

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Campus Name: 167 - South Hills ES

Principal: Russell, Melissa

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: 96.5
Special Education: 6.9
Dual Language/ESL: 48
Gifted and Talented: 7.1

Career and Technology: 0
Percentage of at-risk students: 85.7
Percentage of English Language (EL) students: 51.3
Percentage of economically disadvantage students: 85.7

2019-2020 Campus Site-Based Committee

Name	Role
Melissa Russell	Principal
Michelle Dean	Other
Donna Williams	Teacher
Felix Martinez	Teacher
Haley Hamilton	Teacher
Sandra Shannonhouse	Teacher
Charles Seals	Campus Non-Teacher Professional
Daina Roberts	District Level Staff
Mr. Blackshear	Parent
Mrs. Cardona	Parent
Mrs. Casey	Parent
Dan Tatlock	Community Representative
Dottie Cook	Business Representative
Carolyn Conklin	Business Representative
Veronica Lopez	Community Representative

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for South Hills 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: Student Achievement 60 Domain 2: School Progress 67 Domain 3: Closing The Gaps 68	67 - Met Standard

Campus Distinction Designations

Academic Achievement in Mathematics: 0
Academic Achievement in Science: 0
Academic Achievemet in English Language Arts/Reading: 0
Top 25 Percent: Comparative Academic Growth: 0
Postsecondary Readiness: 0
Top 25 Percent: Comparative Closing the Gaps: 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.
Demographics	1. We do a good job of celebrating diversity	1. Excessive Tardies	1. Weekly PLCs to analyze assessment data and student work to track progress and the alignment of TEKs with curriculum.
	2. Dual-language Campus	2. Bilingual literacy Support Staff	
	3.	3.	3. Increase parental involvement in the areas of academics and behavior.
Student Achievement	1. Implemented and maintained the Student Data Protocol (SDP)	1. Intervention program needs stronger tools	4.
	2. PLCs were more focused	2. Academic incentives for lower grades	
	3. Incentivized Achieve 3000	3. More push-in support for Literacy and Math	
School Culture and Climate	1. Faculty Recognition (weekly)	1. Inconsistent discipline	
	2. Boystown' Social Skills focus of the week	2. More social skills tied to Boystown	
	3. Morning routine / greeting by ALL staff	3.	
Staff Quality/ Professional Development	1. Staff presented to staff - building teacher capacity	1. Campus-wide focus on Writing	
	2. Purposeful trainings with collaboration were offered	2. Alignment of curriculum and TEKs with a rigorous lesson	
	3.	3.	
Curriculum, Instruction, and Assessment	1. Strong support staff members	1. Training on IPCs - more extensive	
	2. Implementation and training on lead4ward	2. Clarity on curriculum - hard to navigate	
	3.	3.	
Family and Community Involvement	1. Strong PTA	1. More opportunities for parent education	
	2. Unified parent communication with Class Dojo and Parent / Student Handbook	2. Parent support - equal support in academic and behavioral decisions	
	3. Strong system of campus mentors and partners	3. Teach parents about website calendar	
School Context and Organization	1. Communication between principal and staff	1. Access for staff to add events to school calendar	
	2. Schoolwide calendar and 1 pager of important events for the entire school year	2. Clarify roles of Instructional Support Team	
	3.	3.	

Academic Excellence Goals

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

Campus Name: 167 - South Hills ES

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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.	59.52	21.43	9.52	43%	
	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)					

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	Success indicators - 3rd - 5th grades will meet our identified STAAR targets due to data analysis and intentional planning. Ms. Smith will monitor Achieve 3000 usage weekly to ensure that 100% of 2nd - 5th graders are completing the district required 2 lessons per week. By EOY, students should have completed 70 lessons.	Utilize Instructional Specialist to assist teachers with analyzing student performance data in Data Meetings and/or PLCs to make instructional decisions that directly impact student achievement and to mentor new and struggling teachers. Ms. Smith will monitor weekly Achieve reports. Establish Standard Data Protocol, Data Reports, Teacher Data Binders, Teacher Support Plans, PLC and Data Meeting Agendas, Data Displays in Data Room	Principal	6/1/2020	Title I	62,935	On Target	
2 Title I	Success indicators - 80% of students receiving interventions from the Teacher Assistant will increase in their reading behaviors and / or reading levels every six weeks as evidenced in the SDP. Student growth will be measured from BOY - MOY - EOY MAPS Fluency and Achieve 3000.	Utilize Bilingual Title 1 Teacher Assistant to provide interventions to support struggling students in Kinder - 5th grade. Create and Post Intervention Schedule, Weekly Progress Monitoring Reports to Principal Russell	Principal	6/1/2020	Title I	19,000	Not Started	
3 Title I	Success indicators - 100% of teachers that attend professional learning will redeliver the information to the staff, serve as campus point of contact for the respective PD, and implement the new learning as measured by feedback in Strive and thus yield an increase in student outcomes	Travel for teachers and/or Instructional Specialist to attend professional development opportunities. Redelivery of information learned during professional development session(s) with examples of how to implement	Principal	6/1/2020	Title I	3,000	On Target	
4 Title I	Success indicators - applicable PD will be redelivered to staff in PLCs with specific expectations for how new learnings will be implemented to impact instruction.	Principal Russell to attend professional development conferences (possibly ASCD Empower and TEPESA) - focus on student engagement strategies and data driven instruction. Assistant Principal Dean will select conferences to attend to support her role and needs. Redelivery of information learned during professional development session(s) with examples of how to implement - administrator feedback provided to classroom teachers in Strive will reflect new learning.	Principal	6/1/2020	Title I	5,000	On Target	

5	Title I	Increase percentage of 2-3 grade students completing 2 Achieve 3000 lessons per week at 75% or higher on the first try and incentivize students/classrooms for achievement and progress - incentive program. Success indicators - 75% of students will score 75% on the first try of the Achieve article and 100% of students will complete 2 lessons per week. By EOY, students will have completed 70 lessons.	Instructional Specialist will print weekly Achieve reports to monitor 100% of students completing 2 lessons per week at 75% or higher on 1st try. Students will attend the weekly incentive store.	Assistant Principal	6/1/2020	Title I	1,200	On Target	
6	Title I	Success indicators - an established, intensive intervention block for Kinder - 3rd grade in which 70% of students will show progress from BOY baseline to EOY as measured by F&P, MAPS Fluency and/or Achieve 3000	Purchase TEKS Aligned Literacy Resources for an Intensive Intervention Program / Small Group Guided Reading. Purchase supplemental Literacy materials for intensive intervention program and small group guided reading. Progress monitoring and frequency of progress monitoring will be measured based on Intervention Program standards.	Principal	6/1/2020	Title I	9,000	On Target	
7	Title I	Quality Literacy Presentations - 100% of teachers that attend professional learning will redeliver applicable information from the PD in PLCs and will implement a new practice in their classroom and provide feedback on how it was effective and impactful.	Purchase supplies and materials to make campus professional development engaging and impactful on student achievement. For example, the staff will participate in a year long book study - Marching Off the Map to learn new strategies for engaging our ever-changing student needs and learning styles. Each grade level has been assigned a chapter that they will present at Faculty Meetings throughout the year.	Instructional Leadership	6/1/2020	Title I	3,500	On Target	
8	Title I	Schoolwide participation in Accelerated Reader program. Success indicators - 70% of students will show progress from BOY baseline reading to EOY results as measured by Achieve 3000 for grades 2-5 and MAPS Fluency BOY results for K and 1st grade	Purchase licenses for 1st - 5th grade for students in English and Spanish, monthly AR Progress Reports. Librarian will monitor AR usage monthly to ensure that students are meeting their goals and showing growth. AR Celebrations will be held each six weeks to celebrate the students that have met their goals.	Other	6/1/2020	Local (Basic Allotment)	9,000	On Target	
9	Title I	Success indicators - 80% of our students in grades 2-3 will have an average of 75% on Achieve articles and complete 2 lessons per week. 100% of student in K-1 will participate in MAPS fluency and show adequate growth as determined by program standards.	Technology purchases to support Achieve 3000 and MAPS Fluency. Purchase additional Chromebooks. Establish and maintain a weekly chromebook cart schedule to ensure that all students have access to technology based learning.	Principal	12/1/2020	Title I	10,999	On Target	
10	Title I	Success indicators - 100% of teachers will have the materials necessary to provide quality, engaging lessons that directly improve student achievement	Purchase supplies as needed to support students and quality instruction throughout the year as needed.	Principal	6/1/2020	Title I	16,478	On Target	
11	Title I	Improve Literacy strategies through new and engaging Library Media services. Success indicators - 100% of students in Pre-K through 5th grade will visit the Library every six weeks on a rotating schedule.	Mrs. Malott will attend the annual Librarian conference and implement new learnings in the Library, with students and teachers.	Principal	6/1/2020	Title I	500	On Target	
12	Title I	Success indicators - students will leave homework club with either 100% of their homework complete or a mastery of how to complete the homework at home.	Staff will provide after school, targeted support to struggling students in the Homework Club. Set a timeline for starting the Homework Club and secure high quality teachers to provide the targeted support. Attendance will be taken daily and the progress of students in the Homework Club will be measured using a tool developed by the coordinator.	Instructional Leadership	6/1/2020	Title I	3,000	On Target	

13	Title I	Success indicator - 100% of teachers attending professional development will have a substitute to cover their class while they receive professional development.	Provide subs for teachers when they are out of the classroom / building for professional development opportunities. Identify professional development sessions and the teachers that will attend. Develop timeline for redelivery of training.	Instructional Leadership	6/2/0020	Title I	4,000	On Target
14	LEP	Success indicator - 70% or more of 3rd and 4th grade students will be at approaches or higher on STAAR Reading / Writing 2020.	Literacy resources will be purchased for our bilingual students to help prepare them for mastery on STAAR. Research and get feedback on the different available resources for purchase. Secure quotes and purchase the resources.	Instructional Leadership	6/2/2020	Bilingual	2,093	On Target
15	SPED	Ensure that ALL identified SPED students are receiving the support they need to successfully master the goals on their IEPs. Success indicator - all identified SPED students will master at least 1 goal from each section of their IEP.	Special Education - resources will be purchased and teachers will attend professional development sessions to ensure that all SPED students are receiving the support they need to successfully master the goals on their IEPs. Identify and monitor progression towards mastering IEP goals each six weeks. Determine which resources need to be purchased and which professional development sessions would be most beneficial.	Instructional Leadership	6/2/2020	Special Education	2,688	On Target

