

# Fort Worth Independent School District 2019-2020 Campus Improvement Plan

**Campus Name:** 137 - Hubbard Heights ES

**Principal:** Martinez, Amparo

**Executive Director:** Hilda Caballero

## Fort Worth ISD Mission Statement

*Preparing ALL students for success in college, career, and community leadership.*

### Vision

*Igniting in Every Child a Passion for Learning*

### Student Outcome Goals

**Early Literacy** - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2019.

**Middle Grade Math** - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2019.

**College and Career Readiness** - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2019.

### School Profile

#### Student Enrollment by Program

Attendance Rate: 96.9  
Special Education: 6.8  
Dual Language/ESL: 62.1  
Gifted and Talented: 4.1

Career and Technology: 0  
Percentage of at-risk students: 88.1  
Percentage of English Language (EL) students: 67.4  
Percentage of economically disadvantage students: 91.2

### 2019-2020 Campus Site-Based Committee

Name	Role
Amparo Martinez	Principal
Felicia Moody	Campus Non-Teacher Professional
Karla Medina	Additional Representative Appointment
Laura Adams	District Level Staff
Dalila Garcia	Teacher
Crystal Wells	Teacher
Michelle Alexander	Teacher
Daisy Baeza	Teacher
Sylvia Gonzales	Parent
Jessica Hernandez	Parent
Erica Rosas	Parent
Daryl Davis	Community Representative
Alisa Zelaya-Perez	Business Representative
Steven Medina	Business Representative

### Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for Hubbard Heights ES. The 85th Texas Legislation passed House Bill (HB) 22, establishing three domains for measuring performance of campuses:

Beginning with 2019-2020, campuses will receive a rating of **A-F** for overall performance, as well as performance in each domain.

[Click here for the TEA Accountability Resource Page](#)

State Accountability Ratings by Domain	Overall Performance Accountability Rating
Domain 1: <b>Student Achievement</b> 60	71 - Met Standard
Domain 2: <b>School Progress</b> 70	
Domain 3: <b>Closing The Gaps</b> 72	

### Campus Distinction Designations

Academic Achievement in Mathematics: 0	Postsecondary Readiness: 0
Academic Achievement in Science: 0	Top 25 Percent: Comparative Closing the Gaps: 0
Academic Achievement in English Language Arts/Reading: 0	
Top 25 Percent: Comparative Academic Growth: 0	

### Campus Assurances and Certification for the 2019-2020 School Year

I certify acceptance and compliance with all provisions set forth by:

- Yes the Fort Worth ISD School Board;
- Yes the Texas Education Code;
- Yes Title I, Part A; and
- No Turnaround Plans

[Click here to see the full Guide to Campus Assurances](#)

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

# Comprehensive Needs Assessment Summary for 2019-2020

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weakness?	Priorities What are we going to intervene? If addressed, this need will create the most impact.
<b>Demographics</b>	1. Student attendance (96%).	1. Improve students attendance (96%).	1. Align instructional expectations.
	2. Improvement in the Approaches categories of STAAR 5th Math and 4th Reading.	2. Improve instruction for ELL, ED, and SpED.	2. Reading in the lower grades to increase number of students at or above grade level.
	3. Strong family ties.	3. Improve instruction in 3rd Grade English and Spanish.	3. Ensure small group guided Math and Reading occurs regularly.
	4.	4.	4.
	5.	5.	5.
	6.	6.	6.
<b>Student Achievement</b>	1. Few discipline concerns that interfere with instruction.	1. Increase student performance in all subjects and grade levels.	7.
	2. Low mobility rate.	2. Increase the use of MAP Reading.	8.
	3. Growth of Lexile levels of students.	3.	9.
	4.	4.	10.
	5.	5.	
	6.	6.	
<b>School Culture and Climate</b>	1. Clear expectations have been set for students, parents, and teachers.	1. Continue to implement Restorative Practices.	
	2.	2. Review safety expectations with teachers. Know the Plan for safety.	
	3.	3.	
	4.	4.	
	5.	5.	
	6.	6.	
<b>Staff Quality/ Professional Development</b>	1. Provide professional development based on teacher suggestions.	1. Recognize and celebrate teachers and staff throughout the year.	
	2. Welcoming and collaborative environment.	2. Target specific teacher needs during PLCs based on student data analysis.	
	3. Disaggregated student data for teachers.	3.	
	4.	4.	
	5.	5.	
	6.	6.	

<b>Curriculum, Instruction, and Assessment</b>	1.	Dedicated teachers with the ability to reteach and make material more accessible.	1.	Increase usage of MAP growth.
	2.	Collaborative environment for instruction.	2.	Monitor Achieve 3000 data and usage.
	3.		3.	Clear instructional expectations.
	4.		4.	
	5.		5.	
	6.		6.	
<b>Family and Community Involvement</b>	1.	Administrative communication is ongoing.	1.	A collaboratively active PTO.
	2.	Librarian is supportive and helpful to all campus stakeholders.	2.	Increase parent involvement.
	3.	Increase family activities in the classroom.	3.	
	4.		4.	
	5.		5.	
	6.		6.	
<b>School Context and Organization</b>	1.	Team building activities.	1.	More communication between campus administrators and staff.
	2.	The number of extra-curricular activities held outside of the normal school hours.	2.	Continue to implement Restorative Practices.
	3.		3.	Improved attendance from students and staff.
	4.		4.	
	5.		5.	
	6.		6.	

# Academic Excellence Goals

## Fort Worth Independent School District 2019-2020 Academic Excellence Goals Action Plan

Campus Name: 137 - Hubbard Heights ES

Principal: Martinez, Amparo

Executive Director: Hilda Caballero

SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	Literacy - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2019.	56.79	29.63	13.58	42%	
	Percent of students in grades K-2 reading on or above grade level as measured by MAP fluency will increase from beginning-of-year to end-of-year (baseline)				35%	
	Writing- Percent of students in Grade 4 writing on or above grade level, as measured by the STAAR on level standard for writing, will increase from 29% to 39% by June 2020.	60	29	10	39%	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 Title I	Second through fifth grade students will complete Achieve 3000 assessments three times per year to measure Lexile growth from 194 to 394. Lexile Growth: BOY 194 L, MOY 294 L, EOY 394 L.	<ol style="list-style-type: none"> <li>Administrators will review Achieve 3000 reports during weekly Leadership Team Meetings.</li> <li>Students and teachers will track their weekly scores.</li> <li>Administration will track Average Lessons per Week, Lesson Average Scores, and students receiving 75% or Higher on 1st Administration. This will be shared with parents by October 1st.</li> <li>Recognize students for reading improvement each six weeks (Most Improved, 100 Point Club, 75% or better on Achieve 3000 activities).</li> </ol>	Teacher(s)	5/28/2020	Title I	12,000		
2 Title I	Second through fifth grade students will complete two Achieve 3000 lessons per week with 75% or better on the first try and ensure students increase an average of 1.5 lessons per week to 2 lessons per week.	<ol style="list-style-type: none"> <li>Teachers will share their data during PLCs and Rtl meetings.</li> <li>Every student will track their data in their data folder.</li> <li>Teachers will post reading level growth (classroom and/or hallway).</li> <li>Identify students for Rtl interventions beginning Oct 8th.</li> <li>Student literacy groups will be adjusted at the minimum of three weeks based on student progress.</li> <li>Administrators will track the data during weekly team meetings and attend professional development to support PLCs.</li> </ol>	Teacher(s)	5/28/2020	Title I	300		
3 Title I	Use Fountas and Pinnell to progress monitor students in K-1 and Reading MAP data to progress monitor all students.	<ol style="list-style-type: none"> <li>Teachers will share their data during PLCs and Rtl meetings.</li> <li>Reading teachers will participate in MAP Reading professional development.</li> <li>Teacher will complete the campus F&amp;P spreadsheet every six weeks to discuss growth and different strategy implementation.</li> <li>Identify students for Rtl interventions beginning Oct 8th.</li> <li>Student literacy groups will be adjusted at the minimum of three weeks based on student progress.</li> </ol>	Teacher(s)	5/28/2020	Title I	7,007		



13								
14								
15								

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence:

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Mission Goals

## Fort Worth Independent School District 2019-2020 Mission Goals Action Plan

Campus Name: 137 - Hubbard Heights ES

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Executive Director: Hilda Caballero

SMART Goals	Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)	Baseline (BOY)	to Target	by Deadline
	Percent of students at grade level or above in Math will increase from	28%	38%	EOY
	Percent of students on or above grade level in science will increase from as measured by STAAR.	29%	38%	

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 Title I	100% of instructional staff will use the FWISD data analysis protocol for instructional planning by using the data to create action plans for interventions.	<ol style="list-style-type: none"> <li>1.Data analyst will support initiatives and facilitate data meetings, instructional planning days, and PLCs.</li> <li>2.Teachers will participate in instructional planning collaboration days to ensure alignment with instructional planning calendars.</li> </ol>	Teacher(s)	5/28/2020	Local (Basic Allotment)	13,837		
2 Title I	Based on MAP baseline data, students will set SMART goals for the year. This will be shared with parents Sept. 16th-Sept. 27th. Student and parents will participate in the goal setting and data tracking process.	<ol style="list-style-type: none"> <li>1. Students will track personal data for interims, benchmarks, fluency checks, Achieve 3000, and MAP growth.</li> <li>2.The data folders will be monitored at least each six weeks by campus administrators.</li> </ol>	Teacher(s)	5/28/2002	SCE	1,255		
3 Title I	Teachers and students will utilize online and supplemental resources to increase on or above grade levels in grades 3 through 5 from 28% to 38% as measured by STAAR data.	<ol style="list-style-type: none"> <li>1. Utilization of AR, MAP Reading and Math, and Prodigy.</li> <li>2.Utilize Success Maker for Tier 3 students.</li> <li>3.Students will have the opportunity to check out books from the library and take AR comprehension assessments. (9,000)</li> <li>4.Students will be recognized for meeting their goals.</li> <li>5.Technology (Chrome Cart) will be purchased to support campus and district software. (9,000)</li> </ol>	Teacher(s)	5/28/2020	Title I	18,000		
4 LEP	Increase student engagement by utilizing rigorous cross-curricular (all subjects) comprehension strategies.	<ol style="list-style-type: none"> <li>1. Purchase material to support ELL students.</li> <li>2.Campus administrators will monitor anchor charts and Turn and Talk implementation in all classrooms as noted in walk-through documentation in Eduphoria.</li> <li>3. Include ELPS in daily lessons.</li> </ol>	Teacher(s)	5/28/2020	Bilingual	2,047		
5 Title I	Implement project based learning for students identified as GT and top 10% to ensure that our third grade students increase their performance from 22% to 32% at the Masters level.	<ol style="list-style-type: none"> <li>1.Purchase materials/computers to enhance the curriculum and supplies needed for class projects.</li> <li>2.Provide weekly instruction to Gifted and Talented students through the weekly pull out program.</li> <li>3.Require students participate in district-wide fairs.</li> </ol>	Teacher(s)	5/28/2020	Gifted & Talented	130		

6	Title I	Introduce and monitor science vocabulary during 5th grade science lessons. Students will apply vocabulary to hand-on activities based on the Lead4ward Science Academic Vocabulary document.	<ol style="list-style-type: none"> <li>1. Teachers will use the STEMscopes material with fidelity.</li> <li>2. Teachers will present and participate in science professional development.</li> <li>3. Teachers will take the 5th grade STAAR to identify the grade each SE was introduced.</li> <li>4. Create a rubric that measures the use of science vocabulary in journals and science word walls.</li> <li>4. Students will reflect in their science journals weekly.</li> </ol>	Teacher(s)	5/28/2020	Local (Basic Allotment)	11,830		
7	Title I	Campus stakeholders will have an opportunity to attend Family Museum Night at the Fort Worth Science Museum.	<ol style="list-style-type: none"> <li>1. Teachers will align instruction with hands-on science demonstrations.</li> <li>2. Teachers will pre-teach science vocabulary to assist in comprehension at the museum.</li> <li>3. Families will participate in and visit the exhibits, planetarium shows and hands-on science demonstrations.</li> </ol>	Teacher(s)	11/19/2019	Title I	800		
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Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence:

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Learning Environment Goals

## Fort Worth Independent School District 2019-2020 Learning Environment Goals Action Plan

Campus Name: 137 - Hubbard Heights ES

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Executive Director: Hilda Caballero

SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	The number of parents using Parent Portal will increase percentage as measured by the School Profile from	15	20	EOY
	Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from	100	100	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 Title I	By June 2020, PTO membership will Increase membership from 20 members to 40 members.	1. Recruit new members by sending home flyers, sending Parent Link and Class Dojo messages, holding engaging PTO events. 2. Utilize social media (Twitter/Facebook) to communicate with parents. 3. The Parent Liaison will support the PTO, contact parents, and serve as a contact between the parents and staff. (8,280) 4. Snacks will be provided to encourage attendance at parent activities.	External Stakeholder	5/28/2020	Title I	8,280		
2 Title I	Continue to foster a positive learning environment campus wide by implementing our PBIS. This will be measured by a decrease in discipline referrals in focus from 54 to 44.	1. Increase Restorative Practices. 2. Host beginning of the year expectation assemblies for students. 3. Create classroom and school-wide Respect Agreements that will be utilized throughout the year.	Teacher(s)	5/28/2020	Title I	2,000		
3 Title I	100% of our students in grades 3-5 will actively participate in the Fitnessgram.	1. Monitor 3rd-5th grade students and PE teacher to ensure they are being tested.	Teacher(s)	12/20/2019	SCE	2,010		
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Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence:

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

