

Allen Independent School District
Bolin Elementary
2016-2017 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Top 25% Closing Performance Gaps



Board Approval Date: October 5, 2016

Mission Statement

Bolin Elementary will strive to empower students to realize their strengths to fuel their passion for life-long learning.

Vision

Bolin Elementary, cultivating a legacy of leaders.

Value Statement

At Bolin Elementary we believe...

- Every student is unique and will be provided with opportunities to be successful learners and citizens of our community.
- We are a family of dedicated, diverse, and passionate educators who work collaboratively to insure success for all.
- We believe in an environment where students, staff, and community feel supported and respected to reach their highest level of achievement.
- Family involvement provides a shared commitment to ensure students reach their highest potential.
- We believe that strong communication within the community and school supports positive relationships and high academic achievement.
- We believe in using research-based, best practices to provide students rigorous, authentic instruction.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Bolin Elementary is a 16 year-old neighborhood school that is a K-6 campus in Allen ISD. Student enrollment data from September 2016 shows we have the following breakup of students enrolled; 8% Hispanic, 51% White, 15% African American, 16% Asian and 1% Pacific Islander. Currently, Bolin Elementary shows that 580 student are enrolled for the 2016-2017 school year.

Attendance rates have been consistent over the past several years. At 97.7% the attendance rate is higher than the state which is at 95.8%. The campus attributes this achievement to a strong partnership with parents and a focus on high quality education. Bolin Elementary student groups include 8% ELL, 7% GT, and 11% SPED.

Demographics Strengths

Bolin Elementary has many strengths. Some of the most notable demographic strengths include:

1. Many families move into our area just for the schools. Because our families value education we have many supportive parents and students who are committed to success.
2. Students at Bolin Elementary are very accepting of new students regardless of race or ethnicity.
3. Student to teacher ratio at Bolin Elementary is as follows: Kindergarten: 20.3/1, First Grade: 15.6/1, Second Grade: 20.3/1, Third Grade: 20.5/1, Fourth Grade: 17.2/1, Fifth Grade: 24.3/1, and Sixth Grade: 22.4/1

Demographics Needs

Our demographic needs show our at-risk count to be at 131 students which has decreased from last year which was at 147 students.

Student Achievement

Student Achievement Summary

All schools in Texas must meet standards set in four state accountability areas. For the 2015-2016 school year Bolin Elementary met all four targets:

- Index one - Student Achievement: Target score 60, Bolin score 93
- Index two - Student Progress: Target score 32, Bolin score 45
- Index three - Closing Performance Gaps: Target score 28, Bolin score 60
- Index four - Postsecondary Readiness: Target score 12, Bolin score 66

Student achievement passing rates in Mathematics, Reading, Writing, and Science at Bolin Elementary were all above the state average.

Student Achievement Strengths

A thorough analysis of Bolin Elementary student achievement reveals the following areas of strength:

- Bolin Elementary received a rating of Met Standard in the state accountability.
- Bolin Elementary received one distinction designation for top 25% closing performance gaps.
- Third grade STAAR Reading results were a 92%. This was a 2% increase from district scores at 90%.
- Fourth grade STAAR Math results were a 94%. This was a 3% increase from district scores at 91%. Writing results were a 92%. This was an increase from district scores which were at 89%.
- Fifth grade STAAR Math results were a 95%. This was a 1% increase from district scores at 94%.
- Sixth grade STAAR Math results were a 98%. This was a 2% increase from district scores at 96%. Reading results were the same as the district at 92%.
- Bolin Elementary met 100% of the state system safeguards for performance and participation rates.

Math:

- Bolin Elementary's Math STAAR scores (3rd-89%, 4th-94%, 5th-99%, 6th-98%).
- Bolin Elementary's Math advanced scores (3rd-44%, 4th-52%, 5th-32%, 49%).

Reading:

- Bolin Elementary's Reading STAAR scores (3rd-92%, 4th-91%, 5th-91%, 6th-92%)
- Bolin Elementary's Reading advanced scores (3rd-36%, 4th-36%, 5th-54%, 6th-39%).

Writing:

- Bolin Elementary's fourth grade Writing STAAR score is 92%.
- Bolin Elementary's fourth grade Writing advanced score is 38%.

Science:

- Bolin Elementary's fifth grade Science STAAR score is 88%.
- Bolin Elementary's Science advanced score is 20%.

Student Achievement Needs

Our mission, is to teach so that students learn to their maximum potential, compels us to address each area of student achievement need.

- Third grade showed a decrease in Math STAAR scores from 2015 to 2016. Math scores decreased 10% from 99% to 89%.
- Bolin Elementary's fourth grade SPED STAAR Reading score is 50% Math score is 50%, and Writing score is 38%.
- Bolin Elementary's fifth grade SPED STAAR Reading score is 42%, Math score is 67% and Science score is 33%
- Bolin Elementary's fifth grade ESL STAAR Reading score is 17%, Math score is 50% and Science score is 33%.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Staff will review student assessments in order to provide targeted instruction for improvement. Core SIT meets weekly to discuss student and teacher needs to promote achievement. Data is used to inform curriculum, instruction, and assessments decisions. During professional development, vertical teaming, grade level planning, Core SITs, and data talks, instructional activities are aligned with student learning needs and expected outcomes for achievement.

Curriculum, Instruction, and Assessment Strengths

- High level of teaching at performance standard
- ESL and Special Education inclusion support services are aligned with classroom instruction
- Bi-weekly Core SIT to review data
- Small group instruction based on student needs
- Structured intervention/enrichment time for students on a daily basis
- Students receive effective interventions resulting in measurable progress
- Data talks are led by instructional leadership with necessary teachers to review data and develop intervention plans

Curriculum, Instruction, and Assessment Needs

- Need for individualized instruction
- Analysis of instructional data to drive instruction
- Strategy: Continued professional development in the area of small groups and differentiated instructional strategies

Family and Community Involvement

Family and Community Involvement Summary

We are continuing to increase efforts to communicate with families and community stakeholders. In an effort to increase parental involvement and engagement, we are continuing to identify and offer activities that will help achieve increases in these areas.

Family and Community Involvement Strengths

- Frequent opportunities for parental involvement- PTA, WatchDOGS, Parent Newsletter from PTA and grade levels, classroom volunteers, campus volunteers
- Robust social media presence provides up-to-date information for parents and the community- Twitter, PTA Facebook, Grade Level Facebook accounts
- Continue Parent Learning Nights for Math/ELA
- Multiple PTA family events
- Community Service projects with ACO- toy drive and food drive
- Veteran's Day Celebration
- Annual Back to School Parade
- Monthly meeting with PTA president
- Lattes with Leadership and new parents
- Continue Annual Senior Social

Family and Community Involvement Needs

- Increase College and Career Awareness for elementary students

Comprehensive Needs Assessment Data Documentation

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

Goals







Goal 1: Continue to strive toward excellence in achievement by all students at all grade levels on current common metrics.











Performance Objective 1: Bolin Elementary will maintain rigorous standards of achievement to prepare 21st Century learners for graduation and post-secondary success.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Bolin Elementary will continue to provide after school STEAM club for 5th and 6th graders.	Bell, Kennaugh, Balch, McGary	Student participation				
2) Bolin Elementary Kindergarten, First, and Fifth graders will implement "STEAM Buddies".	Classroom Teachers	Teacher feedback				
3) Bolin Elementary will incorporate more STEAM activities through out the school.	All classrooms teachers	Student participation				
4) Bolin Elementary will incorporate DI into the classrooms fro grade K-2.	AIM teacher	Feedback from staff				
5) Bolin Elementary will continue to write grants that target and support STEAM instruction.	Teachers, Admin					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: Maintain the Exemplary rating as achieved in 2015-2016 in the local accountability system based on performance of the campus in community and student engagement in eight categories and in compliance with statutory and policy requirements.


Performance Objective 1: Bolin Elementary will maintain the Exemplary rating in all eight categories for the local accountability system.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Fine Arts: Bolin Elementary will continue to provide opportunities for students to perform and display their talent in a variety of settings. (contests, performances, PTA grade level performances, Talent Show etc.)	Till, Dalton, Varughese, Wendland	2016-2017 Local Accountability Rating				
2) Wellness and Physical Education: Bolin Elementary will continue to provide opportunities for students to learn and engages in wellness and physical education activities in a variety of ways. (Motivate to Move, Field Day, Fitness Fun Day twice a year, Jogging Club, Allen Eagle Run, Rudolph Run, Bolin PTA Fun Run, Bolin Health Advisory committee, Health Hustle, Monthly Challenges, etc)	Palmertree, Mills, Varughese, Wendland, Nurse	2016-2017 Local Accountability Rating				
3) Community and Parent Involvement: Bolin Elementary will continue to work provide opportunities for parent and community involvement. (Veteran's Day, Kinder Tears and Jeers, Donuts with Dad, Muffins with Mom, WatchDOG Pizza night, Back to School Bash, Fall Festival, Back to School Parade, Kinder Popsicles with PTA, Talent Show, Parent Learning Nights, PTA Parent Ed Nights, New Families to Bolin Lattes with Leadership, etc.)	PTA, All Staff	2016-2017 Local Accountability Rating				
4) 21st Century Workforce Development: Bolin Elementary will continue to provide opportunities for students to become aware of College, Careers, and Community Leadership readiness. (Education Go Get it Week, College T-shirt day, Red Ribbon Week, Sixth grade student leadership team, Book Buddies, STEAM Buddies, Sciece on the go, Yearbook Club, K Bolin News crew, Safety Patrol, Destination Imagination, STEAM club, Green Team, etc.)	PTA, All staff	2016-2017 Local Accountability Rating				
5) Second Language Acquisition: Bolin Elementary will provide our ELL students and families support in a variety of ways. (translator apps, parent meetings to explain program benefits and answer questions, LPAC meetings, Seidlits refresher, grant etc.)	White, Bohls, Varughese, Wendland	2016-2017 Local Accountability Rating				
6) Digital Learning Environment: Bolin Elementary will provide students with authentic learning opportunities using a variety of technology resources. (laptops, numerous apps vis iPads, Leappads, PCs, Smartboards, Edmodo, Google, etc.)	All staff	2016-2017 Local Accountability Rating				

<p>7) Dropout Prevention Strategies: Bolin Elementary will provide opportunities for student involvement activities beyond the academic curriculum. (Sixth grade student leadership team, safety patrol, book buddies, Destination Imagination, UIL, PALS, Jogging Club, Yearbook Club, STEAM Club, K Bolin News crew, Green Team)</p>	<p>- 6th grade leadership team/Safety Patrol/PALS - Mirkes, Jaska - Book Buddies - Classroom Teachers - Destination Imagination - McGary - Jogging Club - Palmertree, Mills - Yearbook Club - Pecina, White - STEAM Club - Bell, Kennaugh, Balch, McGary - News Crew - Cook, Hill - UIL - Daniels, contest coaches</p>	<p>2016-2017 Local Accountability Rating</p>				
<p>8) Educational Programs for Gifted and Talented Students: All Bolin Elementary teachers will have received the 30 hrs of GT training and the 6 hrs yearly update.</p>	<p>All teachers</p>	<p>2016-2017 Local Accountability Rating</p>				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						


Goal 3: Ensure improvement in student learning through professional learning communities that focus on curriculum, instruction/assessment and intervention. In accordance with the district expectations, all staff will implement the provided guaranteed and viable curriculum, utilize the instructional model, and develop school-wide intervention plans to ensure improved student learning.

Performance Objective 1: Bolin Elementary School staff will ensure improvement in student learning by working in high-performing collaborative teams.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Bolin Elementary will continue to provide staff with a variety of team building opportunities. Team Building: Sunshine, Holiday and EOY parties, Potlucks, Craft Days, Monthly lunch with admin, Admin attend grade level planning monthly, monthly treats, Leadership Opportunities: Academic Team. Operations Team, BE team, Data collection Team, Cadre	Admin	campus teacher turnover rate, reduce absenteeism				
2) Bolin Elementary will continue to provide staff will opportunities to collaborate in high performing teams. - Monthly A team - Monthly O team - Monthly ALW team - once per 9 weeks vertical teams - weekly Core SIT meetings - once per 9 weeks vertical teams meetings - once per 9 weeks new teacher meetings - bimonthly admin team meetings - monthly admin attend grade level planning sessions - Instructional Specialist meetings	All staff	2016-2017 STAAR/EOC results, distinctions earned				
						


Goal 4: Provide opportunities for all students to use technology through project based activities that reinforce the core curriculum while becoming proficient in all technology application TEKS.

Performance Objective 1: Bolin Elementary will continue to focus on technology integration across the curriculum, in all grade levels while students become proficient in technology teks.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Bolin Elementary PTA will provide Parent education night for Tech Citizenship.	PTA, Admin	Student and Parent end of year survey				
2) Bolin Elementary will continue to provide on-going Google Staff Development	LMS, Admin	Staff survey				
3) Bolin Elementary students will all have a digital portfolio that will be created this year and will follow them year to year.	Classroom teachers	Portfolios for all students will be established				
						


Goal 5: Provide education and awareness to all students, staff and school community to promote understanding of diversity.

Performance Objective 1: Bolin Elementary will provide education and awareness to all students, staff, and school community to promote understanding of diversity.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Bolin Elementary will promote no bullying, character building, and diversity awareness via guidance lessons.	Mirkes	Decrease number of bully reports, Student end of year survey				
2) Bolin Elementary will continue to uphold Allen ISD's policy and procedures regarding bullying.	All staff	Decrease number of bully reports, Student end of year survey				
3) Bolin Elementary will monthly recognize students displaying positive character traits (Trailblazers) during Blazer Rallies.	All staff	Blazer Rallies, parent and student feedback				
4) Bolin Elementary will provide opportunities for students to present and engage in positive team spirit via Blazer Rallies.	All staff	Student, Parent, & Staff feedback				
5) Bolin Elementary will provide collaboration, community service and leadership opportunities via our Sixth Grade Leadership Team.	Mirkes, Jaska	Student participation, teacher feedback, end of year survey				
						


Goal 6: Provide a safe and structured program designed to meet the academic and social needs of our diverse student population. All students will be educated in a learning environment that is safe, drug free, and conducive to learning that leads to graduation for all students.

Performance Objective 1: Bolin Elementary will to provide a safe and secure environment to meet the academic and social needs of our students.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Bolin Elementary will continue to the implementation of the Watch DOGS program.	Mirkes, Varughese, Wendland, PTA Top DOG	Parent involvement, Watch DOGS survey				
2) Bolin Elementary will ensure a safe and structured school through our Crisis Team, Guidance lessons, Safety Drills, Staff Table Top Activities, Red Ribbon Week, PALS.	Crisis Team, Admin, Mirkes, teachers	Student, teacher, & parent feedback				
3) Bolin Elementary will participate in district safety audit through Safe and Secure Schools.	Admin, All staff	Feedback from safety audit				
						

Goal 7: Ensure efficient, effective processes to support management of operations and utilization of resources to maximize learning for all students and staff.

Performance Objective 1: Bolin Elementary will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) All staff will complete required E-Courses	All Staff	Certificates				
2) Bolin Elementary will participate in district Financial Audits	Campus Secretary, Admin, teachers	Successful audit report				
3) Monthly Operational Team Meetings	OT leaders, Admin	Team participation, Staff survey				
4) Bi-weekly admin team meetings	Campus Secretary, Counselor, CIS, Admin	Communication and planning				
5) Quarterly office team potluck and meeting	Receptionist, Nurse, Admin, Counselor, CIS, secretary, Registrar	Increased communication and planning				
						

2016-2017 Campus Improvement Team

Committee Role	Name	Position
Administrator	Reena Varughese	Principal
Administrator	Melissa Wendland	Assistant Principal
Business Representative	Janee Foster	Realtor
Classroom Teacher	Roya Azimi	4th grade teacher
Classroom Teacher	Jennifer Sewell	3rd grade teacher
Community Representative	Rachel Mitchel	PTA president
District-level Professional	Daniel Pitcock	Chief Operations Officer
Non-classroom Professional	Karan McKenzie	CIS
Non-classroom Professional	Angie Mirkes	Counselor
Non-classroom Professional	Brandi Pernisi	SPED teacher
Paraprofessional	Judy Andrews	Secretary
Parent	Andrea Obrien	Parent

Addendums

Goal: Bolin Elementary will utilize their coordinated school health program to set a wellness goal and objectives to encourage the health, fitness and attendance of their students.

Performance Objective: Bolin Elementary School Wellness Action Team will develop a wellness goal for their campus by analyzing their student fitness data, student activity level, student attendance, student academic data and economically disadvantaged student data.

BQ (LEGAL)

Education Code: *11.253(d)*

Summative Evaluation: Wellness goal(s) and objectives will be submitted to the district school health coordinator.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	July
Establish a School Wellness Action Team and designate a School Wellness Captain; the captain will set meetings and assemble the team. The team will establish at least one measurable goal and document progress toward goal completion.	Principal and School Wellness Captain	School Wellness Action Team will submit documentation of wellness meetings with minutes and goal form. Documentation of one measurable goal is required.				
Analyze student fitness data, other research-based assessments, attendance, academic data, and data on academically disadvantaged students, to set coordinated school health program goals for the school year.	School Wellness Action Team Members	School Wellness Action Team will view campus Fitnessgram data and other relevant data. No individual student data will be viewed by the team as a whole. Program goal will be recorded and monitored for the 2015-2016 school year.				
Ensure students are receiving required physical education classes/minutes each school year and achieving moderate to vigorous physical activity (MVPA) 50% of the physical education class period.	Principal, Counselor and Physical Education Teacher	Review student schedules and courses to ensure the students are receiving the required minutes for physical education. The physical education teacher will monitor student MVPA activity levels during class.				