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

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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	65%	70%	EOY
	Percent of students at grade level or above in Science will increase from	50%	70%	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	Success indicators - 80% of students in 3rd, 4th and 5th grades will show gains from BOY to EOY interim assessments and BOY - MOY - EOY MAPS Fluency due to data analysis, lesson alignment and planning.	Title 1 Math Coach will work with 3rd - 5th Math teachers to identify priority SEs and monitor the teaching of SEs as well as pulling SG of 3rd - 5th students to provide specific interventions in targeted areas of weakness determined by interim and BM assessments. Establish schedule for Title 1 Math Coach that will work with a specific grade level each six weeks and identify areas for growth. 1st - 2nd, 2nd - 1st, 3rd - Kinder. Spring schedule will be determined based on benchmark data.	Principal	6/1/2020	Title I	66,315	On Target	
2 Title I	Success indicators - 100% of teachers that attend professional learning will redeliver information and implement the new learning as measured by feedback in Strive and thus yield an increase in student outcomes	Teachers and Instructional Specialist will attend professional development sessions based on problem solving strategies. Participants will redeliver information learned during professional development session(s) with examples of how to implement. Administrators will look for examples of implementation during walkthroughs.	Instructional Leadership	6/1/2020	Title I	1,500	On Target	
3 Title I	Quality Math and Science Professional Development, Supplies and Materials for Professional Development. Success indicators - 100% of teachers that attend professional learning will implement a new practice in their classroom and provide feedback	Campus Math Coach will select professional development topics and sessions based on STAAR performance data. Purchase supplies and materials to make campus professional development engaging and impactful on student achievement.	Instructional Leadership	6/1/2020	Title I	1,000		
4 Title I	Success indicators - 100% of teachers attending professional development will have a substitute in their absence.	Provide subs for teachers when they are out of the classroom / building for professional development opportunities. Identify professional development sessions and the teachers that will attend. Develop timeline for redelivery of training.	Instructional Leadership	6/1/2020	Title I	2,000	On Target	
5	State Compensatory Education ADA - create a plan that will incentive students to be at school every day. Success indicators - our attendance rate will increase from 95.56% to 96.5%.	Attendance Committee will meet on August 26, 2019 to create our Attendance Plan and action steps for the year. Committee members will begin implementing steps to increase student attendance. Committee will review attendance data each six weeks.	Instructional Leadership	6/2/2020	SCE	7,104	On Target	

6	Gifted and Talented Enrollment - information will be delivered to teachers and parents to successfully prepare them for nominating students for Gifted and Talented. Success indicator - the number of students nominated in 2019-2020 will increase 5% from the number of students nominated in 2018-2019.	GT Lead Teacher will train teachers on how to nominate students and prepare a portfolio. GT Lead Teacher will provide all parents will information on how to nominate their child for GT.	Other	6/2/2020	Gifted & Talented	482	On Target	
7	Increase attendance levels.	Provide pizza parties each six weeks for students with perfect attendance. Purchase prizes to incentive attendance.	Principal	6/2/2020	Local (Basic Allotment)	6,000	On Target	
8	Maintain our positive learning environment and improve our target areas of lesson alignment and student engagement.	<ul style="list-style-type: none"> - Secure quality cafeteria monitors - Provide security for after hours school events - Purchase furniture and equipment - Purchase general supplies to support instruction - Maintain the physical building - Teacher and Administrator attendance at professional development 	Principal	6/2/2020	Local (Basic Allotment)	32,966	On Target	
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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

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	Campus will increase number of classes/workshops for families (parenting skills, family support, child development, etc.) as measured by the School Profile from	0	25	EOY
	PBIS - The number of 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease for target student groups from	30	5	EOY
	Health Related Elementary - (Target 75%) Percentage of the 30 health lessons Grades K-5 the school health teacher delivers will increase from	50%	75%	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	Increase meaningful parental engagement opportunities.	Employ Parent Liaison. Identify and purchase necessary supplies to support parental involvement. Secure the buses for the families and advertise the event to all families. Parent Involvement in Family Science Night at the Fort Worth Museum of Science and History - 40% of students and family will attend. Provide healthy snacks for parents to promote participation in school events such as Literacy Night, Math / Science Night and "Refreshments with Russell." Schedule the core event	Instructional Leadership	6/1/2020	Title I	3,767	On Target	
2	Decrease our number of out of school suspensions.	Counselors will provide monthly trainings on PBIS strategies and will check for implementation during guidance lessons. Counselors will provide guidance lessons in every classroom.	Assistant Principal	6/2/2020			On Target	
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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:

