

## Fort Worth Independent School District 2020-2021 Campus Improvement Plan

**Principal:** Benavides, Kimberly

**Campus Name:** 115 - Clarke ES, George C.

**Executive Director:** Jill Balzer

### 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 2021.

**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 2021.

**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 2021.

### School Profile

#### Student Enrollment by Program

Attendance Rate: 85

Special Education: 8.6

Dual Language/ESL: 39.9

Gifted and Talented: 9.5

Career and Technology: 0

Percentage of at-risk students: 68

Percentage of English Language (EL) students: 43.4

Percentage of economically disadvantage students: 93.6

### 2020-2021 Campus Site-Based Committee

Name	Role
Kimberly Benavides	Principal
Brenda Fouse	District Employee Relations Council Representative
Juan Garcia	District Employee Relations Council Representative
Alisa Williams	Campus Non-Teacher Professional
Saul Cisneros	Parent
Michelle Hernandez	Parent
Nelson Cedillo	Teacher
Estela Ortiz	Teacher
Joel Menchaca	Teacher
Shannon Brewer	Teacher
Jasmine Hill	Teacher
Angelica Ortiz	Teacher
Pat Hardy	Community Representative
Stephanie Davila	Business Representative

### Accountability Summary

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

Beginning with 2021-2022, 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> 59	84 - B
Domain 2: <b>School Progress</b> 89	
Domain 3: <b>Closing The Gaps</b> 72	

#### 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: 1

Postsecondary Readiness: 0

Top 25 Percent: Comparative Closing the Gaps: 0

### Campus Assurances and Certification for the 2020-2021 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 2020-2021

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weaknesses?	Priorities Three to five needs that require intervention. Needs should be prioritized to create the greatest impact.
<b>Demographics</b>	1. 93.6 Economically disadvantaged	1. Trauma based relational intervention support for staff and parents	1. 1. Improve student performance in all academic areas.
	2. 43.4% English Learners (33% in Dual Language Program); 89% Hispanic	2. Racial Equity work for teachers, students, families	2. 2. Align expectations across grade levels and programs.
	3. increased transiency (13.2%) due to changes in neighborhood (home prices)	3. Technology PD for parents	3. 3. Increase meaningful and instructionally (tech) focused parental engagement.
<b>Student Achievement</b>	1. State Rating of B overall	1. Increase number of students at all STAAR categories (App, Meet, Mast)	4.
	2. Distinction Designation for Comp Aca Growth	2. Domain 1 below state standard - continue work in Met Std	5.
	3. Primary Grades closing reading gaps faster than upper grades	3. Literacy focus in all contents and at all levels	
<b>School Culture and Climate</b>	1. Low teacher attrition	1. Teacher leadership roles expanded and formalized	
	2. low discipline referrals	2. consistency in classroom mgmt protocols and common area expectations	
	3. Teacher competition and success is valued	3. Celebrate successes regularly and with clarity to improve culture.	
<b>Staff Quality/ Professional Development</b>	1. Campus based PD by staff	1. Leadership development among teachers (will support culture & climate)	
	2. Coaching culture across campus	2. Continuation of Instructional Coaching using NTC tools	
	3. Ongoing book studies across campus	3. Integrate learning into campus-wide systems	
<b>Curriculum, Instruction, and Assessment</b>	1. Teacher content knowledge	1. instructional strategies differ between grade levels	
	2. Looping where feasible for student consistency and teacher growth	2. Reading support (small group and one-to-one in PK-2)	
	3. Assessment data considered regularly for instructional improvement	3. Vocabulary support of EL and all students (Spanish & English)	
<b>Family and Community Involvement</b>	1. Parent programming, home visits, extracurriculars for students	1. Increase number of teachers conducting home visits	
	2. Functioning PTO board of officers	2. need to increase parent participation in decision making	
	3. Opportunities for parent voice monthly	3. Need to increase parent representation	
<b>School Context and Organization</b>	1. Instructional Leadership Team meets regularly	1. need to increase teacher leader participation and voice	
	2. Instructional Coaching	2. Caseloads of two Instructional Coaches are successful - move caseloads to include more teachers.	
	3. Small Group schedules	3. small group and sped/DX scheduling prioritized to diversify instruction based on student needs	

# Academic Excellence Goals

## Fort Worth Independent School District 2020-2021 Academic Excellence Goals Action Plan

Campus Name: 115 - Clarke ES, George C.

