

# Allen Independent School District

## Boon Elementary

### 2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard

**Distinction Designations:**

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Top 25 Percent: Comparative Academic Growth

Postsecondary Readiness



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# Comprehensive Needs Assessment

Revised/Approved: July 18, 2018

## Demographics

### Demographics Summary

E. T. Boon Elementary is a fourteen year-old, K-6 campus in Allen ISD. The following demographic information comes from our current PEIMS data as of September 8, 2017.

Boon Elementary's current total enrollment as of 8/20/18 is 708 students, 51% male and 49%

Demographic Information is taken from the most recent TAPR report from TEA (2016-2017):

- African American 7.3%
- Hispanic 8.6%
- Asian 25.9%
- White 53%
- Two or More Races 4.4%
- American Indian 0.7%
- Pacific Islander 0.1%

Boon Elementary's student groups, as documented in the 2016-2017 TAPR:

- English Language Learners 6.6%
- Economically Disadvantaged 7.2%
- Gifted and Talented 2.2%
- Special Education 5.7%

Priorities Include:

- Continue to promote school attendance.
- Continue all current academic and emotional supports such as ESL, SSI, PALS, Champions, etc.
- Create and implement a school-wide social emotional learning plan to be followed by all students.

### **Demographics Strengths**

- Boon Elementary students and staff members embrace all students and families, regardless of their race, culture, or ethnicity.
- The attendance rate at Boon Elementary is currently at 97.8%, which is above the State (95%) and District (97.1%) rates.
- Consistently successful on district and state assessments across all ethnicities, attendance rate, and we work quickly to identify needs of new students and begin providing them the best intervention or enrichment.
- All Boon classroom teachers are ESL certified.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** We have 63 students at Boon Elementary who are served by our ESL program - 14% of newly enrolled students qualify for ESL.

**Problem Statement 2:** The following sub-pops have increased from last year to this year including Asian by 3%, African American by 2%, and Hispanic by 2%.

**Problem Statement 3:** Ensuring enough academic and emotional support for our economically disadvantaged and ELs at Boon.

# Student Achievement

## Student Achievement Summary

All schools in Texas receive scores in 3 Domains that result in an overall rating. For the 2017-2018 school year, Boon Elementary received the following ratings:

Domain I: Student Achievement: 94 (Met Standard)

Domain II: School Progress: 88 (Met Standard)

Domain III: Closing the Gaps: 96 (Met Standard)

Overall Score/Rating: 95 - Met Standard

These scores resulted in Boon Elementary receiving four 2017 Texas Accountability Distinction Designations:

Academic Achievement in ELA/Reading

Academic Achievement in Mathematics

Top 25 Percent Student Progress

Postsecondary Readiness

## Information related to Distinction indicators:

- 56% of 3rd grade students mastered grade level on STAAR Reading, which fell in Quartile 1.
- 55% of 3rd grade students mastered grade level on STAAR Math, which fell in Quartile 1.
- 53% of 4th grade students mastered grade level on STAAR Reading, which fell in Quartile 1.
- 61% of 4th grade students mastered grade level on STAAR Math, which fell in Quartile 1.
- 33% of 5th grade students mastered grade level on STAAR Science, which fell in Quartile 3.
- 62% of 5th grade students mastered grade level on STAAR Reading, which fell in Quartile 1.
- 78% of 5th grade students mastered grade level on STAAR Math, which fell in Quartile 1.
- 48% of 6th grade students mastered grade level on STAAR Reading, which fell in Quartile 2.
- 61% of 6th grade students mastered grade level on STAAR Math, which fell in Quartile 2.

