

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

**Principal:** Flagler, DuVaughn

**Campus Name:** 123 - Dillow ES, S.S.

**Executive Director:** Susan Hernandez

## 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: 45

Special Education: 4

Dual Language/ESL: 56.7

Gifted and Talented: 5.7

Career and Technology: 0

Percentage of at-risk students: 79

Percentage of English Language (EL) students: 58

Percentage of economically disadvantage students: 98.3

## 2020-2021 Campus Site-Based Committee

Name	Role
Vaughn Flagler	Principal
Ylana Rhynes	Additional Representative Appointment
Daniela Collazo	Additional Representative Appointment
Lilly Belew	Additional Representative Appointment
Cachet Brookins	Additional Representative Appointment
James Hentz	District Level Staff
Tonia McClairen	Campus Non-Teacher Professional
Sarah Bedolla	Campus Non-Teacher Professional
Brett Tarpley	Teacher
Amy Bailey	Teacher
Monica Rojas	Teacher
Artheria Muldrow	Teacher
Kirchanda Johnson	Teacher
Keisha Shears	Teacher

## Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for Dillow ES, S.S.. 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> 60	68 - D
Domain 2: <b>School Progress</b> 70	
Domain 3: <b>Closing The Gaps</b> 62	

### Campus Distinction Designations

Academic Achievement in Mathematics: 0

Academic Achievement in Science: 0

Academic Achievement 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 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. We are a dual language campus with a diverse student and teacher population.	1. Parent involvement to support school and learn how to best support students at home.	1. LLI will be resumed to begin the school year and we will search for and purchase more rigorous materials to help improve school-wide literacy. 2. We will collaborate with other campuses to gain more knowledge and ideas on how to grow & improve instructionally with a focus on literacy. 3. More vertical team meetings to provide a deeper view into what is needed from teachers to best serve students.
	2. After school programs with a primary focus on female students such as FWAS, girl scouts and Diamond Girls.	2. We need more male representation and mentor-ship programs for our male students to improve academics and behavior.	
	3. All students are offered free & reduced lunch.	3. More technology resources for students and technical support for parents.	
<b>Student Achievement</b>	1. 2nd grade scores in math & reading consistently performed at the top of the district on district assessments.	1. Due to Covid, students having to learn virtually and unfamiliarity with technology use our students have been set back academically and socially.	4. 5.
	2. 5th grade math & science have continued to grow and perform well on STAAR tests.	2. More aligned and quality instructional resources to provide students with more in depth and challenging learning.	
	3. Our AR program has continued to grow and improve students joy to read which has helped improves students reading levels.	3. More quality teachers and support staff to support large classroom sizes and fill teacher vacancies.	
<b>School Culture and Climate</b>	1. We are continuing our school beautification project to promote school and community unity.	1. Supporting teachers as they figure out how to prioritize their health, family and profession.	
	2. Our improved school culture has improved our overall school attendance (Teachers & Students) and collaboration.	2. Overall building functionality with the lack of space, storage & restrooms for students and staff.	
	3. We have a created a positive environment that is focused on doing what is best for students.	3. SEL support for students and staff upon return.	
<b>Staff Quality/ Professional Development</b>	1. The ILT has started developing and carrying out instructional growth and support plans for grade levels and teachers.	1. Our staff wants and needs quality training on required and recommended programs & resources.	
	2. More teachers have began to take instructional leadership roles sharing best practices at staff meetings and leading vertical team meetings.	2. Teachers desire more purposeful and useful training's that will improve their teaching & student outcomes.	
	3. Teachers & staff are becoming more efficient with how to use Google Drive Apps.	3.	
<b>Curriculum, Instruction, and Assessment</b>	1. LLI will continue to be implemented across lower grade levels to improve students reading skills to grow in all subject areas.	1. We need more reading & writing resources (DL & RP) with appropriate rigor.	
	2. Learning walks were carried out regularly for teachers to learn about and improve instruction from teachers with strenghts in specific instruction areas.	2. Teachers need more support on how to teach skills/TEKS and to move away from dependence on district resources.	
	3. Vertical team meetings continue to give teachers a overall view of where students need to be and what is needed from them as teachers.	3.	

