

Pine Tree Independent School District

Pine Tree Primary

2021-2022 Improvement Plan



Mission Statement

The Pine Tree family champions the relentless pursuit of excellence through a compassionate and safe learning environment empowering all students to develop their unique passions and to make a positive impact in a global society.

Vision

Tradition of Excellence

Value Statement

We believe in:

Life Long Learning - We are a learning organization, where students are engaged and leaders grow.

Innovation Through Collaboration - We foster a culture of innovation; working together & adapting to change.

Trust & Safety - We provide a trusting and safe environment - accountable to the highest standards and most effective tools.

Respect - We respect each other, embracing diversity and global awareness.

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Comprehensive Needs Assessment

Revised/Approved: September 29, 2021

Demographics

Demographics Summary

Pine Tree Primary has 2 ECSE classes, 9 prekindergarten classes, and 18 kindergarten classes.

Pine Tree Primary is a School-Wide Title I Campus.

According to the 2019-2020 TAPR Report:

Total Students: 575

ECE: 9

Pre-Kindergarten 186

Kindergarten: 380

Ethnic Distribution:

African American- 22.8%

Hispanic- 35.7%

White-34.6%

American Indian-0.2%

Asian- 0.9%

Pacific Islander- 0.2%

Two or More Races- 5.7%

Students by Sub-Pop

Economically Disadvantaged- 77%

English Learners (EL)-17.7%

At-Risk-46.3%

Special Education- 7.1%

Moblity-0%

Average Kindergarten Class Size- 21.2

Total Staff- 55.2

Professional Staff- 37

Educational Aides- 18

Teachers by Ethnicity and Sex:

African American 4.9 15.1%

Hispanic 1.0 3.0%

White 26.4 81.8%

American Indian 0.0

Asian 0.0 0

Pacific Islander 0.0

Two or More Races 0.0

Teachers by Years of Experience:

Beginning Teachers 1.0 3.0%

1-5 Years Experience 12.7 39.4%

6-10 Years Experience 4.9 15.1%

11-20 Years Experience 8.8 27.3%

Over 20 Years Experience 4.9 15.1%

Demographics Strengths

Pine Tree Primary is a very diverse campus with a mixture of African American, Hispanic, and White students and staff. Primary has strong community involvement, partnering with Horace Mann, HIPPY, PAT, Hospitality ER as well as a variety of local businesses.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Economically disadvantaged students are educationally disadvantaged **Root Cause:** PreKindergarten students must qualify for Program based on Economically Disadvantage Status

Problem Statement 2: At Risk percentage increased from 25.5% to 37.8% in the past school year **Root Cause:** Cause unknown-we need another year or two of trend data to determine cause

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Goals

Revised/Approved: October 18, 2021

Goal 1: Pine Tree Primary will create a customized learning environment that ensures a culture of innovation.

Performance Objective 1: 95% of kindergarten students will meet and/or exceed grade level reading goal (Independent C)

Targeted or ESF High Priority

Evaluation Data Sources: F& P Benchmark Scores

Strategy 1 Details

Strategy 1: Teacher's will receive training on Reader's/Writer's Workshop, Running Records, Guided Reading and Accelerated Instruction. All components will be implemented in daily instruction.

Strategy's Expected Result/Impact: Decrease in Tier 2 & Tier 3
Students will meet or exceed reading level

Staff Responsible for Monitoring: Executive Director, Quality of Education, Principal, Assistant Principal, Instructional Coach (1 FTE)

Title I Schoolwide Elements: 2.4, 2.5, 2.6

Funding Sources: Reading materials - 163- Comp Ed Funds - \$7,569, Instructional Coach - 211- Title I Funds - \$53,500

Strategy 2 Details

Strategy 2: Academic Specialist will provide Tier 2 and Tier 3 intervention using Leveled Literacy Intervention and Fast ForWord to students not progressing at same rate as peers

Strategy's Expected Result/Impact: Student's move to Tier 1

Staff Responsible for Monitoring: Executive Director, Quality of Education, Principal, Assistant Principal, Instructional Coach, Academic Specialist (1 FTE)

Title I Schoolwide Elements: 2.4, 2.6 - **TEA Priorities:** Build a foundation of reading and math

Funding Sources: Academic Specialist (1 FTE) - 211- Title I Funds - \$55,100, Fast ForWord - 282 ESSER III - \$23,350, Reading Materials - 211- Title I Funds - \$8,536

Strategy 3 Details

Strategy 3: Provide full day pre-kindergarten for ECD students with Spring implementation of guided reading for students with readiness skills.

Strategy's Expected Result/Impact: Increase in PreKindergarten end of year CLI data in reading

Staff Responsible for Monitoring: Principal, Assistant Principal, PreK Teachers, Bilingual PreK Teachers (1 FTE), PreK Aides/ Bilingual Aides (5 FTEs), Instructional Coach

Title I Schoolwide Elements: 2.4, 2.5, 2.6

Funding Sources: Bilingual PreK Teachers, PreK Aides/ Bilingual Aides, PreK teachers - 211- Title I Funds - \$68,735, Bilingual PreK Teachers, PreK Aides/ Bilingual Aides, PreK teachers - 163- Comp Ed Funds - \$441,200

Strategy 4 Details

Strategy 4: Increase attendance to 97% . Also, student incentive programs will be utilized to promote an increase in attendance.

Strategy's Expected Result/Impact: Increased academic achievement

Staff Responsible for Monitoring: Principal

Assistant Principal

PEIMS

Title I Schoolwide Elements: 2.6

Strategy 5 Details

Strategy 5: PT Primary will provide written guidance and supports on how to use assessments to inform instruction. In addition, Primary will provide written supports on how to differentiate for ECD, advanced, ELs and special needs.

Strategy's Expected Result/Impact: Improved student achievement.

Staff Responsible for Monitoring: Campus principals, Instructional Coach, Instructional Aides, and ECSE Aide

Title I Schoolwide Elements: 2.4, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math

Funding Sources: Aides - 225- IDEA B- PreSchool - \$48,774, Aides - 263- Title III Funds - \$21,611

Strategy 6 Details

Strategy 6: PT Primary will provide research based interventions for Tiered instruction.

Strategy's Expected Result/Impact: Improve academic achievement and close the achievement gaps

Staff Responsible for Monitoring: Campus administrators, Instructional Coach, Academic Specialist

Title I Schoolwide Elements: 2.6 - **ESF Levers:** Lever 5: Effective Instruction

Goal 1: Pine Tree Primary will create a customized learning environment that ensures a culture of innovation.

Performance Objective 2: 95% of kindergarten students will master math standards

Targeted or ESF High Priority

Evaluation Data Sources: End of Year Benchmark

Strategy 1 Details
<p>Strategy 1: Teacher's will receive training on best practices in math instruction and implement instructional practices daily.</p> <p>Strategy's Expected Result/Impact: 100% kindergarten students perform 70% or higher on end of year math CBA</p> <p>95% kindergarten students on level end of year KEA (green=on level)</p> <p>Staff Responsible for Monitoring: Executive Director, Quality of Education, Principal, Assistant Principal, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>

Goal 1: Pine Tree Primary will create a customized learning environment that ensures a culture of innovation.

Performance Objective 3: PT Primary will develop systems to foster an inclusive, collaborative culture.

Targeted or ESF High Priority

Evaluation Data Sources: Climate survey; employee retention reduction

Strategy 1 Details
<p>Strategy 1: Pine Tree Primary will work as a Professional Learning Community and will collaborate and analyze data weekly, every 3 weeks, and 9 weeks on curriculum, instruction and assessment.</p> <p>Strategy's Expected Result/Impact: 50% of resources used in unit of study will include various cultures</p> <p>Staff Responsible for Monitoring: Teachers, Principal, Assistant Principal, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>
Strategy 2 Details
<p>Strategy 2: Common planning will be scheduled each week for 90 minutes to ensure equity of instruction across classrooms. Four Questions will be answered during meetings to ensure students at risk have Tier 2 intervention in classroom and students needing enrichment will receive Tier 1 extensions to learning.</p> <p>Strategy's Expected Result/Impact: 100% of walkthroughs will reflect best practices decided on through common planning and use of data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Classroom Teachers (2 FTE)</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>

Goal 1: Pine Tree Primary will create a customized learning environment that ensures a culture of innovation.

