

Wills Point Independent School District

Wills Point Primary School

2021-2022 Campus Improvement Plan

Wills Point Independent School District



Mission Statement

The mission of Wills Point Primary School is to provide all learners with a safe environment and opportunities to become self-reliant, productive members of a technologically-driven, global society.

Vision

Wills Point Primary School is a community that engages all learners in an exemplary educational program.

Core Beliefs

Students of WPISD flourish as productive citizens by exemplifying qualities of character, service and leadership to empower themselves and impact the community.

All students will apply problem solving skills to think critically and independently.

All students communicate effectively in multiple modalities.

All students create and evaluate academic and personal goals.

All students will be prepared and confident to pursue their own personal success.

All students will apply quality character traits in their interactions with the community.

All students will adapt and persevere.

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Comprehensive Needs Assessment

Needs Assessment Overview

Wills Point Primary School conducted a comprehensive needs assessment in August of 2019. Program review consisted of a campus committee, which analyzed data in the following areas: demographics; student achievement; school culture and climate; staff quality, recruitment and retention; curriculum, instruction and assessment; family and community involvement; school context and organization; and technology.

Effective Schools Correlates (Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement) and the Critical Success Factors (Academic Performance, Use of Quality Data to Drive Instruction, Leadership Effectiveness, Increased Learning Time, Family/Community Engagement, School Climate, and Teacher Quality) were considered as the goals and performance objectives were developed.

Prior to the development of this plan, campus staff conducted a thorough review of assessment data from the 2016-2016 school year. This review included State Accountability, System Safeguards (Federal Requirements), Public Education Information Management System (PEIMS) data, Annual Measurable Achievement Objectives (AMAO), along with TAPR and discipline reports.

Data was disaggregated for all population groups, including male and female, based upon student performance on the prior year's formative unit assessments, attendance rates, MAP, CLI and DRA.

Surveys were disseminated to faculty, staff, and parents, including business and community representatives serving on the campus improvement committee. Campus improvement plans from the 2016-2016 school year were reviewed and revised, based on the achievement of specific goals and objectives. The new HB 5 Local Accountability Rating System designed by a local district committee was also reviewed and used to develop additional program and process improvement strategies.

Demographics

Demographics Summary

Wills Point Primary School is a rural campus located in North East Texas roughly sixty miles east of the Dallas-Ft. Worth Metroplex. The Primary campus has a school-wide Title I program.

	2020	2019
Total Enrollment	454	511
White	65%	62%
Hispanic	26%	23%
African American	5%	5%
Other	4%	4%
Economically Disadvantaged	69.8%	75.5%
At Risk	29%	38%

Demographics Strengths

Staff members are a part of the community and vested in the learning of our students.

Student Learning

Student Learning Summary

We will strive for continued success through the implementation of differentiated instruction, tiered instruction, RTI, and continued professional development for all teachers targeting areas of need. We use MAP, DRA, CLI and formal and informal assessments to measure student growth and achievement. After a thorough review of multiple data sources, we have put a new curriculum in to effect along with unit assessments that target the TEKS that should be mastered. In review of our MAP data, our students are right around the norm in both Math and Reading.

The primary campus based on ratings for Woods Intermediate.

MAP Results:

Assessment	Grade Level	Campus Mean	District Mean
Reading	Kindergarten	89%	84%
Math	Kindergarten	92%	82%
Reading	1st Grade	81%	81%
Math	1st Grade	84%	79%

Student Learning Strengths

We met or were above the norm in our campus MAP testing for kindergarten and first grade. Math was recognized as a strength in Kindergarten and 1st Grade.

School Processes & Programs

School Processes & Programs Summary

Wills Point Primary is organized by the Principal, Assistant Principal, and a Site Based Decision Making Committee (Leadership Team). Our campus has been able to expand the leadership team with the addition of an instructional coach. that are assigned to the campus. Wills Point primary is made up of Pre-Kindergarden, Kindergarten and 1st grade students.