**On the 2017 STAAR, the following scores for all grades/all students show the percentage of Approaches Grade Level Standard or Above:**

All Subjects – 95% Boon Elementary

Reading – 93% Boon Elementary

Math - 96% Boon Elementary

Writing – 93% Boon Elementary

Science – 96% Boon Elementary

Priorities Include:

- Continue to provide structured opportunities for teachers to disaggregate data within their grade level and vertical teams.
- Plan for and provide professional learning related to identified areas of need (i.e. ELs, AAs, and SPED populations)

## **Student Achievement Strengths**

- Boon Elementary met all academic standards under the state's accountability system for the 2016-2017 school year.
- We will continue our focus on improvement of student achievement, progress for all, and meeting standards at the advanced level.
- Target Time is an efficient way to support/supplement student learning and allows for more one-on-one or small group time.
- 5th grade math and reading scores increased significantly overall.
- School-wide communication between regular ed and SPED staff provides regular feedback related to student progress.

## **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** STAAR data reveals Boon SPED, ESL, and African American sub-pops score below other student groups in almost all assessed areas and grade levels.

**Problem Statement 2:** Increased communication with SSI teachers to target specific needs on a more daily basis.

**Problem Statement 3:** Increase our Masters percentages in the area of reading.

**Problem Statement 4:** 65% of our New to Boon students in 2017-2018 school year were at-risk.

# School Culture and Climate

## School Culture and Climate Summary

Boon Elementary was built in 2005 in Allen, Texas. As a campus, we are dedicated to building a family-focused community committed to:

- Fostering a safe, positive environment
- Achieving academic excellence
- Motivating life-long learners
- Inspiring responsibility and self-esteem
- Leading a diverse, dynamic community
- Yesterday, today and tomorrow

Priorities Include:

- Continue the proactive measures that create the positive and effective learning and workplace environment (Happy Phone Calls, Brag Tags, Pride Assemblies, All Star, PTA partnership, staff input, staff leadership opportunities).
- Find a time in August back-to-school PD to address social-emotional learning needs so we can better support some of our newer population coming into Boon with their non-academic related needs.

## School Culture and Climate Strengths

Boon Elementary embraces a campus culture in which personal and academic growth is fostered for all students. Our school community is inclusive to all families and recognizes that the home/school partnership is a vital component in achieving student success. We are proud of our Boon PTA organization and the seamless partnership that works to provide the Boon community with quality programming, resources and volunteer support throughout the school year.

- 2017 Elementary Safety Survey showed that students feel safe and have resources available to them for assistance.
- Support system in place for newly enrolled students such as "First Friend."
- The staff is always willing and ready to help students.
- Campus activities are inclusive for all students/families

## Problem Statements Identifying School Culture and Climate Needs



**Problem Statement 1:** We would like to have some sort of poverty type training as we are seeing more of these types of behaviors in our new students.

**Problem Statement 2:** Creating and implementing school-wide social-emotional learning education program.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Staff quality, recruitment and retention are all important factors in promoting student success on campus. All Boon Elementary teachers and paraprofessionals are highly qualified. Activities are planned each year to promote team building within the staff and create a family atmosphere between co-workers, including (but not limited to):

- Sunshine Committee events (birthdays, showers, retirements, holidays)
- Spirit Team activities (drink/snack cart, lounge treats, staff spotlight, Secret Santa, personal posters outside doors, college pennants)
- Staff Recognition (Sassy Awards, Technology Awards)
- Patriot Pick Me Ups (off campus events)
- Patriot Pals/Buddy Classes within the building

Priorities Include:

- Continue the positive systems that are in place to ensure quality in hiring and maintaining retention of staff.

## Staff Quality, Recruitment, and Retention Strengths

Boon Elementary has a low staff turnover rate of 3% and 100% of the staff are highly qualified. Approximately 44% of Boon teachers have more than 10 years of teaching experience. The Allen ISD turnover rate is 12%, which is 4 percentage points less than the state turnover rate. The Boon staff participates in annual campus and individual goal setting, as well as opportunities for individual and group input and campus process ownership.

- Boon staff turnover rate is lower than district and state numbers.
- Systems currently in place to build capacity & continuous improvement: Vertical Teams, M&M system, CIP sticky note process, Boon Retreat, Boon Cyber Cafe, Committee assignments to “share the load”, Spirit Team activities to encourage staff relationships
- Boon has a qualified and caring staff with team collaboration for teaching effectiveness and supportive and approachable administration.