Principal: Benavides, Kimberly

Executive Director: Jill Balzer

SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	Early Literacy -Increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Reading from 34% to 47% by August 2024.	--	49.00	--	49	
	Increase the percentage of students who score at meets grade level or above in writing from 18% to 35% by May 2021.	44	18	7	35	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	Coordinate and implement interventions for early childhood (grades K-3) to support student growth in reading, which will increase overall student achievement on STAAR by May 2021.	One-on-one tutorials for students identified as reading below grade level up to grade 3 - purchase equipment, supplies, and materials necessary to implement strategy (contracted service) - Reading Partners	Principal,Assistant Principal,Instructional Leadership,External Stakeholder,Other	10/23/2020	Local (Basic Allotment)	10,000	On Target	Small group and one-on-one intervention for all early learners and students in grades 3-5 reading below grade level; expected growth per student of one or more years.
2 Title I	Coordinate and implement interventions for early childhood (grades K-3) to support student growth in reading, which will increase overall student achievement on STAAR by May 2021.	Small group reading intervention support for all students; targeted LLI instruction and monthly monitoring of progress using F&P assessment. 1. Hire FWCP Reading Interventionist (FWCP funds) 2. Purchase supplemental materials to support intervention and training of small group instructors (Title I funds)	Principal,Assistant Principal,External Stakeholder	4/30/2021	Title I	500	On Target	Small group and one-on-one intervention for all early learners and students in grades 3-5 reading below grade level; expected growth per student of one or more years.
3 LEP	Coordinate and implement interventions for early childhood (grades K-3) to support student growth in Spanish proficiency in reading, which will increase overall student achievement on STAAR by May 2021.	Small group instruction in Spanish reading for students in Dual language program - purchase equipment, supplemental materials necessary to implement strategy. (CAI TA)	Principal,Assistant Principal,Other	4/30/2021	Title I	28,000	On Target	Students will will make at least one year's growth in Spanish reading as evidenced by STAAR Spanish and local Spanish campus assessments.
4 LEP	Coordinate and implement interventions for early childhood (grades K-3) to support student growth in Spanish proficiency in reading, which will increase overall student achievement on STAAR by May 2021.	Small group instruction in Spanish reading for students in Dual language program - purchase equipment, supplemental materials necessary to implement strategy. (Instructional TA)	Principal,Assistant Principal,Other	4/30/2021	Title I	21,000	Below Target	Students will will make at least one year's growth in Spanish reading as evidenced by STAAR Spanish and local Spanish campus assessments.
5 LEP	Coordinate and implement interventions for early childhood (grades K-3) to support student growth in Spanish proficiency in reading, which will increase overall student achievement on STAAR by May 2021.	Decrease age of library collection; increase number of subscriptions to grade level text that can be accessed virtually. (\$15 per student)	Principal,Other	10/30/2020	Title I	6,450	Not Started	Students will will make at least one year's growth in Spanish reading as evidenced by STAAR Spanish and local Spanish campus assessments.

6	SPED	Provide targeted weekly support to students at all performance levels in reading and writing (approaches, meets, masters, below).	Training for writing teachers; data analysis and formative assessment alignment (Lead4ward) - on site PD; supplies and teacher materials needed; substitutes for on campus PD and planning	Teacher(s)	12/14/2020	Title I	1,250	Not Started	Students in special education will develop writing and reading skills through targeted, skills based interventions to increase achievement at a rate of one or more year's growth by April 2021.
7	SPED	Provide targeted weekly support to students at all performance levels in reading and writing (approaches, meets, masters, below).	Ongoing intervention and instructional writing support for teachers during PLC to support struggling students; purchase of supplies and literature to support PD.	Principal,Assistant Principal,Instructional Leadership	5/21/2021	Special Education	3,077	Not Started	Students in special education will develop writing and reading skills through targeted, skills based interventions to increase achievement at a rate of one or more year's growth by April 2021.
8	LEP	Students will interact virtually with intervention and grade level computer aided software to learn new skills and practice skills previously taught. Progress data will be analyzed weekly by teachers and instructional leadership team.	Nearpod subscription (support for virtual instruction) (2000); Education Galaxy (5000) for Eng & Span online instructional support in all contents			Title I	7,000		Academic growth in all content areas; student data tracking in intervention and grade level progress
9	LEP	Students will interact virtually with intervention and grade level computer aided software to learn new skills and practice skills previously taught. Progress data will be analyzed weekly by teachers and instructional leadership team.	Materials, training, and supplies for teacher data tracking and analysis.	Principal,Assistant Principal,Teacher(s)	4/30/2021	Local (Basic Allotment)	500	On Target	Academic growth in all content areas; student data tracking in intervention and grade level progress
10	LEP	Students will interact virtually with intervention and grade level computer aided software to learn new skills and practice skills previously taught. Progress data will be analyzed weekly by teachers and instructional leadership team.	Purchase supplies and supplemental materials to support implementation and monitoring of goal.	Principal,Teacher(s)	4/30/2021	Title I	6,280	On Target	Academic growth in all content areas; student data tracking in intervention and grade level progress
11	SPED	Specialized supports and interventions including parent training for students with special learning and behavioral needs.	Classroom and student supplies; paper, pencils, folders, etc. for instructional engagement at home and in person; manipulatives and books for small groups	Principal,Other	9/25/2020	Title I	2,500	On Target	Students in general SPED, Dyslexia, and SEAS will increase their academic achievement scores in reading and writing by a minimum of 1.5 year's growth by the end of May 2021.

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 2020-2021 Mission Goals Action Plan

Campus Name: 115 - Clarke ES, George C.

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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	32	45	EOY
	Percent of students at or above grade level in science will increase from	18	35	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	Science camps held in person (as allowed) and virtually to engage students at all levels of science proficiency in order to improve achievement at meets and masters levels.	After hours pay for teachers to instruct Saturday camps in science; purchase of supplemental materials for student use in science.	Instructional Leadership, Teacher(s)	2/5/2021	Gifted & Talented	266	Not Started	All students will make academic gains in science monthly as evidenced by objectives based local assessments and Ed. Galaxy online diagnostics for science.
2 Title I	Science camps held in person (as allowed) and virtually to engage students at all levels of science proficiency in order to improve achievement at meets and masters levels.	Saturday camps in science; purchase of supplemental materials for student use in science. Teacher extra duty.	Principal, Assistant Principal, Instructional Leadership	2/5/2021	Bilingual	867	Not Started	All students will make academic gains in science monthly as evidenced by objectives based local assessments and Ed. Galaxy online diagnostics for science.
3 Title I	Science camps held in person (as allowed) and virtually to engage students at all levels of science proficiency in order to improve achievement at meets and masters levels.	After hours pay for teachers to instruct Saturday camps in science; purchase of supplemental materials for student use in science.	Principal, Assistant Principal, Instructional Leadership	2/5/2021	SCE	3,180	Not Started	All students will make academic gains in science monthly as evidenced by objectives based local assessments and Ed. Galaxy online diagnostics for science.
4 Title I	Science camps held in person (as allowed) and virtually to engage students at all levels of science proficiency in order to improve achievement at meets and masters levels.	Family Night at the Science and History Museum (\$500 fee) plus purchase of transportation to increase family access to science; additional purchase of materials for home engagement in science TEKS.	Teacher(s), External Stakeholder, Other	2/26/2021	Title I	1,200	On Target	All students will make academic gains in science monthly as evidenced by objectives based local assessments and Ed. Galaxy online diagnostics for science.
5 Title I	Science camps held in person (as allowed) and virtually to engage students at all levels of science proficiency in order to improve achievement at meets and masters levels.	After hours pay for teachers to instruct Saturday camps in science; purchase of supplemental materials for student use in science.	Principal, Instructional Leadership, Teacher(s)	1/15/2021	Title I	5,000	Not Started	All students will make academic gains in science monthly as evidenced by objectives based local assessments and Ed. Galaxy online diagnostics for science.
6 Title I	Targeted instructional groups and professional learning for group leaders (instructional staff) to improve student achievement in math for below, approaches, meets, and masters student groups.	Professional Learning for teachers; Virtual instruction strategies in math; objective alignment in math - purchase supplemental materials and instructional supplies to implement strategy	Instructional Leadership, Teacher(s)	2/5/2021	Title I	2,500	Not Started	All student groups will make academic gains of at least one academic year by May 2021.

7	Title I	Targeted instructional groups and professional learning for group leaders (instructional staff) to improve student achievement in math for below, approaches, meets, and masters student groups.	Ongoing tracking and analysis of MAP math data and local assessment data; purchase supplemental materials for implementation of aligned locally developed math assessments based on learning objectives (PD on site - sub pay)	Instructional Leadership	1/29/2021	Local (Basic Allotment)	742	Not Started	All student groups will make academic gains of at least one academic year by May 2021.
8	Title I	Targeted instructional groups and professional learning for group leaders (instructional staff) to improve student achievement in math for below, approaches, meets, and masters student groups.	Purchase math materials for grades 1-3 aligned to STAAR to improve performance in math problem solving (Mentoring Minds online access); PD for teachers	Instructional Leadership, Teacher(s)	9/25/2020	Title I	6,000	On Target	All student groups will make academic gains of at least one academic year by May 2021.
9	Title I	Targeted instructional groups and professional learning for group leaders (instructional staff) to improve student achievement in math for below, approaches, meets, and masters student groups.	Purchase supplies and supplemental materials to support implementation and monitoring of goal.	Principal, Teacher(s)	4/30/2021	Title I	6,280	On Target	All student groups will make academic gains of at least one academic year by May 2021.
10	Title I	Increase student access to instructional technology through the purchase of Chromebook Carts for use on campus in all academic areas.	Purchase Chromebook carts (X2) as approved by SBDM 2020.	Principal, Assistant Principal	12/4/2020	Title I	26,690	Not Started	All grade levels will have access to portable carts of technology (Chromebooks). Campus will increase number of locally owned devices from 120 to 180 by December 2020.

