



**Robert F. Hunt Elementary  
Campus Improvement Plan 2021-2022  
November 8, 2021**



**The Mission** of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

**In NDISD, we believe:**

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

***District Vision Statement: Inspiring to Dream, Working to Fulfill, Soaring to Success.***

<b>Committee Members</b>	Administrator:	Ashley Zucosky, Principal
	Administrator:	Shanna McKelvey, Assistant Principal
	Business/Community Representative:	Alan Ramirez, Turn It Up Nutrition
	Parent Member:	Autumn Fowler, PTO President
	Campus Non-Teaching Professional:	Bethany Venable, Counselor
	District Non-Teaching Professional:	Dana Yount, ELA/SS Curriculum Coordinator
	Teaching Staff (PK-1):	Mallory Jackson, Kindergarten teacher
	Teaching Staff (2-3):	Robyn Oliver, 3rd grade ELA teacher
	Teaching Staff (4-5):	Taylor Driscoll, 5th grade ELAR/SS teacher

## Comprehensive Needs Assessment 2021-2022

### Data Sources Reviewed:

STAAR 3-8, STAAR EOC, RDA, Texas Academic Performance Report (TAPR), Strategic Plan, SAT/ACT/AP Scores, TELPAS, Attendance, Discipline Surveys (Curriculum), State Accountability Report (District/Campuses), PEIMS, District Communication System, T-TESS results, Parent Survey, Staff/Principal Survey, District goals, local assessments, PEIMS, STAAR scores and analysis, Program evaluations (SPED, GT, ESL, At-Risk, RtI, SCE, 504, PreKindergarten), local budget and analysis of spending

Area Reviewed	Summary of Strengths What were identified as strengths?	Summary of Needs What were identified as needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	All student performance on STAAR High school graduation rates	Due to COVID pandemic, attendance was an issue last year and some this year. Look for meaningful attendance incentives.	3 weeks attendance incentives 9 week attendance incentives
Student Achievement	We have a variety of resources to collect beneficial data on every child.	Need to add in a dedicated time to meet specific needs of students within the school day - Eagle Impact. Focus on student friendly learning objectives each day - every teacher.	A need to monitor overall academic progress in all areas including special populations. Increase our academic growth component score from 76 to 85. (which is the number of students that grew at least one year academically (or maintained performance) as measured by STAAR results)
School Culture and Climate	Focus on communication has been a success with families and with staff. Principal newsletters each month along with weekly class newsletters.	Continue to increase administrator Interaction with students	Continue to increase administrator Interaction with students Staff incentives Other ways to celebrate staff hard work and achievement
Staff Quality/ Professional Development	All paraprofessionals are qualified. All teaching staff are GT trained. All staff completed two days of training this summer that were specific to PD in their job area. Good staff representation on hiring	Continue T-TESS process with annual Goal Setting and PD cycle.	Continue to hire and retain highly qualified teachers and staff members

	committees.		
Curriculum, Instruction, and Assessment	Started common planning meetings PD on TEKS Resources throughout last year Phonics Committee work that led to purchase and implementation of new phonics program Grading Committee work that led to new Grading Guidelines Policy for elementary	Consistent data meetings with action plan following TEKS Resources Scope and Sequences for each grade level subject	Vertical alignment conversations Curriculum coordinators Intervention staff Phonics program resource and implementation training Data meeting protocols Continue common planning meetings focusing on 4 big essential questions for each essential standard
Family and Community Involvement	Due to COVID pandemic, family and community involvement was not something we could focus on last year.	Need to get parents in the building more this year and strengthen the school-home connection	Several parent nights planned with focus on engaging activities while attending these types of events.
School Context and Organization	Monthly principal newsletters to staff and parents Staff input on most decisions made in the building	Vertical Alignment Meetings	Vertical Alignment Meetings
Technology	Technology is overall Proficient in most areas. Ipads are available to kids in Pre-K through 3rd grade but there is not enough for 1:1. Chromebooks are 1:1 for 4th and 5th grade. Good variety of curriculum resources that can be used with purchased devices.	Ipads are available to kids in Pre-K through 3rd grade but there is not enough for 1:1.  Need Chromebooks in Grade 3 since online testing for STAAR will start next year	Look for ways to purchase a Chromebook cart for each 3rd grade classroom and redistribute 3rd grade ipads to other grade levels to increase their supply.

Needs Assessment Codes: TAPR=Texas Academic Performance Report, NS=Needs Survey, SP=Strategic Plan, O=Other, TEC=Texas Education Code, PEIMS=Public Education Information Management System, RDA=Results Driven Accountability, Special Population: GT=Gifted and Talented, ESL=English as a Second Language, AR=At Risk, SE=Special Education, E=Ethnicity, STR= STAAR, DF= district forms, CG=campus goals, LA=local assessments, S/PS=staff/principal survey, LBA=local budget analysis

# New Diana ISD 2021-2022 District Goals

## Board of Trustees

President-Jeff Hamilton, Vice President-Donald Willeford, Secretary- Karen Holt, Dwayne Leach, Jodie Stark, Becky Smith, TJ Shafer

Goal 1: Develop a supportive learning environment to ensure all students are achieving their highest potential.

Goal 2: Seek and retain exceptional team members through a systematic hiring process.

Goal 3: Capitalize our resources to meet the needs of all stakeholders.

Goal 4: Monitor district growth, both in number of students and in programs, resulting in a master facility plan.

Goal 5: Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.

# Robert F. Hunt Elementary 2021-2022 Campus Goals

<b>Goal 1</b>	<b>Develop a supportive learning environment to ensure all students are achieving their highest potential.</b>					
<b>Objective 1</b>	<i>Provide targeted instruction based on individual student needs by using multiple data sources.</i>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
All students will participate in 45 minutes of intervention/acceleration time 4 days per week. This instruction will be targeted instruction based on student data from instruction and assessments. This time is called Eagle Impact time.	STR AR LA	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	May 2022	Rtl data, DMAC data, STAAR, Renaissance testing, ALC plans
All Pre-Kindergarten through 2nd grade classrooms will implement the Foundations Phonics program following program scope and sequence exactly as designed so that the number of students identified as needing tier 2 and tier 3 phonics intervention decreases significantly.	STR AR LA	All	ESSER 3	Principal Assistant Principal PreK - 2nd grade Teachers	ongoing	T-TESS walkthroughs , class observations, CLI, TX-KEA, and TPRI reports
Continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. <ul style="list-style-type: none"> <li>● What is the student expected to know?</li> <li>● How will we know when they have learned it?</li> <li>● What will we do when they don't know it?</li> <li>● What will we do if they already know it?</li> </ul>	STR AR LA	All	Local Budget	Principal Assistant Principal Teachers	ongoing	Agendas, common planning meetings, student DMAC reports
Each grade level and subject will participate in a data meeting each 6 week period to discuss student performance. An Eagle Impact action plan will be created based on student achievement data and targeted instruction will be designed based on student needs.	STR AR LA	All	Local Budget	Principal Assistant Principal Teachers Counselor Interventionists	May 2022	DMAC reports, action plans, EI plans and student groups

Continue to utilize math and reading interventionists to support teaching staff in providing research based instructional strategies. Interventionists will also continue pulling out students for targeted small group instruction based on student assessment data.	STR AR LA	At-Risk	Federal Funds	Principal Assistant Principal Interventionists	ongoing	Rtl data, DMAC data, STAAR, Renaissance testing
Continue to utilize dyslexia teaching staff to support general teaching staff in providing research based instructional strategies. Dyslexia teaching staff will also continue pulling out students for targeted small group instruction based on identified needs and student assessment data.	STR AR LA	At-Risk	Local, Federal & State Funds	Principal Assistant Principal MTA teachers	ongoing	Rtl data, DMAC data, STAAR, Renaissance testing, MTA progress reports
Continue to utilize ELL specialist teacher to support ESL teachers in providing research based instructional strategies. ELL specialist teacher will also continue pulling out students for targeted small group instruction based on identified needs and student assessment data.	STR AR LA ELL	ELL	Local, Federal & State Funds	Principal Assistant Principal ELL teachers ELL district teacher	ongoing	Rtl data, DMAC data, STAAR, Renaissance testing, TELPAS testing
Continue to provide full day Pre-Kindergarten education services for students who qualify.	AR	At-Risk	Local Budget State Funds	Principal Assistant Principal PreK teachers	ongoing	Enrollment CLI assessments
Our campus robotics teacher will continue to introduce robotics concepts to all students. 5th grade will be allowed to audition for teams and teams will compete with area robotics teams.	NA	All	Local budget Activity Funds	Principal Assistant Principal Robotics teacher	ongoing	Robotics team enrollment, knowledge, and performance
Accelerated Learning Committee plans were created with targeted instruction. These plans will be carried out during Eagle Impact time 4 days per week (within the school day but outside of regular instruction time).	STR AR LA	At-Risk	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	May 2022	Rtl data, DMAC data, STAAR, Renaissance testing
Teaching staff will utilize TEKS Resources platform to plan for instruction and create assessments.	STR AR LA	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers	ongoing	Agendas, YAGs, assessments



				Counselor Interventionists		created, DMAC data, lesson plans
Continue to build our system of monitoring the progress of all students, including special populations through Rtl process and assessments.	STR AR LA	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	ongoing	Rtl data, DMAC data, STAAR, Renaissance testing

<b>Goal 2</b>	<b>Seek and retain exceptional team members through a systematic hiring process.</b>					
<b>Objective 1</b>	<i>Maintain a positive school culture with high expectations for all.</i>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Continue growing a supportive culture and atmosphere that promotes job satisfaction by implementing activities and procedures that promote a positive, productive workplace that will attract and retain exceptional staff, such as: <ul style="list-style-type: none"> <li>• Continue focus on communication</li> <li>• Vertical Academic Teaming</li> <li>• Hiring Committees</li> <li>• Campus culture and team building activities</li> <li>• Provide mentor for new teachers</li> <li>• Special Treats/Jeans passes, etc.</li> </ul>	S/PS STR AR LA T-TESS	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	May 2022	Agendas, common planning meetings, student DMAC reports, mentor/ment ee notes
Continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. <ul style="list-style-type: none"> <li>• What is the student expected to know?</li> <li>• How will we know when they have learned it?</li> <li>• What will we do when they don't know it?</li> <li>• What will we do if they already know it?</li> </ul>	S/PS STR AR LA T-TESS	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers	May 2022	Agendas, common planning meetings, student DMAC reports
As an administration team, continue to provide and refine a system of support for all staff members.	S/PS STR AR LA T-TESS	All	Local Budget, Activity Funds	Principal Assistant Principal Counselor	May 2022	T-TESS Evaluations Staff Survey Campus morale
Campus staff decided to focus on the first 10 Eagle Essentials and hold students accountable to those behaviors.	S/PS PEIMS	All	Local Budget Activity Funds	Principal Assistant Principal Teachers Counselor	ongoing	Evidence in behavior, office referral reports

<b>Objective 2</b>	<i>Maintain a growth mindset approach to teacher observation and feedback encouraging all staff members to achieve their highest potential.</i>					
Continue to follow the T-TESS Evaluation system for all certified staff members and providing purposeful feedback to improve instructional practice.	T-TESS	All	Local Budget	Principal Assistant Principal	May 2022	T-TESS Walk-thrus & Observations
Continue to provide feedback to paraprofessional staff through the approved district evaluation system to improve professional practices.	DF	All	Local Budget	Principal Assistant Principal	May 2022	District evaluation forms
Continue to build leadership capacity in staff members to share their specialized knowledge with other staff members.	T-TESS S/PS	All	Local Budget	Principal Assistant Principal Lead Teachers	May 2022	Agenda, training materials