## **Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs**

**Problem Statement 1:** Time for new teachers or new to grade-level teachers to have time in another classroom or to observe a mentor teacher.

**Problem Statement 2:** Continued professional development to meet the needs of our diverse student population.

**Problem Statement 3:** Complete the Boon Staff Handbook for all new and returning staff members for the next school year.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Boon staff will review data throughout the school year in order to provide targeted instruction for student progress. Data resources may include (but are not limited to) classroom formative assessments, AMI, iStation, district benchmarks, simulations, and STAAR. Core SIT meetings are held monthly to discuss student and teacher needs to promote achievement. Vertical Teaming, campus data discussions, and Instructional Specialist / Instructional Coach collaboration are all used to target student learning needs and increase student progress.

Priorities Include:

- Continue purposeful curriculum planning across all grade levels and content areas.
- Collaboration with our Instructional Coaches.
- Plan for staff development related to meeting the needs of the diverse new students coming into Boon.

## Curriculum, Instruction, and Assessment Strengths

- Teachers follow the district curriculum and pacing plan, as evidenced through Google Doc lesson plans, team minute notes, benchmarks, simulations, STAAR.
- Grade level teams work collaboratively with campus instructional coaches on a weekly basis.
- Teachers use a wide variety of assessments to measure student achievement including but not limited to CFFAs, iStation, benchmarks/SIMs, unit tests, writing samples, etc. and then use the data to drive their instruction.

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1:** Additional support for our ESL students in relation to our ELA curriculum.

**Problem Statement 2:** More consistency across classrooms regarding how content and language objects are being displayed and communicated with students.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Boon Elementary has a consistently high level of family and community involvement, with an active PTA board and strong volunteer base. Boon staff works to communicate consistently and effectively with all stakeholders in order to encourage involvement and personal ownership.

Priorities:

- Continue to create and support opportunities for parent involvement and home/school connection.
- Continue to review and refine communication efforts to ensure all parts of the Boon community are informed.
- Plan for at least one, new academic related event supported through PTA such as a STEM night.

## Parent and Community Engagement Strengths

Boon Elementary prides itself on our family/community relationships and welcomes involvement in year-round activities:

- Digital PTA newsletter, distributed via email
- Grade level and special program newsletters
- WatchDOG program
- Volunteer Appreciation event
- Grandparents/VIP Day
- Veterans Day Celebration
- Meet the Teacher Night & Spring Open House
- Chili Cook Off Event
- Boon Family Picnic
- Environmental Club & Creek Clean Up days
- Grade Level Curriculum Nights
- Grade Level Coordinators, Room Parents, & Volunteers

- PTA Family Events, including Chili Cook Off, Milk & Cookies Night, and World of Friends Multicultural event
- Senior Bell Ringing & scholarship program
- Various service oriented opportunities (ACO, Spencer Squire Book Drive, etc.)

Other strengths include:

- Strong home/school communication through multiple avenues including newsletters, PTA events, etc.
- School wide events that involve parents and families.
- Boon has a welcoming and caring atmosphere and learning environment.

### **Problem Statements Identifying Parent and Community Engagement Needs**

**Problem Statement 1:** More academic type events needed such as a STEM night.

**Problem Statement 2:** Skyward training for parents so they can be trained on how to see missing grades/assignments for their child.

# School Context and Organization

## School Context and Organization Summary

Priorities:

- Continue to involve all Boon staff in decision making processes through various opportunities listed.
- Review and refine campus calendar and scheduling to ensure staff has all information necessary for effective planning.
- Discuss/look into school-wide events that occur in May to determine whether some of these events should only occur every other year, especially due to STAAR testing being pushed much later in the school year.

## School Context and Organization Strengths

- All staff is involved in campus decision making processes (ie. Campus Improvement Plan review, staff retreat teams, vertical teams, committee work, team agenda notes, feedback opportunities throughout the school year).
- All staff completes Fall & Spring reflection (Reflections/Vision & Value Add)
- The special events we have at Boon we do very well.
- Campus mentality of “be part of the solution” encourages brainstorming and creative thinking.

## Problem Statements Identifying School Context and Organization Needs

**Problem Statement 1:** Continue to refine school calendar to minimize classroom disruptions.

**Problem Statement 2:** Brainstorming ideas to assist with cafeteria noise/behavior and track who deserves to receive awards more effectively.

# Technology

## Technology Summary

Priorities:

- Fully prepare for our new equipment due to the refresh that happened over the summer.
- Setting aside time at the start of the year to help set goals and plan for our digital portfolio plans in order to make implementation more successful.
- Additional training in helping our teachers implement Google Classroom to its fullest potential in supporting our students getting ready for middle school/Canvas.

## Technology Strengths

- We started planning for our technology refresh coming the summer of 2018 very early, gathered input from staff, and are ready and excited for better and more equipment.
- We have strong campus administrator support of technology.
- Our teachers are willing to take risks when it comes to technology
- Staff is encouraged to share, participate and lead technology staff development (Cyber Cafes).
- Digital portfolio processes in plan to support seamless integration.

## Problem Statements Identifying Technology Needs

**Problem Statement 1:** Technology support for our campus priorities.

**Problem Statement 2:** Pilot test groups for technology updates on how it will impact student learning, teacher productivity, teaching planning, and pacing.



# Comprehensive Needs Assessment Data Documentation

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






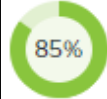



# Goals
















## Goal 1: Cultivate innovation and increase student success by engaging students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

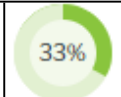
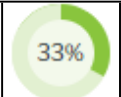



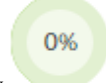

**Performance Objective 1:** Boon Elementary will increase performance growth for all students based on assessment measures.

**Evaluation Data Source(s) 1:** Annual Texas Academic Performance Reports, 2018-2019 STAAR results, increase evidenced from Spring 2018 testing to Spring 2019 testing, K-2 2018 to 2019 End of Year Assessment data.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Implement the iStation online intervention model K-6, with opportunities for weekly student practice and monthly assessment periods. Supervised morning computer lab will be provided for those students identified as at-risk.	K-6 Teachers, SSI Teachers, CIS, Tutors, EL Teachers, Resource Teachers, DT Teacher, Core SIT Committee, Administrators	Increased student success, as evidenced through iStation assessment data, classroom observations and progress monitoring. Increased individual student progress and growth for students at all levels.				
2) Utilize Boon Target Time Intervention and tutoring for at-risk students in grades K-6 in Math, Reading and Science. Implement early intervention for at-risk students in K-3 in Math and Reading aligned with RTI practices (Response to Intervention).	K-6 Teachers, SSI Teachers, CIS, Tutors, EL Teachers, Resource Teachers, DT Teacher, Core SIT Committee, Administrators	Assessment Results (STAAR, Progress Monitoring, Universal Screenings, CFAs, Teacher Observations)				
3) Continue to align and improve campus reading instruction by utilizing the District ELA Curriculum. Utilize K-6 DRA assessment tool to evaluate student Independent Reading Levels. Continue system to send home readers (K-2) based on Independent Reading Levels. Provide authentic reading opportunities between primary and intermediate grade levels through organization of "Buddy Classes".	Administrators, K-6 Teachers, Library Specialist, Reading Vertical Team, ELA Instructional Specialist & Coach, Tutors, SSI Staff	Assessment results, Classroom progress, Report Cards, Reading Vertical Team evaluations, increase in library circulation, EOY DRA results, EOY iStation results, Common Formative Assessments				

4) Provide continued, updated training for staff in STAAR assessment to support student growth and achievement in assessed areas. Facilitate vertical team/staff discussions using released STAAR assessments, to increase knowledge and understanding of vocabulary, level of rigor and assessed standards.	Administrators, SSI Teachers, CIS, Instructional Specialists, Instructional Coaches, K-6 Teachers, Vertical Teams	Increased student and teacher success, as evidenced through assessment data, classroom observations, CFAs and walk-throughs. Increased individual student progress and growth for students at all levels.				
5) Continue early intervention and identification processes for K-3 students related to scientific spelling, handwriting, and the dyslexia therapy (DT) program. Collaboration between DT therapist and K-2 teachers to increase effective instruction campus-wide.	Learner Services, Administrators, Core SIT Team, K-3 Teachers, SSI Staff, Dyslexia Therapist, SIT Committee	Assessment Results (iStation, Benchmark Tests, STAAR) and number of referred students that qualify for the DT program. Observed and documented student improvement within the classroom setting, as evidenced in reading, writing and spelling.				
6) Provide supplemental learning experiences for English Learners promoting language acquisition and academic achievement.	K-6 Teachers, SSI Teachers, CIS, SEI Tutors, ELL Teachers, Resource Teachers, DT Teacher, Core SIT Committee, Administrators	Increased student success, as evidenced through iStation assessment data, classroom observations and progress monitoring. Increased individual student progress and growth for students at all levels.				
<b>Funding Sources:</b> ESL - 5000.00						
7) Provide supplemental learning experiences and services for identified at-risk students promoting academic achievement progressing towards high school graduation.	SEI Tutors, ELL Teachers, Resource Teachers, DT Teacher, Core SIT Committee, Administrators	Increased student success, as evidenced through iStation assessment data, classroom observations and progress monitoring. Increased individual student progress and growth for students at all levels.				
<b>Funding Sources:</b> School Excellence Initiative - 6600.00						
8) Provide supplemental learning experiences and services for special education students to support individual learning needs.	K-6 Teachers, SSI Teachers, CIS, SEI Tutors, ELL Teachers, Resource Teachers, DT Teacher, Core SIT Committee, Administrators	Increased student success, as evidenced through iStation assessment data, classroom observations and progress monitoring. Increased individual student progress and growth for students at all levels.				
<b>Funding Sources:</b> Special Education - 393000.00						

<p>9) Provide supplemental learning experiences for English Learners promoting language acquisition and academic achievement.</p>	<p>K-6 Teachers, SSI Teachers, CIS, SEI Tutors, ELL Teachers, Resource Teachers, DT Teacher, Core SIT Committee, Administrators</p>	<p>Increased student success, as evidenced through iStation assessment data, classroom observations and progress monitoring. Increased individual student progress and growth for students at all levels.</p>				
<p><b>Funding Sources:</b> Title III - 1500.00</p>						
<p>  = Accomplished    = Continue/Modify    = No Progress    = Discontinue </p>						






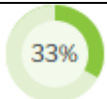
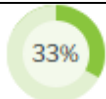
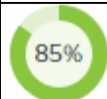



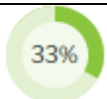
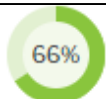
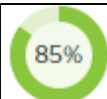
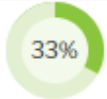

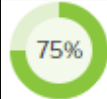
**Goal 1:** Cultivate innovation and increase student success by engaging students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.








**Performance Objective 2:** Boon Elementary School staff will develop challenging, engaging, and diverse learning experiences as well as transform the traditional classroom into an innovative learning environment so that all students become effective problem solvers as evidenced by an increased number of students that perform at the Masters Level on the 2018-2019 STAAR assessments.

**Evaluation Data Source(s) 2:** Annual TAPR Reports, 2018-2019 STAAR results, increase evidenced from Spring 2018 testing to Spring 2019 testing

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Provide G/T students with a continuum of learning experiences that lead to advanced products, performances and independent studies.	G/T District Coordinator, Administrators, AIM Teacher	STAAR, Advanced Performance Standards, EOC Results, walk-throughs, increased individual student progress and growth for students at all levels.				
2) Promote authentic learning opportunities and experiences for all students, utilizing programs such as Enterprise City, Sky Ranch Camp, Allen ISD STEAM Center and internal and external student field trips and lab activities.	Administrators, All Boon staff	Increased authentic learning, resulting in increase in student achievement and engagement, as evidenced through assessment and walk-through data.				
3) Continue school wide Target Time that is systematic, purposeful and comprehensive, providing enrichment and intervention opportunities to all students K-6. All teachers K-6 will be involved in collaborative planning with GT, SSI, ESL, DT and SPED staff in order to provide students with targeted instruction during this period of the day.	Teachers K-6, GT, SSI, ESL, DT, SPED, Core SIT Team, Administrators	Increase in student achievement, as evidenced through STAAR, iStation, district BOY/MOY/EOY, Universal Screenings, Common Formative Assessments and Progress Monitoring. Increased individual student progress and growth for students at all levels.				
4) Involve families and community members in school wide efforts to increase success and interest in real world, authentic Math, Science, Reading and Writing. Promote subject areas through Patriot Press Publishing Company and Authors' Reception, Science Fair, Earth Day, World of Friends Night and Milk & Cookies Reading Night.	Vertical Teams, All Staff, Library Media Specialist, PTA, Volunteers	Evidence of family involvement in school programs through PTA attendance data. Increase in student achievement, as evidenced through STAAR, iStation, district BOY/MOY/EOY, Universal Screenings, Common Formative Assessments and Progress Monitoring.				

5) Increase and maintain Science Lab usage and participation through the use of materials and lab sign-up systems, district curriculum signature labs, continued collaboration with Science Instructional Specialists and instructional coach. Utilize K-5 STEMScopes online curriculum resource to provide current and authentic student learning.	Science Vertical Team, Science Instructional Specialist, Math/Science Instructional Coach, Parent Volunteers, K-6 Teachers	Number of times lab is used, Science STAAR and Benchmark Data, Google Docs Lab Schedule				
6) Continue to grow and support Campus Environmental Initiatives that positively impact authentic student learning, to include Campus Recycling Program, Environmental Club, use of the E-Lab trail, Butterfly Garden, Earth Day celebration, grade level gardens and outdoor learning area.	Administrators, Environmental Club Representatives and Sponsors, PTA Committee, Boon students	Student knowledge of recycling and environmental topics, as evidenced through STAAR results, Science learning and participation.				
7) Implement the use of MakerSpace for learning, creation and inquiry experiences. MakerSpace will be accessible to all students in the Boon library, with specific time frames for each class/grade level to participate in these STEAM focused stations.	Library Media Specialist, Computer Tech, K-6 Teachers, Administrators	Student application of MakerSpace learning, as evidenced through STAAR, iStation, district BOY/MOY/EOY, Universal Screenings, Formative Assessments and Progress Monitoring.				
8) Provide supplemental learning experiences for gifted learners supporting enrichment opportunities promoting critical and creative thinking.	Campus administrators AIM teacher	STAAR, Advanced Performance Standards, EOC Results, Allen Learning Walks data, increased individual student progress and growth for students at all levels.				
<b>Funding Sources:</b> Gifted/Talented - 113000.00						
9) Boon Elementary Fine Arts programs include participation in UIL and non-UIL competitions (band and orchestra, Destination Imagination, Poetry Contest, Reflections). Grade levels participate in Fine Arts fields trips, campus and off-campus performances. All students receive weekly Art and Music instruction.	Grade level staff, Special Area staff, Administrators	Student participation in events and progress in student performance levels.				
10) Boon Elementary Wellness and Physical Education programs include participation in activities such as PTA Healthy Lifestyle events, Motivate to Move, Field Day, city wide running events, Walk Across Texas, and Walk to School Day. All students are trained in the Allen ISD No Bullying curriculum, receive guidance lessons and monthly character trait curriculum. All students participate in weekly Physical Education instruction and activity (direct and recess run minutes).	Grade level staff, Special Area staff, district Physical Education leaders, Administrators	Student participation in events and progress in student performance levels.				

<p>11) Boon Elementary works towards developing 21st Century Workforce by providing students with leadership opportunities such as Pride Council, Patriot Broadcast Crew, KC Club, Safety Patrol, Kinder Buddies, Leadership Team and Peer Helpers. All students are exposed to College and Career Readiness/Focus through spirit wear days, guidance counselor programs, Boon Scholarship Awards and Senior Assembly, and Allen ISD STEAM center site visit.</p>	<p>All Boon Staff, Administrators</p>	<p>Boon student engagement and success in activities that promote 21st Century Workforce Development and futures planning.</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**Goal 1:** Cultivate innovation and increase student success by engaging students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

**Performance Objective 3:** Boon Elementary School will integrate effective communication and interpersonal skills through advancing technologies and STEAM opportunities with students building upon their knowledge and skills from K-6 in both the school-day setting as well as extracurricular activities.

**Evaluation Data Source(s) 3:** Individual student digital portfolios, providing cumulative evidence of student growth through the elementary school years, student participation in STEAM extracurricular programs

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Utilize campus Technology Team to define school wide instructional technology needs and initiatives, vertical technology planning, and content area/up-down grade level discussion points. Goals will be established in regards to digital products, seamless integration of technology use into content instruction.	Technology Team, to include representation from each grade level, as well as campus technology staff (tech, media specialist), and administrators	Increased integration of instructional technology and student/staff technology skills, as evidenced through grade level lesson planning and student products and performance.				
2) Effectively utilize and integrate all new campus technologies (iPads, Chromebooks, interactive whiteboards, HoverCams, laptops, desktops) to increase authentic student skills and digital citizenship. Incorporate Library Media Specialist/Campus Tech into team planning and team teaching, in order to purposely plan student products and implementation of Technology TEKS.	Technology Team, to include representation from each grade level, as well as campus technology staff (tech, media specialist), and administrators, K-6 teachers.	Increased integration of instructional technology and student/staff technology skills, as evidenced through grade level lesson planning and student products and performance.				
3) Continue staff training through Cyber Cafe sessions, increasing knowledge of available applications, product development, TEKS integration and technology collaboration/communication opportunities. Use of Digital Learning tools to engage learners and create authentic products (K-6) that spotlight student content mastery and Technology TEKS proficiency.	Technology Team, to include representation from each grade level, as well as campus technology staff (tech, media specialist), and administrators, K-6 teachers.	Increased integration of instructional technology and student/staff technology skills, as evidenced through grade level lesson planning and student products and performance.				
4) Continue Boon Tech Camp at the beginning of the school year, to address digital citizenship, log in systems, iPad basics, Microsoft basics, laptop usage, Chromebooks, digital portfolio set up and photo uploading.	Campus Tech, Library Media Specialist, K-6 Teachers, Tech Camp Teachers, Administrators	Increased student knowledge of basic skills, which positively impacts productivity levels on student products and performance during the school year.				



5) Continue producing individual student Allen ISD Digital Portfolios. The Digital Portfolios incorporate a file management system with student work reflection. This portfolio will remain with the student as they move up through Allen ISD.	Campus Tech, Library Media Specialist, K-6 Teachers, Administrators	Increased student reflection on individual progress and growth in the content areas and technology applications.				
6) Utilize Google Classroom, Google Docs and other resources as collaborative learning tools for students and staff, promoting digital citizenship and effective use of technology for communication and learning.	Administrators, Campus Tech, Library Media Specialist, Grade Level Teachers, All Boon Staff	Evidence of effective program use in online collaborative conversations.				
7) Continue to provide STEAM learning opportunities to include Allen ISD STEAM Center Site visits for all grade levels and after school STEM club opportunity for 5th and 6th grade students (through an application process).	5th and 6th Grade Science Teachers, Administrators, STEAM Center administrators/coordinators	Increased authentic learning, resulting in increase in student achievement and engagement, as evidenced through assessment performance.				
8) Provide after school opportunities that support the STEAM content areas, available for a variety of grade levels. Classes for 2018-2019 include: Bricks, Bots & Beakers Brixology Chess Club	Allen ISD Community Education program director, Administrators	Increased authentic learning, resulting in increase in student achievement and engagement, as evidenced through assessment performance.				
9) Implement the use of MakerSpace for learning, creation and inquiry experiences. MakerSpace will be accessible to all students in the Boon library, with specific time frames for each class/grade level to participate in these STEAM focused stations.	Library Media Specialist, Computer Tech, K-6 Teachers, Administrators	Student application of MakerSpace learning, as evidenced through STAAR, iStation, district BOY/MOY/EOY, Universal Screenings, Formative Assessments and Progress Monitoring.				
= Accomplished      = Continue/Modify      = No Progress      = Discontinue						

# Goal 2: Promote and nurture collaborative relationships essential for successful students and schools.

**Performance Objective 1:** Boon Elementary School will continue to recruit, develop, and retain highly qualified staff.