<b>Family and Community Involvement</b>	1.	Our parent involvement grew throughout the school year with parents volunteering more in classrooms, field trips and after school.	1.	More family and community advocacy for students by teachers and parents.
	2.	We transitioned from less paper and more electronic communication through parentlink, email and social media.	2.	More opportunities to expose parents to forms of communication and how to use the various programs to communicate.
	3.		3.	
<b>School Context and Organization</b>	1.	ILT being thorough & consistent with instructional feedback & follow up.	1.	Untouchable time for more PLC, Vertical, ILT and staff meetings.
	2.		2.	
	3.		3.	

# Academic Excellence Goals

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

Campus Name: 123 - Dillow ES, S.S.

Principal: Flagler, DuVaughn

Executive Director: Susan Hernandez

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.	--	31.00	--	40%	
	All grade level growth on STAAR ELA/Reading		27%		40%	EOY
	All grade level growth on STAAR Math		34%		45%	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	ESF 5.1 Successful implementation of LLI with a focus on reading comprehension and fluency.	ILT will efficiently coach teachers on the most effective use of LLI. Follow ups and coaching will improve teacher instructional delivery & students outcomes. LLI materials and training's will be provided.	Instructional Leadership, Teacher(s)	10/30/2020	Title I	7,500	Not Started	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.
2 Title I	ESF 5.1 Successful implementation of PLC's with a student centered focus, collaboration and improved instruction.	Specificity with the planning and carrying out of PLC meetings by ILT which promotes the transition of more teacher ownership of the process	Instructional Leadership, Teacher(s)	11/20/2020	Title I	0	On Target	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets.
3 Title I	Successful implementation of Spanish to English instruction in grades 3-5 with a focus on students transitioning to middle school successfully.	Instructional coaches collaborating & coaching ELA & SLA teachers across all grade levels to ensure the proper instruction and time allotment for English & Spanish instruction.	Instructional Leadership, Teacher(s)	10/30/2020	Bilingual	1,414	Below Target	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets.
4 Title I	ESF 5.3 Successful implementation of the Data Analysis Meeting Protocol with a focus on the ILT.	Data analysis training, practice and feedback on improvement and best practices.	Instructional Leadership	10/2/2020	Title I	0	On Target	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.
5 Title I	ESF 5.1 Successful assessing of students comprehension of instruction in order to adjust and improve instructional practices.	ILT collaboration on creation of assessments. Purchasing of All-In-Learning clickers to assess and gather data more efficiently.		9/14/2020	Title I	5,200	On Target	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets. Students will increase STAAR Math scores as a collective reaching our goal of increased improvement from 34% meets to 45% meets.

6	Title I	Successfully provide students with more reading opportunities with the promotion of increasing students enjoyment of reading & reading levels.	Purchase and effective roll out and implementation of Accelerated Reader Program. Training teachers on how to use program effectively. Weekly student & teacher recognition for usage and growth.	Instructional Leadership,Teacher(s)	9/15/2020	Title I	6,000	Not Started	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.
7	Title I	ESF 5.3 Successfully use all data to provide teachers with targeted instruction to improve student outcomes.	Data Analyst will breakdown data to improve instruction. Data Analyst will teach teachers how to best use data to best support students.	Other	10/30/2020	Title I	72,983	On Target	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets. Students will increase STAAR Math scores as a collective reaching our goal of increased improvement from 34% meets to 45% meets.
8	Title I	ESF 5.3 Successfully support testing such as online assessments and use of computer programs such as MAP.	Computer lab assistant will primarily support the Data Analyst & ILT. The assistant will help with MAP and other computer testing. The assistant will also support teachers with use of computer lab and computer usage.	Principal,Other,Data Analyst	9/15/2020	Title I	22,829	On Target	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets. Students will increase STAAR Math scores as a collective reaching our goal of increased improvement from 34% meets to 45% meets.
9	Title I	ESF 5.1 Successfully support teachers with the implementation of quality instruction.	Assistant will work with all grade levels providing teachers with support to allow teachers to focus more on instruction.	Principal,Teacher(s),Other	11/2/2020	Title I	21,000	Not Started	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets. Students will increase STAAR Math scores as a collective reaching our goal of increased improvement from 34% meets to 45% meets.
10	Title I	Successful implementation of GT program for GT and extension activities.	Purchasing of materials for gifted & talented projects & instruction.	Principal,Teacher(s)	10/16/2020	Gifted & Talented	194	On Target	Students will increase STAAR Reading scores as a collective reaching our goal of increased improvement from 27% meets to 40% meets. Students will increase STAAR Math scores as a collective reaching our goal of increased improvement from 34% meets to 45% meets.

