



2011-2012

Campus Improvement Plan

EANES INDEPENDENT SCHOOL DISTRICT

FOREST TRAIL ELEMENTARY

2011 - 2012 Campus Improvement Plan

Forest Trail Elementary

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Eanes Independent School District
Campus Improvement Plan
2011-2012

Mission Statement: **The Eanes community is vitally committed to educational excellence that prepares and inspires all students for life-long success by engaging each student in rigorous academic experiences and enriching opportunities.**

Objectives

- ◆ Each student will be prepared for advanced learning opportunities and careers by completing a personally challenging academic program.
 - ◆ Each student will engage in integrative thinking and creative, collaborative problem solving.
 - ◆ Each student will process and evaluate information, and communicate effectively.
 - ◆ Each student will be an involved contributing member of the school and global community, while respecting others and self.
 - ◆ Each student will be prepared to accomplish goals, adapt to change and be resilient to challenges.
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District Long-Range Strategies

Strategy I: We will ensure effective, engaging, and enriching instruction and experiences for each student in a safe, supportive environment.

Strategy II: We will encourage students to explore, identify and develop their strengths and passions.

Strategy III: We will prepare students for responsible citizenship in a global society.

Strategy IV: We will promote and support a robust digital-age learning environment to inspire student learning and creativity.

Strategy V: We will provide time and support for relevant and innovative professional learning to ensure ongoing improvements in teaching and student learning.

Strategy VI: We will actively engage the Eanes community to strengthen partnerships that support the evolving needs of students and the district.

Strategy VII: We will prioritize our needs to accomplish the district's mission using resources effectively and efficiently.

Eanes Independent School District
**Forest Trail Elementary
Campus Improvement Plan
2011-2012
Alignment Sheet**

EISD District Goals – Identified by Board of Trustees

Eanes ISD will have:

- I. All students achieving higher levels of performance through improved instruction and assessment.
- II. Differentiated learning opportunities that prepare students for the future and inspire them to realize their highest personal and educational potential.
- III. A technologically-rich educational environment that enhances individual learning.
- IV. A safe, secure and supportive learning environment that allows students to be productive, creative and successful.
- V. Exemplary employees who are actively committed to and supported in improving their practice.
- VI. An effective and efficient allocation of resources to meet the district's prioritized needs.
- VII. The engagement of the community in meaningful ways.

Campus Goals – Identified by Campus Leadership Team

1. Forest Trail will have exemplary employees who are actively committed to and supported in improving their practice through differentiated learning opportunities.
2. The Forest Trail staff will be provided time and support for the implementation of creative ideas that have the potential to enrich student learning, social/emotional development, creativity and/or responsible citizenship in a global society.
3. Forest Trail teachers will vertically align curriculum and instruction with the new STAAR test.
4. Forest Trail will have an effective and efficient allocation of resources to meet the campus' prioritized needs.

Key: DG = District Goal IG = Instructional Goal CG = Campus

**Eanes Independent School District
Forest Trail Elementary
Campus Improvement Plan
2011-2012
Narrative Sheet**

I. Forest Trail will have exemplary employees who are actively committed to and supported in improving their practice through differentiated learning opportunities.

Rationale: Not only do we need to focus on differentiated learning for students, but we need to do the same for teachers – the individuals who should be the biggest learners in the classroom. Just like our students, our teachers and staff members have varied strengths and weaknesses, learning styles and preferences. It is imperative that we model for staff members differentiated learning opportunities like we expect them to provide in their classrooms. *(While, it could be rationalized that this goal is actually imperative to each of the District's Objectives, Long-Range Strategies and Goals, it specifically relates to: District Long-Range Strategy: V, and District Goal: V)*

II. The Forest Trail staff will be provided time and support for the implementation of creative ideas that have the potential to enrich student learning, social/emotional development, creativity and/or responsible citizenship in a global society.

