

<b>Goal</b>	Narrow the achievement gap for student groups.
<b>District Focus Area:</b>	Math and Science
<b>Campus Goal:</b>	All students will meet or exceed required performance improvement targets for meeting TAKS standard and commended performance.
<b>Leadership:</b>	<ul style="list-style-type: none"> <li>• Vision: All Fern Bluff Elementary (FBE) staff will demonstrate knowledge regarding TEKS, use of effective instructional practices, and demonstrate skill in utilizing different assessment types to drive instructional decisions.</li> <li>• Leadership Person(s): Dr. Wilson, Ms. Mercer &amp; the FBE Administrative Team</li> </ul>
<b>Information and Analysis:</b>	<ul style="list-style-type: none"> <li>• Data Collected and Analyzed: RRISD Benchmark Results, RRISD TAKS Results, and AYP Report</li> </ul>
<b>Student Stakeholder Focus:</b>	<ul style="list-style-type: none"> <li>• Data Trends: Addressing the need to increase the passing and commended rating overall within each of the student subgroups.</li> </ul>
<b>Human Resource Focus:</b>	<ul style="list-style-type: none"> <li>• Training Needs: CGI, Math TEKS Connections, Guided Math, Science Pedagogy and Best Practice, ACC Collaborative</li> </ul>
<b>Change Strategy:</b>	Use of Teacher & Student Performance Data, Grade Level Team Meetings, Collaborative Vertical/Horizontal Meetings, Targeted Interventions for students and teachers

	<b>Process Management – Specific Action Steps and Time Lines for Each Change Strategy</b>	<b>Start Date</b>	<b>Finish Date</b>	<b>Responsibility</b>	<b>Resources Costs/Services</b>
1	Grade Levels will meet bi-weekly to discuss student progress based upon intervention and assessment data.	9/08	05/09	Dr. Wilson, Ms. Mercer, Grade Level Teams, & Interventionalists	Meeting Time/Instructional Data
2	Monitor teacher team planning to insure that the written curriculum unit plans and assessments are aligned with classroom instruction.	09/08	05/09	Dr. Wilson, Ms. Mercer	Grade Level Scope and Sequence
3	Use frequent campus collaborative walks and classroom observations to identify and share best practices.	09/08	05/09	Dr. Wilson, Ms. Mercer Grade Level Teams and Collaborative Teacher	Substitutes
4	All grade levels will design, implement and assess science and math unit plans and lesson plans.	09/08	05/09	Dr. Wilson, Ms. Mercer	Instructional Materials

5	Continue to analyze Math and Science performance data across demographic groups.	09/08	05/09	Dr. Wilson, Ms. Mercer and Grade Level Teams	TAKS Data, EPMS report
6	Continue analyzing benchmark and grade level formative and summative assessments.	09/08	05/09	Dr. Wilson, Ms. Mercer and Grade Level Teams	Benchmark Data & various assessments
7	Campus-wide and grade level focus on best practices in Science including: 5E model lessons, Science notebooks, 3D to 2D, science vocabulary, and inquiry based laboratory experiences	09/08	05/09	Grade Level Teams Students/Teachers Dr. Wilson & Ms. Mercer	Grade Level Scope and Sequence; Lesson Plans
8	Science Kits available for students to check out and complete science activities with their families.	09/08	05/09	PTA sub-committee, grade level teams	Science Kit materials, time and PTA sub-committee
9	Signing up science guest lecturers to visit grade level(s) and working to develop a Science Exploration Night from Fern Bluff students and parents.	09/08	05/09	Members of the FB school community	Time
10	Increased amount of nonfiction literature available for Fern Bluff students by way of the Library and Literacy library collection (for teachers).	09/08	05/09	Literacy Vertical Team Librarian, Ms. Woods	Grant and instructional funds
11	Incorporation of "Spotlight on Science" during KATZ broadcast and science highlights/United streaming/science vocabulary on television screens during lunch periods.	09/08	05/09	KATZ Broadcast Team Mr. Kania	Time
12	Destination Imagination After School Science Enrichment for our 5 <sup>th</sup> grader students.	09/08	05/09	Ms. Witschorke 5 <sup>th</sup> grade student representatives	Time and Enrichment Materials
13	Kick-off of Math Pentathlon Club as afterschool opportunity for students. Parent volunteers will serve as math coaches for the club.	09/08	05/09	Mrs. Mack, parent representatives and Kinder – 5 <sup>th</sup> grade student representatives	Time, classrooms, and materials

<b>Goal</b>	Increase the percentage of minority/underrepresented students enrolled in advanced classes.
<b>District Focus Area:</b>	Performance Gaps Among Student Groups
<b>Campus Goal:</b>	The achievement gaps among "all students" and each student group will be less than 5% in each content area assessed on TAKS.
<b>Leadership:</b>	<ul style="list-style-type: none"> <li>• Vision: FBE will work as a school community to meet the varied needs and help to insure the success of each Fern Bluff student.</li> <li>• Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, FBE Guidance Team</li> </ul>
<b>Information and Analysis:</b>	<ul style="list-style-type: none"> <li>• <b>Data Collected and Analyzed: RRISD Benchmark Results, RRISD TAKS Results, Kilgo Analysis, AYP Report</b></li> </ul>
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<b>Human Resource Focus:</b>	<ul style="list-style-type: none"> <li>• Training Needs: Guided Reading/Lit Circles, 6+1 Traits (for new FBE teachers &amp; other requested staff), CGI, Failure Is Not An Option</li> </ul>
<b>Change Strategy:</b>	Use student/teacher performance data, Collaborative team dialogues, Grade Level Team Discussions, Levels of SST meetings, and Principal Led teacher conferences

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1	Grade level will meet bi-weekly to discuss student concerns, interventions, and progress based upon a variety of assessment data	09/08	05/09	Dr. Wilson, Ms. Mercer, Grade Level Teams, & Interventionalists	Meeting Time
2	Refine student success team process for the identification and problem solving of students' academic, social and emotional concerns.	09/08	06/09	Dr. Wilson, Ms. Mercer, Ms. O'Brien FBE Teachers	SST paperwork Meeting Time

3	Develop individualized student data folders to track their focused intervention plan.	09/08	11/08	FBE Teachers	Planning Time
4	We will be intentional about discussing and identifying the academic potential of all students for the TAG program.	09/08	05/09	Dr. Wilson, Ms. Mercer FBE Teachers/Staff	Meeting Time
5	Analyze the 07-08 TAKS campus data to identify gaps and trends.	08/08	10/08	Dr. Wilson, Ms. Mercer FBE Teachers/Staff	TAKS Data
6	Monitor campus-wide data tracking system used to check student progress within numerous interventions (Ex. SAIL, guided instruction, small group)	08/08	05/09	Dr. Wilson, Ms. Mercer	AIMS data base TAKS, Benchmark Data Time
7	Analyze district benchmarks and common assessment results by student groups and student.	09/08	05/09	Dr. Wilson, Ms. Mercer FBE Grade Level Teams	Planning Time
8	Continue to promote the use of the Parent Resource Office.	09/08	05/09	Holly Stueve Dr. Wilson, Ms. Mercer	Resource Materials
9	Continue consistent communication with parents via the principal's corner in the PTA online newsletter and the principal's newsletter.	08/08	05/09	Dr. Wilson	Newsletters
10	Enhance communication networks with parents by updating school and staff websites on a consistent basis.	09/08	05/09	FBE Teachers/Staff FBE Technology Vertical Team	Time
11	Continue to promote our "Watch DOGS" program to encourage increase participation of Fern Bluff fathers on campus.	09/08	05/09	Holly Stueve	Materials for Campus Program
12	Continue to host monthly Principal's Coffee meetings with parents.	10/08	05/09	Dr. Wilson, Ms. Mercer	Meeting Time

<b>Goal</b>	Increase the high school completion rate.
<b>District Focus Area:</b>	Overall Campus Performance
<b>Campus Goal:</b>	Cultivate student mastery of all academic and social skills in preparation for matriculation to middle and high school.
<b>Leadership:</b>	<ul style="list-style-type: none"> <li>• Vision: FBE staff will work on collaboration and allowing more opportunities for building leadership capacity of staff members. In addition, a focus will be placed on establishing campus-wide plans and initiatives to help support and positively enhance the FBE school community.</li> <li>• Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, FBE Guidance Team</li> </ul>
<b>Information and Analysis:</b>	<ul style="list-style-type: none"> <li>• Data Collected and Analyzed: RRISD Benchmark Results, RRISD TAKS Results, Kilgo Analysis, AYP Report</li> </ul>
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<b>Change Strategy:</b>	Provide numerous opportunities for FBE teacher/ staff groups and subgroups to engage in dialogue regarding curriculum, instruction, planning and strategies for enhancing student performance.

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1	Monitor and consistently implement our campus-wide discipline plan (QRR).	09/08	05/09	Dr. Wilson, Ms. Mercer	Resources
2	Monitor our revised cafeteria positive behavior plan.	09/08	05/09	Dr. Wilson, Ms. Mercer	Program Resources
3	Continue our revised campus awards procedure to recognize students’ academic and successful display of positive character education traits.	09/08	05/09	Dr. Wilson, Ms. Mercer  Site Based Team  FBE Guidance Team	Materials for Awards

4	Grade level team will meet weekly to plan and discuss curriculum, lesson design and students' progress. (*This will include a half day set aside in the Fall and Spring Semesters for each grade level to devote more intensive time for lesson/unit planning and professional development.)	08/08	05/09	FBE Grade Level Teams Dr. Wilson, Ms. Mercer	Instructional Materials Substitutes
5	Incorporation of shared decision-making through the establishment of strong campus teams: Administrative team, Guidance team (team leaders), Collaborative Teacher Leaders, Science Collaborative Teachers, Office team, Site Based Advisory Committee and Vertical Teams.	08/08	05/09	Dr. Wilson, Ms. Mercer	Meeting Time Resources
6	Support new teachers through district and implementation of a supportive campus mentoring model (Teacher Support Team).	08/08	05/09	Dr. Wilson, Ms. Mercer	Resources Substitutes

**ROUND ROCK ISD**

**2008-2009**

**Campus: Fern Bluff Elementary**

<b>Goal</b>	Implement strategies to address the different needs of high school students: Increase counselor time with students and allow time for students to discuss preparing for middle and high school.
<b>District Focus Area:</b>	Overall Campus Performance
<b>Campus Goal:</b>	To meet the social and academic needs of every Fern Bluff Student, help prepare them for high school and to become productive citizens in society.
<b>Leadership:</b>	<ul style="list-style-type: none"> <li>• Vision: FBE staff will work on collaboration and allowing more opportunities for building leadership capacity of staff members. In addition, a focus will be placed on establishing campus-wide plans and initiatives to help support and positively enhance the FBE school community.</li> <li>• Leadership Person(s): Dr. Wilson, Ms. Mercer, FBE Administrative Team, FBE Guidance Team</li> </ul>
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1	Discussion and detailed plans regarding this year's Education Go Get It Week.	09/08	05/09	Dr. Wilson, Ms. Mercer	Resources
2	Encouraging teachers /staff to display and share college pride with shirts, and other paraphernalia from their colleges and universities.	09/08	05/09	Dr. Wilson, Ms. Mercer	Time
3	Encouraging campus partnerships with Chisholm Trail Middle School and Round Rock High School.	09/08	05/09	Dr. Wilson, Ms. Mercer Grade Level Teams	Meeting Time
4	Campus highlights regarding numerous occupations such as bulletin boards, library books and guest speakers.	08/08	05/09	FBE Grade Level Teams Dr. Wilson, Ms. Mercer	Instructional Materials Substitutes
5	Hosting an <i>Insider's Guide to Middle School</i> for the 5 <sup>th</sup> grade Fern Bluff parents	04/09	05/09	Holly Stueve and PTA Parent Representatives	Time, Resources