Performance Objective 4: Increase STEAM, science, technology, engineering, arts, and mathematics opportunities for all students in all grades.

Evaluation Data Sources: Increased enrollment/participation in robotics; integration of computer coding during STEAM or Engineering/Science hour; increased enrollment in the STEM endorsement for graduation at PTHS

Strategy 1 Details
<p>Strategy 1: STEAM time scheduled and planned daily.</p> <p>Strategy's Expected Result/Impact: STEAM activities aligned to standards reflected in lesson plans and walk-throughs</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers, Instructional Coach, Media Center Paraprofessional</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>

Goal 1: Pine Tree Primary will create a customized learning environment that ensures a culture of innovation.

Performance Objective 5: 100% of PreK students will be on target for entering Kindergarten.

Evaluation Data Sources: CIRCLE assessment: all greens in area of reading and math

Strategy 1 Details
<p>Strategy 1: Use CLI engage to collect, analyze and make instructional decisions in RLA, math, science and social studies</p> <p>Strategy's Expected Result/Impact: 100% of Students will be on level in reading and in math (CIRCLE score= green)</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>

Goal 1: Pine Tree Primary will create a customized learning environment that ensures a culture of innovation.

Performance Objective 6: Pine Tree Primary will implement systems and strategies to support Emergent Bilingual (EB).

Evaluation Data Sources: TELPAS, Teacher Certification Data, Classroom Observations

Strategy 1 Details
<p>Strategy 1: All teachers will be ESL certified by the end of the 2021-2022 SY.</p> <p>Strategy's Expected Result/Impact: Compliance with TEA Guidelines.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Coordinator of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p>
Strategy 2 Details
<p>Strategy 2: Teachers will use language acquisition strategies based on ELPS, progress monitor individual student goals for all language domains (ISIP), and identify ELPS and CCRS in assessments.</p> <p>Strategy's Expected Result/Impact: Increase in TELPAS scores.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Coordinator of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Funding Sources: Istation - 282 ESSER III - \$15,550</p>
Strategy 3 Details
<p>Strategy 3: TEKS, ELPS, and CCRS will be included in the curriculum. Language objective and learning objective will be posted. Teachers will use real and comprehensible input.</p> <p>Strategy's Expected Result/Impact: Increase student achievement.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Coordinator of Special Programs, Instructional Coach, Bilingual Teacher</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>
Strategy 4 Details
<p>Strategy 4: Raz Kids will be utilized to increase literacy in the home to improve reading levels in EL students.</p> <p>Strategy's Expected Result/Impact: Increase student reading levels.</p> <p>Staff Responsible for Monitoring: Principal, Instruction Coaches, Academic Specialist, Teachers</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: Reading A-Z/Raz Kids - 163- Comp Ed Funds - \$3,724</p>
Strategy 5 Details
<p>Strategy 5: Learning A-Z will be utilized to increase literacy in the home to improve reading levels.</p> <p>Strategy's Expected Result/Impact: Increased student learning; increase in reading levels based on F&P BAS.</p> <p>Staff Responsible for Monitoring: Campus principals, IC, Academic Specialist, teachers</p> <p>Title I Schoolwide Elements: 2.6</p>

Goal 2: Pine Tree Primary will maximize learning through the use of advanced resources and digital literacy.

Performance Objective 1: Improve the implementation of technology in all classrooms.

Evaluation Data Sources: SeeSaw usage report

Strategy 1 Details
Strategy 1: Provide Google Suite Components and SAMR model training to all Primary staff members through the Seesaw Learning Journal. Strategy's Expected Result/Impact: Increased utilization of Google Education Apps. Staff Responsible for Monitoring: Principal, Assistant Principal,
Strategy 2 Details
Strategy 2: Review technology devices in each classroom and develop a plan to ensure consistency. Strategy's Expected Result/Impact: Consistent Technology tools in all classrooms Staff Responsible for Monitoring: Principal, Assistant Principal, Technology Department Technician
Strategy 3 Details
Strategy 3: All classrooms will use SeeSaw on a weekly basis to track project based learning and communicate with parents. Strategy's Expected Result/Impact: Improved communication with parents and family and increase student use of technology Staff Responsible for Monitoring: Campus Administrators, Coordinator of Special Programs Funding Sources: SeeSaw - 266 ESSER I - \$3,109

Goal 3: Pine Tree Primary will boldly support the social and emotional needs of all students.

Performance Objective 1: Pine Tree Primary will increase student time in class and decrease meltdowns through violence prevention and intervention.

Evaluation Data Sources: Staff and Parent Feedback, decrease in office and behavior referrals

Strategy 1 Details
<p>Strategy 1: Provide individual counseling, group counseling, character education and redirect program to teach students appropriate interpersonal skills and coping mechanisms as well as conflict resolution.</p> <p>Strategy's Expected Result/Impact: Tier 2 & 3 behavior students will increase class instructional time</p> <p>Staff Responsible for Monitoring: Staff Responsible for Monitoring Principal, Assistant Principal, Behavior Interventionist</p>
Strategy 2 Details
<p>Strategy 2: Use Parent Liaison to strengthen home/school relationships and increase attendance rate while decreasing truancy rate.</p> <p>Strategy's Expected Result/Impact: Parent survey will reflect positive feedback</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Student Services, Principal, Assistant Principal, Parent Liaison (.34 FTE)</p> <p>Funding Sources: Parent Liaison Salary & Benefits - 211- Title I Funds - \$16,335</p>
Strategy 3 Details
<p>Strategy 3: Implement Mindful Monday's in order to focus students during the week to practice self-monitoring behaviors and character education.</p> <p>Strategy's Expected Result/Impact: Decrease in misbehavior in the classroom.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>
Strategy 4 Details
<p>Strategy 4: Local counselors developed a local system to support the social and emotional well-being of students PK-12 to support PTISD students based on their needs.</p> <p>Strategy's Expected Result/Impact: Well adjusted students</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselor</p>

Goal 3: Pine Tree Primary will boldly support the social and emotional needs of all students.

Performance Objective 2: Promote healthy lifestyle through 60 minutes of physical activity a day

Evaluation Data Sources: Master Schedule

Strategy 1 Details
<p>Strategy 1: Include morning and afternoon recess and PE in master schedule</p> <p>Strategy's Expected Result/Impact: Less off task behavior in academic settings</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal PE Teacher Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.5</p>

Goal 4: Pine Tree Primary will ensure student leadership is an integral part of our learning culture.

Performance Objective 1: Implement leadership roles and responsibilities throughout the campus and classroom to create well-rounded students.

Evaluation Data Sources: Leadership Team minutes, Faculty Learning minutes, Facebook/Twitter and Website posts

Strategy 1 Details
<p>Strategy 1: Campus developed behavior management system will be implemented across campus.</p> <p>Strategy's Expected Result/Impact: Improved student behavior.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers, Counselor, Intervention Aide</p>

Goal 5: Pine Tree Primary will recruit, develop, support, and retain the highest quality staff.

Performance Objective 1: In an effort to reduce the teacher turnover rate, PT Primary will implement systems to support, recruit, and retain high quality staff.

Evaluation Data Sources: Reduced teacher turnover rate; University recruitment fair attendance

Strategy 1 Details
<p>Strategy 1: Improve campus culture by implementing district strategic plan</p> <p>Strategy's Expected Result/Impact: Campus Climate Survey will reflect understanding of the connection between district strategic plan and positive campus climate</p> <p>Staff Responsible for Monitoring: All Primary Staff</p>

Goal 5: Pine Tree Primary will recruit, develop, support, and retain the highest quality staff.

Performance Objective 2: PT Primary will strengthen the relationships among all staff members.

Evaluation Data Sources: Develop annual community and PTISD family celebrations; Promote a culture of "All In" district-wide.

Strategy 1 Details
<p>Strategy 1: Faculty learning each month is focused around team building. Master schedule allows staff to collaborate with a variety of peers throughout the week.</p> <p>Strategy's Expected Result/Impact: Campus Climate Survey will reflect understanding of the connection between district strategic plan and positive campus climate</p> <p>Staff Responsible for Monitoring: All Primary Staff</p>

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 1: Pine Tree Primary will facilitate family-to-family support to increase families' capacity to work in partnership with the school and with other families to increase all students' ability to grow and learn.

Evaluation Data Sources: Sign in Sheets of Events(percent of families attending, can be used to connect new families to resources through emails)
Seesaw Learning Journal Data Hub (data on interactions on a weekly basis within Learning Journal).

Strategy 1 Details
<p>Strategy 1: Provide opportunities for parents to be involved: Family Night Parent Conferences Literacy Nights Grandparent's Day</p> <p>Strategy's Expected Result/Impact: Increased parental involvement</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Classroom Teacher Parent Liason</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 2: Pine Tree Primary will establish a network of community resources to provide families support to increase school readiness and family engagement in student learning..

Evaluation Data Sources: Primary Partner Provider Survey
Primary Family Engagement Survey
Sign in Sheets of Events

Strategy 1 Details
<p>Strategy 1: Pine Tree Primary will host two family/care giver outreach events to notify of enrollment period and documentation needed.</p> <p>Strategy's Expected Result/Impact: Increase community and family engagement.</p> <p>Staff Responsible for Monitoring: Campus Administrators</p> <p>Title I Schoolwide Elements: 3.1</p>

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 3: Pine Tree Primary will increase family participation in decision-making by developing systems for shared decision making.

Evaluation Data Sources: Sign in Sheets and agendas of Committee and other planning meetings

Strategy 1 Details
<p>Strategy 1: Create, distribute, implement and monitor Family and Community Engagement Plan and School and Family Compact with input from all stakeholders.</p> <p>Strategy's Expected Result/Impact: Increase Family and Community Engagement</p> <p>Staff Responsible for Monitoring: Site Based Decision Making Team Principal Assistant Principal</p> <p>Title I Schoolwide Elements: 3.1</p>

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 4: Pine Tree Primary will equip families with tools to enhance and extend the learning of the whole family.

Evaluation Data Sources: Sign in Sheets of Events
TPIER Reports

Strategy 1 Details
<p>Strategy 1: Annual Title I meeting with parents to communicate Title I requirements, components, and assistance to campus. Strategy's Expected Result/Impact: Increase parent engagement Staff Responsible for Monitoring: Campus Administrators, Coordinator of Special Programs Title I Schoolwide Elements: 3.1</p>

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 5: Pine Tree Primary will equip families with tools to enhance and extend the learning of the whole family.

Evaluation Data Sources: Sign in Sheets of Events
TPIER Reports

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 6: Pine Tree Primary will develop staff skills in evidence-based practices that support families in meeting their children's learning benchmarks.

Evaluation Data Sources: Professional Development Logs- The evaluation feedback form as for information about how the training will be used and what further assistance is ended)

Strategy 1 Details
<p>Strategy 1: Increase the capacity and connections between school, parent, and students by using Ready Rosie.</p> <p>Strategy's Expected Result/Impact: Increase student achievement and increased engagement between school and parents</p> <p>Staff Responsible for Monitoring: Campus Administrators, IC, Coordinator, Special Programs</p> <p>Title I Schoolwide Elements: 3.2</p>

Goal 6: Pine Tree Primary will increase Parent, Family, and Community Engagement.

Performance Objective 7: Pine Tree Primary school will evaluate family engagement efforts and use evaluation for continuous improvement.

Evaluation Data Sources: Primary Family Engagement Survey

Strategy 1 Details
<p>Strategy 1: Provides families with two activities or strategies (e.g. meet the teacher event, class tour, etc.) that can support their child's transition from one grade level to the next.</p> <p>Strategy's Expected Result/Impact: Students transition to next grade more easily</p> <p>Staff Responsible for Monitoring: Principal, Campus Staff</p>