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 2020-2021 Learning Environment Goals Action Plan

Campus Name: 115 - Clarke ES, George C.

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	Parent organization membership will increase as measured by the School Profile from	10%	40%	February 2021
	PBIS - Disproportionate 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease in % for target student groups as compared to campus enrollment from	5%	0%	May 2021
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from	50%	75%	May 2021

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	Engage parents and staff as active members of the parent teacher organization at the school through increased opportunities for leadership and shared decision making.	Purchase supplies and supplemental materials for parent center and parent training in leadership.	Principal,Assistant Principal,Instructional Leadership	10/30/2020	Title I	806	Not Started	Hold all campus elections to determine new PTO board;
2 Title I	Engage parents and staff as active members of the parent teacher organization at the school through increased opportunities for leadership and shared decision making.	Train all PTO elected officers and teacher leaders through Texas PTA	Principal	1/15/2021	Title I	250	Not Started	Hold all campus elections to determine new PTO board;
3 Title I	Engage parents and staff as active members of the parent teacher organization at the school through increased opportunities for leadership and shared decision making.	Monthly awards for students with celebration of families: Cougar Character awards; purchase food and award items to celebrate student achievement.	Assistant Principal,Teacher (s),Student Support Services	4/30/2021	Title I	550	On Target	Hold all campus elections to determine new PTO board;
4 Title I	Engage parents and staff as active members of the parent teacher organization at the school through increased opportunities for leadership and shared decision making.	Food to encourage parent participation in events; awards for parents	Assistant Principal,Student Support Services	4/30/2021	Title I	1,000	Not Started	Hold all campus elections to determine new PTO board;
5 Title I	Engage parents and staff as active members of the parent teacher organization at the school through increased opportunities for leadership and shared decision making.	Extra duty for support staff to provide tutorials and after hours support to families	Student Support Services	2/26/2021	Local (Basic Allotment)	1,200	On Target	Hold all campus elections to determine new PTO board;
6 Title I	Training for teachers to improve their ability to support students experiencing trauma; intervention supports (PBIS) for behavior used consistently across grade levels.	Professional learning and planning supplies for teacher use; visual tracking of campus expectations. 1. Momentous Institute (trauma informed teaching for the new normal) scheduled for all instructional staff Sept. 15 - paid by FWCP. 2. Character awards in class 3. Teacher awards for management, implementation of new learning, and decreased behavioral incidents.	Assistant Principal	4/30/2021	Title I	1,500	On Target	Student discipline referrals will decrease to zero out of school suspensions.
7 Title I	Training for teachers to improve their ability to support students experiencing trauma; intervention supports (PBIS) for behavior used consistently across grade levels.	Professional Development and book study to increase awareness of support of EL students through lens of racial equity and high expectations.	Assistant Principal	4/30/2021	Title I	2,100	On Target	Student discipline referrals will decrease to zero out of school suspensions.

8	Title I	Social Emotional Learning and physical/emotional health will be taught regularly (scheduled daily) in all PK-5 classes.	Campus wellness committee will create SEL lessons for teachers and students; lesson videos will be shared weekly with daily follow up activities starting Sept. 2020. Purchase of supplemental materials and supplies to support SEL for students and staff.	Instructional Leadership, Teacher(s)	9/8/2020	Title I	1,500	On Target	Teacher and student absences will decrease as a result of improved overall well-being; the percent of reported health lessons will be 100.
9	Title I	Social Emotional Learning and physical/emotional health will be taught regularly (scheduled daily) in all PK-5 classes.	Custodial and nurse supplies will be provided to increase safety of students and staff.	Principal	11/13/2020	Local (Basic Allotment)	1,400	On Target	Teacher and student absences will decrease as a result of improved overall well-being; the percent of reported health lessons will be 100.

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:



