Taylor Independent School District T.H. Johnson Elementary 2024-2025 Campus Improvement Plan



Mission Statement

Taylor ISD Mission

Inspire, Equip, and Empower Every Student To Achieve Their Unique Potential

Vision

Intentionally Empowering the Whole Child

Value Statement

In Taylor ISD, We Believe...

....EVERY student has unique potential and shall engage in opportunities to grow in a safe environment through multiple approaches to learning.

....families are partners who will be informed and supported in the educational process to help students discover their unique potential.

....our empowered faculty and staff utilize their respected skills to serve as student advocates for the whole child.

....our accessible campus leaders foster community relationships and demonstrate effective communication, servant leadership, and instructional leadership to guide faculty and staff towards our vision.

....the Superintendent and district leaders are forward thinking, strategic, and accessible partners to our community that empower staff to help students achieve their unique potential.

....the Board of Trustees is a collaborative team, anchored in tradition, with a vision towards the future and a connection to the community, inspiring exceptional workplaces and excellence in student outcomes.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

T.H. Johnson Elementary has a total enrollment of 298 students. The school is a Pre-Kindergarten and Kindergarten campus, with a student population consisting of: 0% Asian, 7% African American, 70% Hispanic, 20% Anglo, 0% American Indian or Alaska Native, and 2% Two or More Races. 84% of the student population is in regular education and 7.45% currently qualify for Special Education services. 0% of the school population is migrant students. The beginning of the year coding process for English Learners and Economically Disadvantaged students is not complete yet. T.H. Johnson Elementary qualifies as a school wide Title 1 campus. Title 1 funds, as well as all other federal and state funds are supplemental to other funds available to T.H. Johnson Elementary.

Demographics Strengths

T.H. Johnson provides Pre-Kindergarten for 4-year old's to 130 students. In addition to providing free Pre-K for those who qualify, we also offer tuition-based Pre-K.

We also provide Pre-Kindergarten for 3-year old's to 31 students in half-day sessions and have 184 Kindergarteners enrolled.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The number of students attending Pre-K has remained lower than pre-Covid enrollment. **Root Cause:** Community is unaware of the the opportunities for free and tuition-based Pre-K.

Student Achievement

Student Achievement Summary

EOY Kindergarten mClass data shows 36% of our students well below benchmark, 15% slightly below, 32% at, and 17% above benchmark in foundational reading skills. EOY 1st grade mClass data shows 54% of our students below benchmark and 46% at or above benchmark in foundational reading skills.

EOY 1st grade Renaissance data shows 53% of our students either well or slightly below benchmark and 47% at or above benchmark in reading comprehension skills.

*Note: See attached graphics in Addendum.

Student Achievement Strengths

As we've continued to implement the mClass assessment and increase the frequency of the Renaissance assessment, our ability to implement these assessments with fidelity has improved.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Reading and math assessment data showed significant student performance gains; however did not meet district and campus goal of having 80% of students at or above level. **Root Cause:** Consistency with curriculum alignment and implementation is needed at all levels.

School Culture and Climate

School Culture and Climate Summary

T.H. Johnson Elementary strives to create a positive school culture for all stakeholders. At THJ, we are working hard to be positive, forward-thinking, and growth-mindset oriented. Our Campus Leadership Team is the key decision-making body at our school. Gathering input from all stakeholders, our Campus Leadership team both forges the vision of the campus and provides coaching and support to staff members as we work to continuously build capacity and strengthen our campus climate and culture.

School Culture and Climate Strengths

At THJ, there is a focus on the social-emotional needs of our students. We are working to implement the Second Step curriculum which empowers students and teachers with practical tools to show growth socially and emotionally The intent is to understand how internal emotional states dictate behavior and to build connections by creating a culture of compassion within the School Family -- both school-wide and in each classroom. Students hear common language related to positive behavior and expectations. Additionally, training to begin the Seven Habits of Happy Kids, Seven Covey framework is set for January.

With the help of the Positive Behavior Intervention and Support (PBIS) Committee, both school-wide and classroom systems are designed and modeled and teacher and student needs are met.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Opportunities for teacher input into school-wide systems has been somewhat limited Root Cause: Lack of representation of team priorities in Campus Leadership Team and Campus Educational Improvement Council.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

T.H. Johnson Elementary strives to create a campus culture that encourages teacher retention by providing supports for all teachers.

Staff Quality, Recruitment, and Retention Strengths

Teachers work together in small groups and as a team to plan engaging lessons and collaborate about best practices.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: THJ needs to develop campus instructional leaders with clear roles and responsibilities. **Root Cause:** Much of the staff at tTHJ are Early Childhood experts in their specific area of responsibility. Organizing opportunities for leadership and defining roles and responsibilities within grade levels needs to be provided.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

- T.H. Johnson provides a guaranteed and viable curriculum through the Pre-K Guidelines and the Kindergarten TEKS Resource System.
- Pre-K classes maintain a 10:1 ratio. Kinder classes are kept at 22:1 or lower.
- Teachers use data from common assessments and formative assessments to drive instruction and determine interventions.
- Teachers meet weekly in planning pods and as a team to create engaging lessons. Teachers also meet weekly in PLC to collaborate on interventions and best practices.
- Pre-K teachers utilize the CLI Engage CIRCLE assessment/universal screener. Kindergarten utilizes mCLASS Texas for Reading (at BOY, MOY, and EOY) and Renaissance Star 360 for Math (at EOY) as an assessment tool and universal screener.

Curriculum, Instruction, and Assessment Strengths

The assessment and intervention process is becoming more streamlined this year as a result of shifting to these assessments/universal screeners and implementing them over time. Teachers are able to access and utilize actionable data to make instructional decisions for students.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Teachers need the data, time, and opportunity to plan for and implement data-driven instruction. **Root Cause:** PLC time needs to be focused on planning and implementing data-driven instruction.

Parent and Community Engagement

Parent and Community Engagement Summary

TH Johnson provides many opportunities throughout the school year for parents to be involved with their child at the school (Meet the Teacher, Classroom 101, Reading Night, Math/Science Night, Christmas Around the World, Grandparents Day, Career Day, Field Day, Thanksgiving Lunch, awards ceremonies, classroom events, data meetings, and more).

Parents are encouraged to volunteer in the classrooms and with events on campus. Students take books home to read nightly with their parents. The counselor sends home weekly newsletters with activities for parents to do with their child.

The Parent Teacher Organization is active and organizes a variety of events for families throughout the school year (for example: a Bubble run, dances, movie nights, and game nights).

Parent and Community Engagement Strengths

T.H. Johnson provides many opportunities for parents to be involved with their child both at school and home.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Parent involvement is limited. **Root Cause:** Many parents only have students at THJ for 1-2 years because of campus structure.

School Context and Organization

School Context and Organization Summary

T.H. Johnson is the Pre-K and Kindergarten campus for Taylor ISD serving all 3, 4, 5, and 6 year olds for the district. As the early-childhood campus for the district, we can provide targeted professional development for teachers focusing on best practices for young learners.

School Context and Organization Strengths

The interventionist at T.H. Johnson is a veteran early-childhood educator who is able to provide quality Tier 3 instruction to students in Kindergarten. Additionally, Head Start CDA training for IA's will provide an opportunity to increase instructional effectiveness in all of our IA's.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Transitions between elementary schools can create obstacles for students and interruptions in services and learning. **Root Cause:** Vertical alignment between the campuses is essential.

Technology

Technology Summary

T.H. Johnson strives to provide a variety of learning opportunities for young students incorporating both hands-on learning and the use of technology.

Technology Strengths

Each classroom at THJ has either a Mimio (interactive whiteboard) or an Promethean Board, document camera, a class-set of iPads, CD players for audio books, and an Apple TV.

Problem Statements Identifying Technology Needs

Problem Statement 1: THJ needs a high-quality, age-appropriate technology tool to deliver effective and engaging academic practice that is tailored to student needs. **Root Cause:** While many programs of this nature abound, there are few which are high-quality and age-appropriate for the early childhood student.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals

Student Data: Assessments

- Running Records results
- Prekindergarten Self-Assessment Tool
- Texas approved Prekindergarten and Kindergarten assessment data

Student Data: Student Groups

• Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Class size averages by grade and subject

Employee Data

- Staff surveys and/or other feedback
- Campus leadership data
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

• Parent surveys and/or other feedback

Goals

Goal 1: Excellence in student outcomes.