<b>Goal 3</b>	<b>Capitalize our resources to meet the needs of all stakeholders.</b>					
<b>Objective 1</b>	<i>Be intentional on the use of campus budget funds and activity funds, prioritizing funds spent for instructional improvement.</i>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Continue to analyze current spending and budget prioritization practices.	LBA PEIMS	All	Local Budget	Principal Principal's Secretary	ongoing	Budget reports
Continue to ensure all students are being identified and accurately coded.	PEIMS AR	All	Local Budget Federal and State Funds	Principal Assistant Principal Counselor PEIMS Clerk	ongoing	Student reports PEIMS
Continue to work with PTO in raising funds for campus and student activities.	LBA PS	All	Local Budget Activity Account	Principal PTO President and PTO Board Members	ongoing	Budget reports
Ensure that daily attendance is taken accurately and on time each day.	PEIMS AR	All	Local Budget Federal and State Funds	Principal Assistant Principal PEIMS Clerk	ongoing	Student reports PEIMS

<b>Goal 4</b>	<b>Monitor district growth, both in number of students and in programs, resulting in a master facility plan.</b>					
<b>Objective 1</b>	<i>Analyze facility needs and develop a plan of action to accommodate growing enrollment.</i>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Monitor daily attendance, compare to last year's data, and provide incentives for students with perfect attendance for each 9 weeks.	PEIMS AR	AR ALL	Local Budget Activity Account	Principal Assistant Principal Teachers PEIMS Clerk	ongoing	Attendance Reports and comparison reports
Monitor campus building usage and building maintenance issues.	PS	All	Local Budget	Principal Assistant Principal Teachers Maintenance Dept	ongoing	Workorders Visual
Add lunch bar tabletops to cafeteria walls to increase sitting areas for students, staff, and visitors.	PS SBDM	All	Local Budget Activity Account	Principal Assistant Principal Maintenance Dept	May 2022	Invoice Visual
Add door badge reader to PreK/K/1st grade exterior door for entrance to building from playground to increase safety.	PS SBDM S/PS	All	Local Budget	Principal Assistant Principal Teachers Maintenance Dept Technology	Aug 2022	Invoice Visual
Update crayon columns at front entrance of building.	PS SBDM S/PS	All	Local Budget Activity Account PTO Funds	Principal Assistant Principal Teachers Maintenance Dept Technology	Aug 2022	Invoice Visual
Increase technological devices in K-3 grades by buying Chromebooks for 3rd grade and passing down ipads to lower grade levels.	PS SBDM S/PS STR	All	Local Budget Activity Account PTO Funds	Principal Assistant Principal Teachers Maintenance Dept Technology	ongoing	Invoice Visual

Pave Basketball Pad	PS SBDM	All	Local Budget Activity Account PTO Funds	Principal Assistant Principal Teachers Maintenance Dept Technology	Aug 2022	Invoice Visual
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<b>Goal 5</b>	<b>Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.</b>					
<b>Objective 1</b>	<i>Strengthen campus partnerships with our stakeholders to increase engagement and collaboration.</i>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Offer at least 2 Parent nights/Open House this school year in an effort to strengthen the school-home connection.	AR PS T1 S/PS SP	All	Local Budget Federal and State Funds Title 1	Principal Assistant Principal Teachers All Staff	May 2021	Agendas Sign In Sheets
Campus administration has taken information from last Spring's Parent survey and created short Parent PD time at each PTO meeting this school year. Specialized staff will help present based on topic.	AR PS T1 S/PS SP	All	Local Budget Federal and State Funds, Activity Account Title 1	Principal Assistant Principal Selected Teachers	May 2021	Agendas Sign In Sheets
Plan and carry out at least two Community Outreach projects as a thank you to local businesses who have supported us this year and in previous years.	AR PS T1 S/PS SP	All	Local Budget Federal and State Funds, Activity Account Title 1	Principal Assistant Principal Teachers All staff	May 2021	Calendar of Events
Our PTO President is a sitting member of our SBDM committee and offers a unique perspective as a parent and as a PTO board member.	CG	All	Local Budget Federal and State Funds, Activity Account Title 1	Principal Assistant Principal PTO President	May 2021	Agendas Sign In Sheets
Campus administrators and PTO President will have a meeting at least once every 9 weeks to discuss upcoming events, support needed from either side, and more.	CG	All	Local Budget Federal and State Funds, Activity Account PTO Funds	Principal PTO President	May 2021	Calendar

