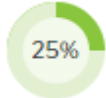



Strategy 4 Details	Reviews			
Strategy 4: Monitor student absence information in order to track communicable disease issues on the campus Strategy's Expected Result/Impact: Compliance with state expectations Staff Responsible for Monitoring: Campus nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Monitor student data reports in an effort to maintain immunization compliance of the student body Strategy's Expected Result/Impact: Compliance with state regulations Staff Responsible for Monitoring: Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Conduct AED drills each semester by campus emergency response team (ERT) Strategy's Expected Result/Impact: Increased preparedness in the event of a cardiac event on campus Staff Responsible for Monitoring: Nurse Administrators ERT Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Implement a school-wide discipline management plan. Strategy's Expected Result/Impact: Decreased office referrals Increased satisfaction on teacher and parent surveys Staff Responsible for Monitoring: Administrators Team Leaders Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward and PLC)

Evaluation Data Sources: 50% of students in math and 55% of students in reading will achieve Masters expectations as measured by grade level STAAR 2.0 assessments

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Implementation of the PLC model weekly to plan effective instruction utilizing TRS, Lead4ward, and the Texas Reading Academies. Strategy's Expected Result/Impact: Increased student performance on STAAR Student growth on MAP Walkthrough evidence Staff Responsible for Monitoring: Instructional Leadership Team Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Leverage math and reading interventionists, coteachers, dyslexia therapists and classrooms teachers to provide targeted, flexible interventions during ITime to meet the needs of all students in all grade levels. Strategy's Expected Result/Impact: Increase number of students moving up or maintain (masters) a performance level on STAAR Increase in overall composite score on mClass data Staff Responsible for Monitoring: Interventionists Classroom teachers ESSER teachers Dyslexia therapists Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide GT and other advanced learners with a continuum of instruction through advanced learning opportunities and extensions that stretch, grow and challenge learners. Strategy's Expected Result/Impact: Increase students meeting growth measures on MAP and STAAR Staff Responsible for Monitoring: Advanced learning teacher Classroom teachers Counselors Administrators	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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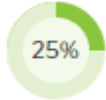











Discontinue

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Create a PK-6 System to educate stakeholders on the importance of student attendance.

Evaluation Data Sources: A2A
Focus

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Implement A2A System of Attendance with weekly attendance meetings Strategy's Expected Result/Impact: % increase in student attendance Staff Responsible for Monitoring: Administrators SDS		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Monitor A2A for changes in attendance patterns and follow up with conferences. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: Administrators SDS Counselors		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 3: Continued implementation of the MTSS Framework (Multi Tiered Systems of Support) and its components campus wide.

Evaluation Data Sources: MTSS meetings documents
Student Data

Summative Evaluation: Met Objective








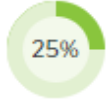

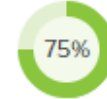





Strategy 1 Details	Reviews			
Strategy 1: Utilize the MTSS process to identify and monitor intervention plans in Branching Minds to promote continuous improvement in specific student groups (tier 3). Strategy's Expected Result/Impact: Decrease in student achievement gap Increase in student performance in all student groups Staff Responsible for Monitoring: Administration Classroom Teachers Intervention MTSS team	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement requirements from HB4545 to ensure students receive supports identified in Accelerated Learning Plans. Strategy's Expected Result/Impact: Meet 22-23 student progress measures Staff Responsible for Monitoring: Administrators Classroom teachers Interventionists IC	Formative			Summative
	Nov	Jan	Mar	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 4: Pathway to Equity Plan - Improve and monitor student achievement levels in math, reading, and science (approaching, meets, masters) on various assessments with additional focus on 3rd and 6th grade reading and math to align with RISD Board Goals.

Evaluation Data Sources: STAAR reading, math and science scores

Summative Evaluation: Significant progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: Eliminate performance differentials among racial/ethnic groups, socioeconomic backgrounds and other factors, by taking specific actions such as; discussing disaggregating performance data by subject and student group to ensure PLCs create targeted intervention plans designed to meet the needs of each student group. Strategy's Expected Result/Impact: Decrease student achievement gaps Staff Responsible for Monitoring: Administration ILT Classroom teachers	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Utilize MAP to set growth goals with students before each assessment. Strategy's Expected Result/Impact: Improved student academic growth Staff Responsible for Monitoring: Administration Classroom teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Teachers will implement the ELPS and Seven Steps of a Language Rich Environment in daily instruction. Strategy's Expected Result/Impact: EB students will increase by at least one level or maintain advanced high in reading, writing and speaking on TELPAS. Staff Responsible for Monitoring: Administrators Classroom teachers ESL teacher	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: We will recruit, retain and reward quality personnel.

Performance Objective 1: Implement effective strategies to increase teacher retention.

Evaluation Data Sources: RISD climate survey

Summative Evaluation: Significant progress made toward meeting Objective

















Strategy 1 Details	Reviews			
Strategy 1: Provide support for new teachers though the RISD mentoring program as well as the Bowie Campus mentoring program. Strategy's Expected Result/Impact: Retention of new and new to RISD professional staff Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide a positive and supportive working culture for all staff members through implementation of Capturing Kids Hearts Strategy's Expected Result/Impact: Increased number of "Strongly Agree" or "Agree" on staff survey Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









Goal 3: We will recruit, retain and reward quality personnel.

Performance Objective 2: Provide high-quality relevant campus-based professional development.