Although the schoolwide restructuring process is a need and has been beneficial for the organization, but it has not come without challenges. Campus changes facilitated staff growth and student achievement.

Our campus strives to ensure all staff are engaged in collaborative teams, that are focused on extending the learning and developing of students. We recognize the success of our campus is contingent upon the strengths of the relationships we foster, and thus strive to provide the highest quality of customer service in and outside of school. Communication with all stakeholders is the core of our daily structure. It is our goal that when a student leave Wills Point Primary that they are effective communicators and problem-solvers prepared for 2nd grade.

Perceptions

Perceptions Summary

A positive school culture and school climate is something we pride ourselves on at Wills Point Primary school. Our hallways are welcoming to all who enter. Our faculty and staff work diligently to promote and provide a safe and welcoming environment conducive to lots of hands-on learning that produces productive, thoughtful students. The culture and climate at Wills Point Primary continues to embrace the changing student demographics. We look forward to an inviting atmosphere that will allow staff, students, and parents to be stakeholders in the educational process.

Wills Point Primary encourages all members of the educational community to work together to enhance student learning. The campus hosts events such as Meet the Teacher, Open House, Trunk or Treat, Field Day, Grandparents Day, Turkey Trot, Bookfair Events, and an open lunch policy. Wills Point Primary uses a variety of communications with parents including Remind, Peachjar digital flyers, notes home, phone calls, facebook, positive parent contacts, parent conferences, daily communication with folders, campus web site, grade book online and campus report card on district web site. Wills Point Primary strives to engage students and parents from different cultures and ethnic backgrounds by engaging them in Family Literacy classes and multicultural celebrations.

Staff and Students are recognized bi-weekly as an incentive to promote good behavior. Staff members are often shown appreciation in a variety of ways. The school also recognizes perfect attendance with an award ceremony. Celebrations for semester honor roll with parent participation. Students are also engaged weekly in character and health education. PTO hosts events to support our students and parents with Daddy Daughter Dance, Mother Son Nerf Night and PTO Art Show.

We as teachers continue to strive to help parents understand grade level expectations. Wills Point Primary needs to continue training for parents to use web based information systems such as: Peach Jar, BlackBoard and Remind for communication, and Parent Portal to monitor grades and attendance.

Perceptions Strengths

- Moderate amount of parent involvement with high parent attendance at events
- Communicates with parents in a variety of ways: Remind, Peachjar digital flyers, notes home, phone calls, facebook, positive parent contacts, parent conferences, daily communication with folders, campus web site, and grade book online
- Community businesses support the school
- Positive Behavior Intervention Support (PBIS) program in place
- Caring Staff committed to supporting all learners

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data

Goals

Goal 1: WPISD will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

Performance Objective 1: Wills Point Primary school will provide Positive Behavior Interventions and Supports to increase and promote a positive learning environment.

Goal 1: WPISD will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

Performance Objective 2: Wills Point Primary will implement a House System to promote community, collaboration, character, leadership, service and mutual respect





Evaluation Data Sources: House meeting agendas

Goal 1: WPISD will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

Performance Objective 3: Wills Point Primary teachers will use best instructional practices in lesson planning and delivery.





Goal 1: WPISD will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

Performance Objective 4: Wills Point Primary will increase our student attendance rate by 2% points.

Strategy 1 Details	Reviews			
<p>Strategy 1: The school will create monitoring systems for attendance, student discipline to promote a positive learning environment and to maximize instructional time.</p> <p>Strategy's Expected Result/Impact: Increased student attendance, decreased number of referrals to the office.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<p>Strategy 2: The school will create a bullying prevention plan and character education program to promote a positive and safe learning environment</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 3 Details	Reviews			
<p>Strategy 3: All students will participate in Morning Meetings everyday via Announcements.</p> <p>Strategy's Expected Result/Impact: Support the emotional well-being of all learners.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 4 Details	Reviews			
<p>Strategy 4: Wills Point Primary will implement incentives to promote regular attendance.</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 5 Details	Reviews			
<p>Strategy 5: WPPS will host a minimum of 5 parent involvement events to encourage parents to take an active role in their child's education.</p>	Formative			Summative
	Dec	Feb	Apr	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: WPISD will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

Performance Objective 5: Wills Point Primary will provide quality social/emotional learning opportunities for students and staff.

Strategy 1 Details	Reviews			
<p>Strategy 1: The counselor will provide weekly character lessons and monthly health lessons in PE to support the campus mission for a positive, safe learning environment.</p> <p>Strategy's Expected Result/Impact: Students will gain valuable character traits and healthy habits.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Physical Education Teacher</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<p>Strategy 2: The campus will utilize PBIS strategies to help promote a positive school environment. We will recognize and highlight good behavior in and out of the classroom through Tiger of the Week, ROAR rallies, and ROAR reward tickets.</p> <p>Strategy's Expected Result/Impact: Overall behavior referrals will be decreased and teachers will use positive, growth mindset language in the classroom.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers</p>	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 1: WPISD will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

Performance Objective 6: Wills Point Primary will enhance and utilize technology resources to encourage student engagement and relevance.

Goal 2: WPISD will utilize a quality, research-based curriculum program focused on student achievement and effective assessment.

Performance Objective 1: By the end of the year, at least 70% of students will have shown at least one year of academic growth as indicated by local assessments such as MAP and will increase the percentage of students meeting projected growth on MAP from fall to spring administrations by at least 5% in each subject area.

Evaluation Data Sources: MAP
District Writing Rubrics

Strategy 1 Details	Reviews			
Strategy 1: WPPS will ensure quality RTI Program and develop the appropriate interventions for students.	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
Strategy 2: WPPS will provide ELPS training and quality teaching of EL students.	Formative			Summative
	Dec	Feb	Apr	July
Strategy 3 Details	Reviews			
Strategy 3: Increase small group instruction based on student academic gaps in Reading and Math.	Formative			Summative
	Dec	Feb	Apr	July
Strategy 4 Details	Reviews			
Strategy 4: During PLC, WPPS staff will utilize assessment data to plan and execute instruction to increase student performance.	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: WPISD will utilize a quality, research-based curriculum program focused on student achievement and effective assessment.

Performance Objective 2: By the end of the year, in grades K-12, the majority students will show at least one year's growth as indicated by local assessments, MAP, or STAAR / EOC Assessment.

Targeted or ESF High Priority

Evaluation Data Sources: Local Assessments

STAAR

MAP

District Writing Rubrics (grades k, 1, 2, 3, 5, 6, 8, 11, & 12)

STAAR and District Writing Rubric (grades 4, 7, 9, & 10)

PD Agendas

Walkthrough data

Goal 2: WPISD will utilize a quality, research-based curriculum program focused on student achievement and effective assessment.

Performance Objective 3: Wills Point ISD will utilize technology to increase the rigor and relevance of instruction in the classroom. (State Performance Objective 10)

Evaluation Data Sources: walkthroughs
evaluations

Goal 2: WPISD will utilize a quality, research-based curriculum program focused on student achievement and effective assessment.

Performance Objective 4: By the end of the year, in grades K-12, students the majority of students in each subpopulations will show at least one year's growth as indicated by local assessments, MAP, or STAAR / EOC Assessment.

Targeted or ESF High Priority

Evaluation Data Sources: Local Assessments

STAAR

MAP

District Writing Rubrics (grades k, 1, 2, 3, 5, 6, 8, 11, & 12)

STAAR and District Writing Rubric (grades 4, 7, 9, & 10)

PD Agendas

Walkthrough data

Goal 3: WPISD will foster the growth of quality staff members including paraprofessionals, classroom teachers, and administrators who value children and promote student growth.

Performance Objective 1:

WPISD will improve our Mentor Teacher program to better serve new teachers in classroom management, instruction, relationship-building, and professional ethics resulting in decreased attrition from 30% to 15%.

Evaluation Data Sources: Appraisals

Training logs

Campus/district surveys

Goal 3: WPISD will foster the growth of quality staff members including paraprofessionals, classroom teachers, and administrators who value children and promote student growth.

Performance Objective 2: WPISD will develop and grow current staff into effective teachers, campus, and district leaders.

Goal 3: WPISD will foster the growth of quality staff members including paraprofessionals, classroom teachers, and administrators who value children and promote student growth.





Performance Objective 3: WPISD will encourage core content classroom teachers to become ESL certified; increasing from 30% to 50%.

Goal 3: WPISD will foster the growth of quality staff members including paraprofessionals, classroom teachers, and administrators who value children and promote student growth.

Performance Objective 4: Instructional coaches will provide support and professional development to a highly qualified faculty addressing high yield instructional practices and alignment.





Goal 4: WPISD will foster a positive relationship between the district and the community.

Performance Objective 1: Wills Point Primary will increase parent and community participation by providing parent/community involvement activities at least once a month over the entire school year. (State Performance Objective 1)

Strategy 1 Details	Reviews			
<p>Strategy 1: Parent Involvement:</p> <p>The school will create opportunities to assist parents in understanding the state's academic content and will offer various opportunities for parental involvement and collaboration to improve student achievement.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement and participation in events. Parent survey results.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 4: WPISD will foster a positive relationship between the district and the community.

Performance Objective 2: Wills Point Primary will increase communication with parents and community by 25% by implementing Remind text messaging and social media. (State Performance Objective 1)

Strategy 1 Details	Reviews			
<p>Strategy 1: Wills Point Primary will utilize Peach Jar electronic flyers, along with Remind, facebook and the Wills Point Primary website to disseminate information to the parents.</p> <p>Strategy's Expected Result/Impact: Parent involvement will increase.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p>	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: WPISD will foster a positive relationship between the district and the community.

Performance Objective 3: Wills Point Primary will provide parent and community educational services by two additional events to increase student performance. (State Performance Objective 1)

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will offer events to help educate parents on educational needs of their students. This will be done through parent/teacher conferences, counselor meetings, open house, and community events.</p> <p>Strategy's Expected Result/Impact: Parents involvement in student's education will increase.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: WPISD will foster a positive relationship between the district and the community.

Performance Objective 4: WPISD will teach students the importance of civic responsibility.

Goal 4: WPISD will foster a positive relationship between the district and the community.

Performance Objective 5: Wills Point ISD will increase communication with parents and the community by increasing followers and distribution of communications by 5% as compared to 2018.

Evaluation Data Sources: Peachjar

Social Media Followers

Website Communications

Contributions to local News Outlets

Goal 4: WPISD will foster a positive relationship between the district and the community.

Performance Objective 6: Wills Point ISD will provide parent and community educational services, trainings, and volunteer opportunities to increase student performance.

Evaluation Data Sources: Meeting sign in Sheets

Agendas

Calendar of Events

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Brandy Pearson	Instructional Coach		
Lauralee Bankston	Interventionist		

Campus Improvement Committee

Committee Role	Name	Position
Administrator	Kimberly Cole-White	Principal
Administrator	Kim Calvery	Assistant Principal
Classroom Teacher	Ali Cox	Head Start Teacher
Classroom Teacher	Mary Yarbrough	Kindergarten Teacher
Community Representative	Donald Smith	Pastor
Classroom Teacher	Gardenia Gonzales	Kindergarten Bilingual Teacher
Non-classroom Professional	Valerie Gray	Interventionist
Parent	Marquita Lee	Nurse
District-level Professional	Adlena Jacobs	Instructional Technology Coach
Classroom Teacher	Amelia Crouch	1st Grade Teacher
District-level Professional	Timothy Schafenberg	WPISD Chief of Police
Committee Member	Jerry Huff	Community Member