11	Title I	Effectively provide teachers & students in special education with the materials and resources they need to guide instruction & improve student outcomes.	Provide training opportunities to SPED staff on best teaching practices. Purchasing of resources that students can use on campus and at home to close learning gaps.		10/30/2020	Special Education	1,781	On Target	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.
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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:

# Mission Goals

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

Campus Name: 123 - Dillow ES, S.S.

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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 Reading will increase from	27	40	EOY
	Percent of students at grade level or above in Math will increase from	34	45	EOY
	Increase in the distribution of positive office referrals (PBIS) and student recognition with communication to parents and entire school.	45	150	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	ESF 5.3 Accessibility to more technology to successfully carry out virtual instruction and completion of testing and district requirements such as MAP.	The purchasing of chromebook carts and ipads to meet the technology needs of students.	Principal	10/30/2020	Title I	27,188	On Target	Percent of students at grade level or above in Math & Reading will increase 11-15% in each subject area.
2 Title I	Incorporating additional & effective instructional opportunities for teachers to help students fill gaps in learning.	The purchasing of reading intervention materials and training for teachers on best practices to improve student outcomes.	Instructional Leadership, Teacher(s)	11/20/2020	SCE	1,980	Below Target	Percent of students at grade level or above in Math & Reading will increase 11-15% in each subject area.
3 Title I	Effective instruction for students with gaps in learning outside of school hours.	The purchasing of books and reading materials students can take and keep at home. Paying teachers for tutoring hours to better assist and grow students.	Principal, Teacher(s)		SCE	3,000	Below Target	Percent of students at grade level or above in Math & Reading will increase 11-15% in each subject area.
4 Title I	ESF 5.1 Successfully provide teachers with aligned and rigorous resources that will challenge and grow students.	Purchasing of instructional materials such as Motivation & Sirius reading & math resources.		11/20/2020	Title I	6,000	On Target	Percent of students at grade level or above in Math & Reading will increase 11-15% in each subject area.

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: 123 - Dillow ES, S.S.

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Executive Director: Susan Hernandez

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	3	6	EOY
	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	6	3 or less	EOY
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from	2	5	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	Positively grow school culture by positively encouraging students for their accomplishments, academically & behaviorally.	Teachers will positively recognize 1-2 students per week for their academic or positive behavior accomplishment. Teachers & administration will communicate student successes with the class, school & parents.		5/28/2021	Local (Basic Allotment)	2,110	On Target	Decreased the amount of out of school suspensions to a total of 3 or less for the entire school year.
2 Title I	Successfully implement best safety & distancing protocols.	Purchase additional resources for teachers and staff such as dividers and one to one learning materials.		6/18/2021	Local (Basic Allotment)	6,000	On Target	Teachers and students will have the materials needed to successfully carry out daily tasks why following safety protocols.
3 Title I	Consistent and proficient school to parent communication, workshops and involvement.	Incorporate more family nights where teachers and staff and communicate, teach and support parents on best ways to support students at home.	Principal	5/28/2021	Title I	577	Below Target	Increase number of family workshop for families.
4 Title I	Campus and community communication and relationships.	Hire a family liaison that can be a communication piece between the school and community.	Other	11/20/2020	Title I	9,000	Below Target	Improve campus and communicate relationships and parent involvement.
5					Title I	830.00		

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:



