

ROUND ROCK ISD
2009-2010 Campus Improvement Plan

Strategic Goal I:	Accelerate TAKS gains for economically disadvantaged, African American, and Hispanic students to reduce the achievement gap
Leadership:	<ul style="list-style-type: none"> • Vision: All Fern Bluff Elementary (FBE) staff will demonstrate knowledge of TEKS, use of effective instructional practices, and demonstrate skill in utilizing different assessment types to drive instructional decisions. • Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, Grade Level Teams, and support staff
Information and Analysis:	Data Collected and Analyzed: TAKS, LAT, TELPAS, TAKS-A, and TAKS-M performance; AYP standing
Student Stakeholder Focus:	<ul style="list-style-type: none"> • Data Trends: Addressing the need to increase the passing and commended rating overall within each of the student subgroups
Professional Development/Human Resources Focus:	<ul style="list-style-type: none"> • Training Needs: CGI, Math TEKS Connections, Guided Math, Science Pedagogy and Best Practice, ACC Collaborative
Change Strategy:	<p>Failure Is Not An Option Principles (1-6)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Develop common mission, vision, values & goals X Ensure achievement for all students; creating systems for prevention & intervention X Create/support collaborative teaming focused on teaching & learning X Use data to guide decision making and continuous improvement <input type="checkbox"/> Gain active engagement from family and community <input type="checkbox"/> Build sustaining leadership capacity

	Process Management-Specific Action Steps and Time Lines for Each Change Strategy	Start Date	Finish Date	Responsibility	Resources Costs/Services
1.	Continue grade level data meetings to discuss student progress based upon assessment data.	09/09	05/10	Dr. Wilson, Ms. Mercer, Grade Level Teams and Interventionists	Meeting time/ Instructional/Behavior/Social /Emotional Data
2.	Monitor teacher team planning to insure that the written curriculum, unit plans and assessments are aligned with classroom instruction.	09/09	05/10	Dr. Wilson and Ms. Mercer	Lesson Plans/Alignment with the AARC/Grade Level Scope and Sequence

3.	Enhance our campus Response to Intervention process by refining Tier I Interventions and incorporating a campus-wide universal screening procedure.	08/09	06/10	Dr. Wilson, Ms. Mercer, FB Teachers, LSSP, Diagnostician, & Interventionists	Academic/Behavior/Social/Emot Interventions/Formative Assessments, Stephanie Harvey Comprehension Tool Kits
4.	Refine student success team process for the identification and problem solving of students' academic, social and emotional concerns.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, Grade Level Teams and Interventionists	Revised SST Paperwork & Scheduled Meetings RTI Notebooks
5.	Maintain individualized student data folders to track their focused intervention plans.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, FB Teachers and Interventionists	Student Paperwork and Meeting Time
6.	Continue frequent collaborative walks and classroom observations to assess best practices.	09/09	05/10	Dr. Wilson, Ms. Mercer, Collaborative Teacher Leaders, Embedded Staff, Grade Level Teams	Time for Observations, Subs for Collaborative Teacher Leaders, & Observation forms
7.	Continue analyzing performance data, benchmark results, grade level formative and summative assessments.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, FB Teachers, Staff & Parents	Meeting Time
8.	Continue our campus-wide and grade level focus on best practices in Science including: 5 E Model lessons, Science Notebooks, 3D to 2D, science vocabulary, and inquiry based experiences.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, FB Teachers, Students, Parents and School Community	Grade level scope and sequence, lesson/unit plans, science experiences and resources
9.	Continue Science Kits available for Kindergarten through 5 th grade students to check out and in support of science enrichment time at home with Fern Bluff families.	09/09	05/10	PTA Science sub-committee GL Teams, students and parents/families	Science Kit Materials and time
10.	Maintain & increase nonfiction titles available for Fern Bluff students by way of the Library and Literacy library collection (for teachers).	09/09	05/10	Literacy Vertical Team, Ms.Mercer and Ms. Woods	Instructional Funds
11.	Offer Destination Imagination as after school Science Enrichment for Kdg-5 th grade students.	09/09	05/10	Ms. Witschorke, Parents, and student representatives	Time and Enrichment Materials Classrooms
12.	Offer Geography Club for after school enrichment.	09/09	05/10	FB Teachers, Parents and Student representatives	Time and Enrichment Materials Classrooms
13.	Continue our <i>National Champion</i> Math Pentathlon Club as afterschool opportunity for students. Parent volunteers will serve as math coaches for the club.	09/09	05/10	Parent representatives, K-5 th grade student representatives	Time, Classrooms and Enrichment Materials

Process Results (Benchmarks & Others): Benchmark scores, Universal screening, formative assessments and report card grades

Strategic Results (TAKS): The achievement gaps among "all students" and each student group will be less than 5% in each Content area assessed on TAKS.

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Strategic Goal II:	Increase the percentage of underrepresented minority students enrolled in Advanced Placement, Dual Credit, International Baccalaureate, and Algebra 1 (middle school) courses
Leadership:	<ul style="list-style-type: none"> • Vision: FBE will work as a school community to meet the varied needs and help to insure the success of each Fern Bluff student. • Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, Guidance Team, Grade Level Teams, and support staff
Information and Analysis:	Data Collected and Analyzed: # of AA & Hisp. in advanced classes, AYP, attendance, TAKS, LAT, TAKS-A, TAKS-M, and TELPAS performance data, # Of LEP / SPED exiting and passing & AYP Status and attendance data.
Student Stakeholder Focus:	<ul style="list-style-type: none"> • Data Trends: Addressing the need to increase the passing and commended rating overall within each of the student subgroups.
Professional Development/Human Resources Focus:	<ul style="list-style-type: none"> • Training Needs: Guided Reading/Lit Circles, 6+1 Traits (for new FBE teachers & other requested staff), CGI, and Diversity Training
Change Strategy:	<p>Failure Is Not An Option Principles (1-6)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Develop common mission, vision, values & goals X Ensure achievement for all students; creating systems for prevention & intervention X Create/support collaborative teaming focused on teaching & learning X Use data to guide decision making and continuous improvement <input type="checkbox"/> Gain active engagement from family and community <input type="checkbox"/> Build sustaining leadership capacity

	Process Management-Specific Action Steps and Time Lines for Each Change Strategy	Start Date	Finish Date	Responsibility	Resources Costs/Services
1.	Grade Levels will meet weekly to discuss student concerns, interventions and progress based upon assessment data.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, Grade Level Teams and Interventionists	Meeting Time, Various Data Pieces (instructional, behavioral, social and emotional)
2.	Refine student success team process for the identification and problem solving of students' academic, social and emotional concerns.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, Grade Level Teams and Interventionists	Revised SST paperwork and scheduled/informal meetings

3.	Maintain individualized student data folders to track their focused intervention plan.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, FB Teachers and Interventionists	Student academic and related paperwork
4.	Be intentional about discussing and identification of the academic potential of all students in the TAG program.	09/09	05/10	Dr. Wilson, Ms. Mercer, Ms. O'Brien, FB Teachers and Interventionists	Meeting Time and Teacher observations/notes
5.	Monitor campus-wide data tracking system to monitor student progress within numerous interventions (Ex. Guided instruction, small group)	09/09	05/10	Dr. Wilson and Ms. Mercer	AIMS data base, TAKS, Benchmark Data, Formative Assessment Data and Time
6.	Analyze the 08-09 TAKS campus data to identify gaps and trends.	08/09	05/10	Dr. Wilson, Ms. Mercer and FB Teachers / Staff	Various Data Pieces including Data Dig Notebook and CD
7.	Enhance and promote the use of the Parent Resource Office.	09/09	05/10	Holly Stueve	Resource books, materials and contacts
8.	Continue consistent communication with parents via Dr. Wilson's Blog, Mercer Moment and principal's corner in the PTA online newsletter.	09/09	05/10	Dr. Wilson Ms. Mercer	Time, Blog, Newsletters, correspondences and Website
9.	Enhance communication networks with parents by updating school and staff websites on a consistent basis.	09/09	05/10	FB Teachers/Staff, FB Technology Vertical Team	Time Technology Resources
10.	Continue Watch DOGS program to encourage increased participation of Fern Bluff fathers on campus.	09/09	05/10	Bill Funk and FB Fathers	Time, Watch DOG Materials and Supplies
11.	Continue holding regular informal monthly Principal's Coffee meetings with parents.	09/09	05/10	Dr. Wilson and Ms. Mercer	Meeting Time and Related Materials
12.	Continue to enhance technology resources to all for more innovative instruction and delivery of information in the classrooms for students, parents and staff.	09/09	05/10	FB Staff, Students, Parents FB Technology Vertical Team	Time, Grade Level Scope and Sequence, Technology Resources

Process Results (Benchmarks & Others): RRISD Benchmark Results, Universal Screening Results and Formative Assessments

Strategic Results (TAKS): The achievement gaps among "all students" and each student group will be less than 5% in each content area assessed on TAKS.

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Strategic Goal III:	Increase the graduation rate for economically disadvantaged, African American, and Hispanic students
Leadership:	<p>Vision: Cultivate student mastery of all academic and social skills in preparation for matriculation to middle school and high school.</p> <ul style="list-style-type: none"> • Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, Guidance Team, Grade Level Teams, and support staff
Information and Analysis:	<ul style="list-style-type: none"> • Data Collected and Analyzed: RRISD TAKS Results, Kilgo Analysis, AYP Report
Student Stakeholder Focus:	<ul style="list-style-type: none"> • Data Trends: Addressing the need to increase the passing and commended rating overall within each of the student subgroups.
Professional Development/Human Resources Focus:	<ul style="list-style-type: none"> • Training Needs: Guided Reading/Lit Circles, 6+1 Traits, Failure Is Not An Option, CGI, Math TEKS Connections, Guided Math, Science Pedagogy/Best Practice, ACC Collaborative, and Quality, Respect and Responsibility (QRR) Campus-Wide Behavior Plan and Diversity Training
Change Strategy:	<p>Failure Is Not An Option Principles (1-6)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Develop common mission, vision, values & goals X Ensure achievement for all students; creating systems for prevention & intervention X Create/support collaborative teaming focused on teaching & learning <input type="checkbox"/> Use data to guide decision making and continuous improvement X Gain active engagement from family and community <input type="checkbox"/> Build sustaining leadership capacity

	Process Management-Specific Action Steps and Time Lines for Each Change Strategy	Start Date	Finish Date	Responsibility	Resources Costs/Services
1.	Revise and enhance our campus-wide discipline plan (QRR) in the halls, cafeteria, classrooms, and library.	09/09	05/10	Dr. Wilson, Ms. Mercer	Resources
2.	Grade level & campus teams will submit agendas outlining the detailed plans for the half days of staff development and planning.	09/09	05/10	Dr. Wilson, Ms. Mercer	Program Resources

3.	Grade level teams will meet weekly to plan, discuss curriculum, lesson design and students' progress.	08/09	05/10	FBE Grade Level Teams Dr. Wilson, Ms. Mercer	Instructional Materials Substitutes
4.	Maintain campus awards procedures to recognize students' academic and successful display of positive character education traits. Support Going Green Effort by minimizing the amount of paper certificates made and incorporating school banners to use during awards ceremonies.	09/09	05/10	Dr. Wilson, Ms. Mercer Site Based Team FBE Guidance Team	Materials for Awards
5.	Incorporation of shared decision-making through strong campus teams: Administrative team, Guidance team (team leaders), Collaborative Teacher Leaders, Science Collaborative Teachers, Office team, Site Based Advisory Committee and Vertical Teams.	08/09	05/10	Dr. Wilson, Ms. Mercer Administrative team, Guidance team (team leaders), CT Leaders, Science Collaborative Teachers, Office team, Site Based Advisory Committee and Vertical Teams	Meeting Time Resources
6.	Continued support for our new teachers through district and implementation of a supportive campus mentoring model (Teacher Support Team).	08/09	06/10	Dr. Wilson, Ms. Mercer Collaborative Teacher Leaders FB Guidance Team	Resources Substitutes Meeting Time
7.	Begin to cultivate a partnership with the new senior living facility (Park Valley Inn).	09/09	05/10	Ms. O'Brien, Holly Stueve, FB students, teachers, staff and parents	Resources
8.	BITS mentoring program with McNeil High School and Round Rock H.S.	09/09	05/10	Ms. O'Brien, designated FB students & selected H.S. students	Program Resources Meeting Time
9.	Discussion and detailed plans regarding Education Go Get It Week	09/09	05/10	Ms. O'Brien and FB teachers/staff students and parents	Program Resources
10.	Campus highlights regarding numerous occupations such as bulletin boards, library books and guest speakers.	09/09	05/10	FB students, teachers, staff and parents	Program Resources
11.	Encouraging teachers /staff to display and share college pride with shirts, and other paraphernalia from their colleges and universities.	09/09	05/10	Ms. O'Brien and FB teachers/staff students and parents	Program Resources
12.	Encouraging campus partnerships with Chisholm Trail Middle School and Round Rock High School.	09/09	05/10	Ms. O'Brien, teachers, staff & designated students at CTMS & RRHS	Program Resources
13.	Hosting an <i>Insider's Guide to Middle School</i> for the 5 th grade Fern Bluff parents	09/09	05/10	Ms. Stueve, FB parent volunteers	Program Resources
14.	5 th grade Fern Bluff students half day visit to CTMS	01/10	05/10	5 th grade teachers, staff, students, CTMS representatives & FB parent volunteers	Resources, Time and transportation

Strategic Results (TAKS): Cultivate student mastery of all academic and social skills in preparation for matriculation to middle school and high school

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Strategic Goal IV:	Fully implement the diversity training plan
Leadership:	<ul style="list-style-type: none"> • Vision: As a school community, we will actively encourage the support of our parents, students, teachers/staff and district resources to help inform, share and celebrate the plethora of cultures represented at Fern Bluff. Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, Guidance Team, Grade Level Teams, and support staff
Information and Analysis:	<ul style="list-style-type: none"> • Data Collected and Analyzed: : RRISD Benchmark Results, RRISD TAKS Results, Kilgo Analysis, AYP Report
Student Stakeholder Focus:	<ul style="list-style-type: none"> • Data Trends: Addressing the need to increase the passing and commended rating overall within each of the student subgroups.
Professional Development/Human Resources Focus:	<ul style="list-style-type: none"> • Training Needs: Diversity Trainings,
Change Strategy:	<p>Failure Is Not An Option Principles (1-6)</p> <ul style="list-style-type: none"> X Develop common mission, vision, values & goals X Ensure achievement for all students; creating systems for prevention & intervention <input type="checkbox"/> Create/support collaborative teaming focused on teaching & learning <input type="checkbox"/> Use data to guide decision making and continuous improvement X Gain active engagement from family and community <input type="checkbox"/> Build sustaining leadership capacity

	Process Management-Specific Action Steps and Time Lines for Each Change Strategy	Start Date	Finish Date	Responsibility	Resources Costs/Services
1.	All campus staff participated in for a four hour Diversity Foundation Training in August 2009.	08/09	12/09	Dr. Wilson, Ms. Mercer	Resources

2.	All campus staff received a Diversity notebook with training materials and related articles.	09/09	05/10	Dr. Wilson, Ms. Mercer	Time
3.	All campus staff will participate in a follow-up Diversity Training in Spring 2010	01/10	05/10	Dr. Wilson, Ms. Mercer Grade Level Teams	Meeting Time & Resources
4.	Incorporate “Fern Bluff’s Fourth Fridays”. This will serve as a cultural forum spotlighting parents, teachers and staff who will share with the students during lunch periods. This sharing could be through age appropriate singing, dancing, instrumentals, poetry and read alouds.	01/10	05/10	Holly Stueve, FBE Teacher, staff, students, & FB families	Time and additional resources as needed
5.	Incorporate a staff led literacy night with a diverse/multicultural theme.	01/10	05/10	Ms. Dalton, Dr. Wilson, Mercer and Literacy Vertical Team	Time, Literacy Resources
6.	Increasing the number of campus mentors to help assist and partner with designated students who could benefit from this extra layer of support/encouragement.	09/09	05/10	Ms. O’Brien, Ms. Stueve designated FB students & mentors	Time
7.	Invite guest speakers to highlight topics of diversity.	09/09	05/10	Ms. Stueve, FBE Teacher, staff, students, & FB families	Resources
8.	Continue sharing with all members of the Fern Bluff School community during Multicultural Night.	09/09	05/10	Dr. Wilson, Ms. Mercer	Time
9.	Continue sharing with all members of the Fern Bluff School community during our Talent Showcases	09/09	05/10	Dr. Wilson, Ms. Mercer Grade Level Teams	Meeting Time
10.	Initiate a campus partnership with the Park Valley Inn (A new senior assisted living facility in our neighborhood). Some ideas for partnership include: Adopting a senior, grade levels decorating halls in the facility, and inviting senior residents to school sponsored events).	09/09	05/10	Ms. O’Brien, Park Valley Inn Activities Coordinator, FB students, teachers, staff and parents	Time and Resources for Activities or residents

Process Results (Benchmarks & Others): TAKS, Benchmarks, Formative assessments, Formal and informal campus feedback from teachers/staff, students, parents and member of our extended school community.

Strategic Results (TAKS): Cultivate student mastery of all academic and social skills in preparation for matriculation to middle school, high school and students to become productive citizens.