Performance Objective 1: Improve mClass and Renaissance reading scores in Kindergarten to 80% at or above level by improving Tier 1 literacy instruction in Kindergarten by implementing the Science of Teaching Reading strategies which will be accomplished by utilizing the TISD Literacy framework and the RLA and Math Unit Guides in all Kindergarten classrooms. Improve Tier 1 literacy instruction in PreK by implementing with fidelity the Scholastic PreK On My Way curriculum.

Evaluation Data Sources: EOY mCLASS and Renaissance data for Kinder For Pre-K, utilize BOY mCLASS Texas data from Kinder to assess Kindergarten readiness

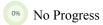
Strategy 1 Details	Reviews			
Strategy 1: UFLI phonics training for all Kindergarten, and Pre-K teachers.	Formative			Summative
Strategy's Expected Result/Impact: Increased reading scores on summative assessments	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal CLT Title I:	65%	75%		
2.4, 2.5, 2.6				
- TEA Priorities:				
Build a foundation of reading and math				
Strategy 2 Details		Rev	iews	
Strategy 2 Details Strategy 2: Science of Teaching Reading-based small group reading instruction training for all teachers		Rev Formative	iews	Summative
	Oct		iews Mar	Summative June

Strategy 3 Details	Reviews			
trategy 3: Purchase and implement a quality materials and technology-based reading and math support programs that		Formative		Summative
allow for differentiation for all students	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increased reading and math ability in Pre-K and Kindergarten Staff Responsible for Monitoring: Principal CLT	75%	80%		
Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: - 282 ESSER III-American Rescue Plan				
No Progress Accomplished — Continue/Modify	X Discon	tinue		

Performance Objective 2: Continue to implement and improve the PLC process by conducting weekly Professional Learning Community (PLC) Meetings to track data, collaborate, and identify best practices for improving student learning.

Evaluation Data Sources: Pre-K Circle assessment Kinder mCLASS (Dibels) data Grade level report card data

Strategy 1 Details		Reviews			
Strategy 1: Develop collaborative grade level PLC teams at Pre-K and Kinder that meet weekly to discuss data, best		Formative			
practices for improved instruction, and plan for interventions using district-developed PLC Agenda and Data Tracking tools.	Oct	Jan	Mar	June	
Strategy's Expected Result/Impact: Increased student learning Staff Responsible for Monitoring: Common Formative Assessments 9 weeks Report Card data Essential Standards data	65%	75%			
Campus Principal and CLT					
Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math					
Strategy 2 Details		Rev	iews		
Strategy 2: Campus Interventionist and Early Childhood Specialist will collaborate with teachers through the RTI process			Summative		
to provide strategic interventions for struggling students.	Oct	Jan	Mar	June	
Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: RTI data Progress Monitoring	55%	60%			
Campus Principal					
Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math					









Performance Objective 3: Implement targeted Tier 2 and Tier 3 intervention for all students.

Evaluation Data Sources: Pre-K Circle assessment Kinder mCLASS (Dibels) data Grade level CBA data

Strategy 1 Details	Reviews				
Strategy 1: Track BOY, MOY, and EOY student data as well as progress monitoring to determine which students need			Formative		
intervention and then plan that intervention.		Oct	Oct Jan Mar		
		60%	70%		
No Progress (100%) Acc	complished	X Discon	tinue		

Performance Objective 4: Maintain requirements for a Highly Qualified Pre-K Program at T.H. Johnson Elementary

Evaluation Data Sources: Campus self-assessment

Strategy 1 Details		Reviews		
Strategy 1: TISD Instructional Coaches will provide individual and grade level professional development and coaching on	Formative			Summative
the implementation of the Pre-K Guidelines and best instructional practices.	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Teachers will improve their instructional practices which will result in higher student learning.	FOOY	2004		
Staff Responsible for Monitoring: Coaching records	50%	60%		
Campus Principal				
Title I:				
2.4, 2.5, 2.6				
- TEA Priorities:				
Recruit, support, retain teachers and principals, Build a foundation of reading and math				
Strategy 2 Details		Rev	iews	
Strategy 2: Maintain 10:1 student:teacher ratio in Pre-K classes by adding an Instructional Aide in each class.	ss. Formative			Summative
Strategy's Expected Result/Impact: Increased student achievement	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Campus Principal				
	55%	65%		
Title I:	55%	65%		
2.4, 2.5, 2.6				
- TEA Priorities:				
Build a foundation of reading and math				
No Progress Continue/Modify	X Discon	tinue		

Performance Objective 5: Improve student attendance rate from 90 to 92%.

Evaluation Data Sources: Daily attendance data

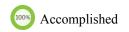
Strategy 1 Details	Reviews			
Strategy 1: Track student attendance data, provide incentives for good attendance, and contact parents who's students are	Formative			Summative
chonically absent. Staff Pagnancible for Manitoring: Principal Attendance Action Team	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal, Attendance Action Team	75%	85%		
No Progress Continue/Modify	X Discon	tinue		

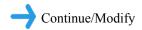
Goal 2: Exceptional workplace climate.

Performance Objective 1: Provide targeted professional development in order to support, develop, and retain staff.

Strategy 1 Details	Reviews			
Strategy 1: District Early Childhood Specialist and Early Childhood Consultant will provide professional development and		Formative		
coaching to teachers on campus.	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Improved instruction which results in improved student learning.				
Staff Responsible for Monitoring: Campus Principal	65%	75%		
Title I:				
2.4, 2.5, 2.6				
- TEA Priorities:				
Recruit, support, retain teachers and principals, Build a foundation of reading and math				
Strategy 2 Details		Revi	iews	
Strategy 2: Grade-level mentors will provide 1:1 mentoring for new-to-the profession and selected teachers.		Formative		Summative
Strategy's Expected Result/Impact: Teachers will have the support they need to succeed in the classroom.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal	000	oan	17141	- Gunc
	70%	70%		
Title I:	70%	70%		
2.4, 2.5, 2.6				
Strategy 3 Details		Rev	iews	1
Strategy 3: Utilize a schedule of staff appreciation celebrations throughout the year to improve staff morale.		Formative		Summative
Strategy's Expected Result/Impact: Improved staff morale.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Campus Principal, CLT				
	50%	60%		
Title I: 2.5, 4.1, 4.2				
- TEA Priorities:				
Recruit, support, retain teachers and principals				
- ESF Levers:				
Lever 2: Strategic Staffing, Lever 3: Positive School Culture				









Goal 2: Exceptional workplace climate.

Performance Objective 2: Develop and implement a well-rounded program of instruction to meet the academic needs of all students.

Evaluation Data Sources: Parent feedback/surveys

Strategy 1 Details	Reviews			
Strategy 1: Provide Fine Arts instruction (art and music instruction) for all students.		Formative Sun		
Strategy's Expected Result/Impact: Increased student engagement.	Oct	Jan	Mar	June
Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: - 282 ESSER III-American Rescue Plan	70%	85%		
No Progress Continue/Modify	X Discon	tinue		

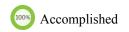
Goal 3: Strong Partnerships

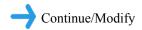
Performance Objective 1: Provide differentiated opportunities to prepare students for a variety of future learning environments.

Evaluation Data Sources: Teacher lesson plans

Strategy 1 Details	Reviews						
Strategy 1: Provide hands-on learning opportunities through classroom outdoor learning opportunities.		Formative					
Strategy's Expected Result/Impact: Increased student achievement	Oct	Jan	Mar	June			
Staff Responsible for Monitoring: Campus Principal							
Title I:	50%	75%					
2.4, 2.5, 2.6							
- TEA Priorities:							
Build a foundation of reading and math							
- ESF Levers:							
Lever 4: High-Quality Instructional Materials and Assessments							
Strategy 2 Details	Reviews			Reviews			
Strategy 2: Teachers will incorporate free-choice centers daily for 30-45 minutes to provide opportunities for social skill		Formative		Summative			
development, language development, academic practice, and intervention.	Oct	Jan	Mar	June			
Strategy's Expected Result/Impact: Increased student achievement and improved social skills							
Staff Responsible for Monitoring: Campus Principal	65%	75%					
Trial. I.	00%	13.0					
Title I: 2.4, 2.5, 2.6							
- TEA Priorities:							
Build a foundation of reading and math							
Strategy 3 Details		Rev	iews	•			
Strategy 3: Transition Plans for school entry, Pre-K to Kinder, and Kinder to 1st Grade.		Formative		Summative			
Strategy's Expected Result/Impact: Minimize transition effects on students	Oct	Jan	Mar	June			
Staff Responsible for Monitoring: Campus Principal							
Campus Leadership Team	50%	60%					
Title I:		33.3					
2.4, 2.5, 2.6, 4.2							









Goal 3: Strong Partnerships

Performance Objective 2: Increase opportunities to engage parents and families in the school to promote academic success.

Evaluation Data Sources: Calendar

Sign-in sheets

Strategy 1 Details	Reviews			
Strategy 1: Provide volunteer opportunities for parents to be involved on campus.	Formative S			Summative
Strategy's Expected Result/Impact: Increased parent involvement	Oct Jan Mar June	Oct Jan Mar		
Staff Responsible for Monitoring: Campus Principal				
Title I:	50%	55%		
4.1				
Strategy 2 Details		Rev	iews	•
Strategy 2: Plan literacy and STEAM family engagement nights as well as Meet-the-Teacher, Parent Orientation, and PTO	Formative S			Summative
organized events (ie. Fall Fest and/or Bubble Run).	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increased parent engagement				
Staff Responsible for Monitoring: Campus Principal	55%	70%		
Title I:				
2.4, 4.1, 4.2				
- ESF Levers:				
Lever 3: Positive School Culture				
				<u> </u>
No Progress Continue/Modify	X Discon	tinue		

Goal 3: Strong Partnerships

Performance Objective 3: Create an accessible, developmentally-appropriate learning environment for our early-childhood learners.

Evaluation Data Sources: Stakeholder Survey Data

Goal 4: Efficient financial stewardship.

Performance Objective 1: Maintain a balanced budget.

Evaluation Data Sources: Budget review

Strategy 1 Details				Reviews			
Strategy 1: Monitor spending. Strategy's Expected Result/Impact: Balanced budget Staff Responsible for Monitoring: Principal, principal's secretary.			Formative			Summative	
			Oct	Jan	Mar	June	
			65%	75%			
% No Progress	Accomplished	Continue/Modify	X Discontinue				

Goal 5: Safety in schools.

Performance Objective 1: Maintain a safe and secure campus for all students and staff.

Strategy 1 Details		Reviews			
Strategy 1: Conduct annual/ongoing safety training with all staff		Formative			
Strategy's Expected Result/Impact: Safe and secure campus	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Campus Principal		75%			
Strategy 2 Details	Reviews				
Strategy 2: Conduct required drills: fire (building evacuation); lockdown; hold; lockout; shelter-in-place: severe weather, hazmat; and site evacuation. Strategy's Expected Result/Impact: Safe and secure campus Staff Responsible for Monitoring: Campus Principal		Formative			
		Jan	Mar	June	
		80%			
Strategy 3 Details		Reviews			
Strategy 3: Coordinate and collaborate with District and Campus Emergency Response team to evaluate safety practices.		Formative			
		Jan	Mar	June	
	70%	75%			
No Progress Accomplished — Continue/Modify	X Discon	tinue			

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
John Matthews	Parent Services Coordinator		
Yolanda Watson	Bilingual Campus Parent Liaison		

Campus Education Improvement Committee

Committee Role	Name	Position
Parent	TBD TBD	Parent
District-level Professional	Lance Weidler	Support Operations Director
Community Representative	Stephanie Robles	Community Member
Classroom Teacher	Laura Sanchez	Teacher
Business Representative	Megan Klein	Business representative
Business Representative	TBD TBD	Business representative
Community Representative	Megan Martinez	Community Member
Parent	Jessica Gauna	Parent
Classroom Teacher	Leah Melton	Teacher
Classroom Teacher	Terri Day	Teacher
Classroom Teacher	Madison Reynolds	Teacher
Classroom Teacher	Renee Schneider	Counselor
Classroom Teacher	Felicia Robertson	Teacher
Administrator	Andy Basche	Principal

Campus Funding Summary

	282 ESSER III-American Rescue Plan				
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$0.00
2	2	1			\$0.00
Sub-Total			\$0.00		