Evaluation Data Sources: RISD climate survey

Summative Evaluation: Significant progress made toward meeting Objective




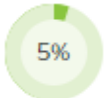







Strategy 1 Details	Reviews			
Strategy 1: Utilize redesigned instructional leadership team (interventionists, ESL, counselors and administrators) and AFs to support high quality, tier 1 instruction by providing staff development for all teachers focus on RISD instructional priorities. Strategy's Expected Result/Impact: Increased teacher satisfaction on survey questions related to RISD instructional priorities, PLCs, TRS/Lead4ward Staff Responsible for Monitoring: ILT Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize campus-based walkthrough form to give intentional, specific feedback for teacher growth. Strategy's Expected Result/Impact: Increase in staff survey results regarding TTESS/walkthroughs and feedback Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement Bowie New Teacher Academies and supports (mentor and buddy program) Strategy's Expected Result/Impact: Retention of new staff Staff Responsible for Monitoring: Administrators Mentor Lead Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to provide campus professional development to support students with disabilities. Strategy's Expected Result/Impact: Two trainings per year provided by special education team. Staff Responsible for Monitoring: Special Education Team Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Provide and communicate resources to support teacher ESL certification by end of the 22-23. Strategy's Expected Result/Impact: 100% of required staff receive ESL certification.	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 65%	 90%	 100%
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: We will recruit, retain and reward quality personnel.

Performance Objective 3: Recruit and hire high-quality teaching staff

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Use the RISD teacher competencies to screen teacher candidates. Strategy's Expected Result/Impact: All students receive instruction from a high quality teacher.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Actively recruit a diverse staff that accurately reflect the student population of Bowie. Strategy's Expected Result/Impact: Increased diversity among staff members.	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









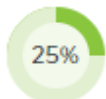



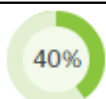

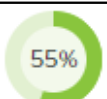
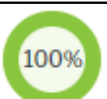
Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 1: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication systems as well as feedback opportunities.

Evaluation Data Sources: Increase in positive response rate by parent/community on the 2021-2022 parent survey.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue current communication platforms adding more use of texting and social media for important messaging

Strategy 1 Details	Reviews			
Strategy 1: Implement the ongoing use of application such as Class Dojo, Remind , Talking points - to engage English and non English speaking parents in addition to the weekly school-wide newsletter and regular Blackboard communication. Strategy's Expected Result/Impact: Improved responses on communication indicators from the 2022-2023 parent survey. Staff Responsible for Monitoring: Administrators, ILT, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Encourage campus participation and partnerships with PTA Strategy's Expected Result/Impact: 100% faculty participation in PTA One PTA member for every child Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Increase opportunities for business and community partnerships (ex: club participation, PTA sponsorships) Strategy's Expected Result/Impact: Increased business and community involvement in campus activities Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Develop strategies for on-going, creative avenues to communicate and market school brand to parents and community Strategy's Expected Result/Impact: Community subscription to campus S'more newsletter SBDM Committee communication with community Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue





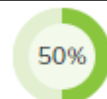
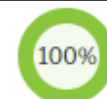
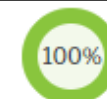
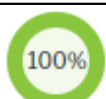
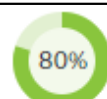
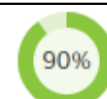
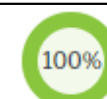




Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 1: Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

Evaluation Data Sources: Maintain excellence in operations

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to focus responsible spending of school funds toward resources and training with proven measurable outcomes.

Strategy 1 Details	Reviews			
Strategy 1: Identify and qualify for grants to promote engaging programs and learning opportunities. Strategy's Expected Result/Impact: Implementation of grant funded programs. Staff Responsible for Monitoring: Principal and executive assistant	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Provide training to ensure all employees follow proper money handling procedures Strategy's Expected Result/Impact: One training per semester provided to staff Staff Responsible for Monitoring: Administrators Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure expenditures support student outcomes, teacher morale/retention, etc. Strategy's Expected Result/Impact: Verification of responsible spending related to goals during budget reviews Staff Responsible for Monitoring: Administrators Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
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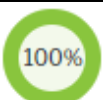
Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.









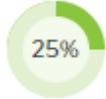







Performance Objective 1: Provide a safe, comfortable, and well-maintained environment for all staff and students

Evaluation Data Sources: Increase in positive response on staff and parent survey

Summative Evaluation: Met Objective

Next Year's Recommendation: Obtain additional Raptor printer to continue our safety protocol while providing great services to our parent and community visitors.

Strategy 1 Details	Reviews			
Strategy 1: Communicate and hold "I Know What to do Days" and "Safety Week" (Live Wise, Live Healthy) in August, October, December, February, April Strategy's Expected Result/Impact: Staff and students will be prepared for all emergencies Parents will be informed when drills occur Staff Responsible for Monitoring: Administrators Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize Blackboard to communicate information about the emergency drills to families Strategy's Expected Result/Impact: Parents/guardians will be informed about drills/emergency procedures Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement and monitor safety drills utilizing Informacast per RISD guidelines Strategy's Expected Result/Impact: Students and staff will be prepared for all types of emergencies Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Update CIP quarterly to show completion Strategy's Expected Result/Impact: Continuous monitoring of campus initiatives Staff Responsible for Monitoring: Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Implement a plan to pre-check parents in Raptor for high-attendance activities (ex: graduation, class parties, etc.) Strategy's Expected Result/Impact: All visitors will be Raptor'd in a timely manner Staff Responsible for Monitoring: Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement the dress code and cell phone policy per RISD guidelines. Strategy's Expected Result/Impact: Decrease in classroom disruption and safety hazards to promote a positive learning climate. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Implement weekly door checks per TEA guidelines. Strategy's Expected Result/Impact: All doors secure and increased safety for students and staff. Staff Responsible for Monitoring: Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				