Rationale: In order for staff members to feel comfortable taking risks in seeking out and implementing new ideas, instructional strategies and assessment practices, they need to be confident that their efforts will be supported - even though a new idea, when implemented successfully, might not fit within the current confines of educational policy or systemic practice. *(While it could be rationalized that this goal is actually imperative to each of the District's Objectives, Long-Range Strategies and Goals, it specifically relates to: District Long-Range Strategies: IV, V and District Goals: I, III and V)*

III. Forest Trail teachers will vertically align curriculum and instruction with the new STAAR test.

Rationale: The State of Texas is implementing a new statewide assessment system that is in many ways significantly different than the TAKS test. Anytime new mandatory curricula or assessments are introduced, it is important that we take time to comprehend the expectations and thoughtfully train our staff members on the changes. *(District Long-Range Strategy: V, District Goals: I and V)*

IV. Forest Trail will have an effective and efficient allocation of resources to meet the campus' prioritized needs.

Rationale: In light of significant budget reductions, it is important that we think carefully about the allocation of funds and resources. Specific areas that were impacted by staff reductions include our Campus Support Team, General Education Teaching Assistants and Instructional Technology. Due to reductions, more parents and community members will be recruited to fulfill volunteer positions where budget reductions have left holes in our staff. *(District Long-Range Strategies: VI, VII, and District Goals: VI, VII)*

**Eanes Independent School District
Forest Trail Elementary
Campus Improvement Plan
2011-2012
Summary Sheet**

Campus Mission: Forest Trail is a K-5 campus that strives to promote a healthy sense of self worth and a desire to help others while providing a strong academic foundation. Our school serves as a central focus and positive identity for the community.

Goal 1: Forest Trail will have exemplary employees who are actively committed to and supported in improving their practice through differentiated learning opportunities.

Objective 1: To engage every staff member in at least one opportunity to learn from one another via interest-based professional learning communities, “Tech Mondays” or other individualized plans.

Objective 2: To positively impact students’ school experience based on teachers’ participation in this style of professional learning.

Goal 2: The Forest Trail staff will be provided time and support for the implementation of creative ideas that have the potential to enrich student learning, social/emotional development, creativity and/or responsible citizenship in a global society.

Objective 1: To identify great practices, learn from them and very deliberately spread them across the system.

Objective 2: To provide all staff members with training on the idea of using assessment for learning, of learning and as learning.

Goal 3: Forest Trail teachers will vertically align curriculum and instruction with the new STAAR test.

Objective 1: To establish vertical teams in the area of Language Arts, Math and Science.

Objective 2: To provide mandatory and supplemental training for campus coordinators and teaching staff.

Goal 4: Forest Trail will have an effective and efficient allocation of resources to meet the campus’ prioritized needs.

Objective 1: To strengthen our relationship with community members by providing increased volunteer opportunities that will fill needs created by recent staff reductions.

Objective 2: To continually evaluate the effectiveness and efficiency of areas that were greatly impacted by staff reductions: Campus Support Team, Instructional Technology and Teaching Assistants.

Objective 3: To establish a Technology Vertical Team that will serve as mentors to our staff and maintain a line of communication with the Ed Tech and Information Systems departments.

Goal 1: Forest Trail will have exemplary employees who are actively committed to and supported in improving their practice through differentiated learning opportunities.

Objective 1: To engage every staff member in at least one opportunity to learn from one another via interest-based professional learning communities, “Tech Mondays” or other individualized plans.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Define campus operating principles which will guide our behaviors as professional learners	All Staff	“Tap Root” materials	Julia Fortman, Mary Ann Simmons, Paula Freeman	August 2011	Model Tap Root List of operating principles
Provide opportunities for teachers to utilize contract hours for professional learning	Julia Fortman, Charles McCasland	“Trading Time” handout, flexible thinking	Selves	August 2011, and ongoing	Staff calendars will show attendance in learning
Establish interest-based professional learning communities that share information through a variety of means	Janet Couvillion and PTEP Team	Research from PTEP Coursework, time to meet, email distribution groups	Texas State University Professors	August 2011, and ongoing	Sign-in sheets from PLC meetings, implementation of new ideas in classes
Plan for and schedule Tech Monday trainings	Mary Ann Simmons	Survey of campus needs and interests	Self	Ongoing	Sign-in sheets from meetings, implementation of new ideas in classes
Support teachers in identifying innovative learning opportunities	Charles McCasland, Julia Fortman, Mary Ann Simmons, Paula Freeman	Time to research best practices, observe and meet with teachers, open mind	Selves	2011-2012 School Year	Observations, lesson plans, new procedures/practices/activities

Goal 1: Forest Trail will have exemplary employees who are actively committed to and supported in improving their practice through differentiated learning opportunities.

Objective 2: To positively impact students' school experience based on teachers' participation in this style of professional learning.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Infuse the content and skills acquired in learning communities, etc., into classroom instruction, routines and procedures	All Teachers	Learning from PLC meetings/activities/readings	PLC meetings, Tech Mondays, Other individual learning	2011-2012 School Year	Lesson plans, observations, teacher summaries
Provide support for teachers as they bring forth new ideas that they wish to implement with students	Charles McCasland, Julia Fortman, Mary Ann Simmons, Paula Freeman	Time to observe and meet with teachers, open mind	Selves	2011-2012 School Year	Observations, lesson plans, new procedures/practices/activities
Identify and showcase new ideas, innovative practices and/or productivity tools that have been observed to positively impact students	Charles McCasland, Julia Fortman, Mary Ann, Simmons, Paula Freeman, PLC Leaders, Tech Team	Selves	Selves	2011-2012 School Year	Verbal and written feedback, staff members highlighted in various ways

Goal 2: The Forest Trail staff will be provided time and support for the implementation of creative ideas that have the potential to enrich student learning, social/emotional development, creativity and/or responsible citizenship in a global society.

Objective 1: To identify great practices, learn from them and very deliberately spread them across the system.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Identify what research says schools like ours should be doing	Julia Fortman	Internet	Kensington Group Research	August 2011	Presentation to Staff
Establish a community where adults are teachers and learners of students and adults	All Staff	Schedule of learning opportunities, open minds	Master calendar	Ongoing	Teacher's participation in staff development
Identify and showcase new ideas, innovative practices and/or productivity tools that have been observed to positively impact students	Charles McCasland, Julia Fortman, Mary Ann, Simmons, Paula Freeman, PLC Leaders, Tech Team	Selves	Selves	2011-2012 School Year	Verbal and written feedback, staff members highlighted in various ways

Goal 2: The Forest Trail staff will be provided time and support for the implementation of creative ideas that have the potential to enrich student learning, social/emotional development, creativity and/or responsible citizenship in a global society.

Objective 2: To provide all staff members with training on the idea of using assessment for learning, of learning and as learning.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Pilot the STAR Enterprise system to provide staff members a more efficient means to gather formative data on students in the areas of math and reading.	Charles McCasland	Booster Club Approval	Booster Club Funds	September 30, 2011	Purchase STAR Enterprise
Present information from the Assessment Conference in Portland, Oregon	Charles, Julia, Mary Ann	Materials from conference, time to plan trainings, meeting times	Master calendar	2011-2012 school-year	Materials will be prepared, trainings will be held
Provide staff members with “permission to break the rules” when experimenting with an innovative idea or practice	Charles, Julia, Mary Ann, Paula	Aligned thinking from the district	District protocol and shared vocabulary	2011-2012 school-year	
Praise teachers for effort over outcome	Charles, Julia, Mary Ann, Paula				
Secure funding to send a group of staff members to the convention in 2012	Charles McCasland	Booster Club Approval	Booster Club Funds, Nominees	May 2012	Funds will be provided to staff members who will attend the conference

Goal 3: Forest Trail teachers will vertically align curriculum and instruction with the new STAAR test.

Objective 1: To establish vertical teams in the area of Language Arts, Math and Science.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Establish members of vertical teams in Math, Science and Language Arts	Charles McCasland	List of staff members serving on district committees	CIA department	Mid-September 2011	Lists will be provided
Nominate team facilitators	Charles McCasland	List of staff members serving on district committees	CIA department	Mid-September 2011	Facilitators will be identified
Identify main goals for these committees	Julia Fortman, Mary Ann Simmons	State, district and campus needs	TEA, CIA, admin team	Mid-September 2011	Goals will be provided to teams
Provide time for vertical teams to meet	Charles McCasland, Julia Fortman	Master calendar	EISD	2011-2012 school-year	Meeting notes

Goal 3: Forest Trail teachers will vertically align curriculum and instruction with the new STAAR test.

Objective 2: To provide mandatory and supplemental training for campus coordinators and teaching staff.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Send a campus rep to the Coordinator Training at Region 13	Paula Freeman	Permission from Bill Bechtol, Region 13 training dates	Region 13	Fall 2011	Paula will attend the training
Provide training to all teachers on the changes in the STARR tests	CIA Department	Staff Development Dates in August	CIA	August 2011	Staff members will attend training
Provide teachers in 3 rd – 5 th grade time to specifically analyze the expectations for STAAR	Charles, Julia, Mary Ann, CIA	Team planning times, Late start dates, creative scheduling	Master calendar	Ongoing	Agendas and notes from team planning times
Provide opportunities for horizontal and vertical collaboration	Charles, Julia, Mary Ann, CIA	Team planning times, Late start dates	Master calendar	Ongoing	Agendas and notes from meetings
Provide mandatory training to all STAAR administrators	Paula Freeman	Training materials provided by CIA self	CIA, self	February 2012	Presentation, signed forms

Goal 4: Forest Trail will have an effective and efficient allocation of resources to meet the campus' prioritized needs.

Objective 1: To strengthen our relationship with community members by providing increased volunteer opportunities that will fill needs created by recent staff reductions.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Identify areas in which volunteers are needed	Charles McCasland	Staff roster, master calendar, master schedule	Teacher Shared Folder, online calendar	May 2011	List of volunteer positions provided to booster club
Recruit and secure volunteers	Charles McCasland, Booster Club Committee Chairs	Volunteers	School community	August 2011, continuously as needed	Volunteers positions will be filled

Goal 4: Forest Trail will have an effective and efficient allocation of resources to meet the campus’ prioritized needs.

Objective 2: To continually evaluate the effectiveness and efficiency of areas that were greatly impacted by staff reductions: Campus Support Team, Instructional Technology and Teaching Assistants.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Meet regularly with CST, Tech Team and TA’s	Charles, Julia, Mary Ann	Meeting dates, Ed Tech Rep	Master calendar	Ongoing	Meeting agendas and notes
Identify, reflect upon and evaluate effectiveness and efficiencies of current campus and district-level practices, procedures and routines	Charles, Julia, Mary Ann	Feedback from teams, selves	Selves	Ongoing	Meeting agendas, notes regarding inefficiencies/ challenges and action items
Make changes to practices, procedures and routines to best meet the needs of our campus	Charles	Feedback from teams, discussions with “admin team”	Master calendar means to communicate changes to staff	Ongoing	Schedules, procedures and practices will evolve
Pilot what appears to be a more efficient way to assess and monitor student progress in the areas of math and reading utilizing the STAR Enterprise Math, Reading and Early Literacy Programs	K-5 Classroom Teachers, CSS	STAR Enterprise system, training on implementation, student data	Booster Club Funds	2011-2012 School-Year	System will be in place, students will be assessed and monitored regularly
Share results of our implementation of STAR Enterprise among district staff members	K-5 Teachers, Julia Mary Ann	STAR reports, compared to DRA and AIMSweb data	Teachers, CSS	Casually – ongoing, Formally – May or June 2012	Sharing will take place casually during district meetings. If data shows that this system is indeed more efficient, a formal presentation to the CIA department will be requested.

Goal 4: Forest Trail will have an effective and efficient allocation of resources to meet the campus' prioritized needs.

Objective 3: To establish a Technology Vertical Team that will serve as mentors to our staff and maintain a line of communication with the Ed Tech and Information Systems departments.

Action Steps	Persons Responsible	Resources Needed	Source	Timeline	Formative Evaluation
Identify purpose of Tech Team	Julia Fortman, Carl Hooker	Meeting time and location	Selves	September 2011	Meeting will take place, vision will be documented
Identify members of Tech Team	Charles McCasland	Interested staff members	Staff	September 2011	Team members will be secured
Provide iPads to Tech Team members for instruction and productivity	Charles McCasland, Carl Hooker, Kevin Schwartz	iPads	Bond Money	Fall 2011	Tech team will receive iPads and training
Establish monthly meeting dates	Tech Team	Calendars	Selves	September 20, 2011	Monthly meetings will be scheduled
Meet regularly to reflect up on challenges, celebrate successes and plan for future technology needs	Tech Team	Monthly meeting location and dates, tech newsletter	Selves	Ongoing	Meeting agendas and notes, improvement in services provided, and implementation of new technological devices