**Evaluation Data Source(s) 1:** Campus teacher turnover rate, reduced teacher absenteeism rates.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Boon Staff Annual Retreat focuses on building campus unity, gaining staff input on campus policies and procedure adjustments, and planning for the upcoming school year. Retreat topics are gathered from staff feedback each spring.	Campus Administrators, Grade Level Academic Coaches, All Boon Staff	Boon staff collaboration, effective communication and effective plans moving into the new school year.				
2) Boon staff participates in outlining Boon staff non-negotiables, focused on the characteristics and traits of a Boon staff member. Each Boon team creates a Team Contract to assist in facilitating discussions and decisions throughout the year.	Campus Administrators, Grade Level Academic Coaches, All Boon Staff	Boon staff collaboration, effective communication and effective decision making.				
3) Boon staff committees are put into place to increase staff recognition and encourage positive staff relationships throughout the year (Boon Spirit Team, Patriot Pick Me Ups, Sassy Award, Technology Awards, Instructional Coach shout-outs, Boon team event planning, etc.)	Campus Administrators, Committee Members, All Boon Staff, Instructional Coaches	Boon staff collaboration, effective communication and effective decision making.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Promote and nurture collaborative relationships essential for successful students and schools.

**Performance Objective 2:** Boon Elementary School staff will ensure improvement in learning for all students by working in high-performing collaborative teams.

**Evaluation Data Source(s) 2:** 2018-2019 STAAR/EOC results, earned campus Distinctions

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Utilize Vertical Teams to define school wide instructional needs and initiatives, including strategies, vertical instructional planning (Critical Writing, vocabulary, problem solving), CFAs, and content area/up-down grade level discussion points.	Campus Administrators, K-6 Teachers, Special Area Teachers, Instructional Specialists and Coaches	Vertical Team Goals - end of year evaluation, assessment/student progress, Common Formative Assessment data				
2) Utilize Instructional Coaches to address needs in ELA, Math, Science, Technology and Social Studies. Collaboration to occur through IC on-campus meetings, observations, teach pieces, modeling.	K-6 Teachers, Instructional Coaches, Administrators	Increased student and teacher success, as evidenced through assessment data, classroom observations and Allen Learning Walk data.				
3) Disaggregate individual student data for instructional planning and identifying student needs, through the use of assessment results, AWARE, Heat Maps, Quintile Data, Yellow Student Folders and Student Records.	Teachers, Administrators, Core SIT Team	Assessment Results, TAPR Report, STAAR Results 2017-2018				
4) Utilize grade level team Planning Notes format, documenting weekly content, lesson framework (We Will statements and question stems), technology resources, campus collaboration, and student concerns.	Teachers, Administrators, Core SIT Team	Assessment Results, TAPR Report, STAAR Results 2017-2018				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Promote and nurture collaborative relationships essential for successful students and schools.

**Performance Objective 3:** Boon Elementary School will develop engaging opportunities for all stakeholders to celebrate and learn about the diversity of our campus community.

**Evaluation Data Source(s) 3:** Participation, collaboration and learning that occurs related to the opportunities

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) World of Friends Night/Friendship Month will celebrate Boon Elementary's diverse population; our students and families that are coming from countries around the world. Each grade level will focus on a multicultural research topic that is tied to their curriculum. Students will participate in research, presentations, and other activities across the grade level and campus.	Grade Level Staff, Campus Administrators, PTA Programs	Participation, collaboration and learning that occurs related to the multicultural event and topic work.				
2) Continue to provide education and awareness to all students, staff and school community to promote the understanding of diversity, through formal and informal discussions and lessons.	Campus Administrators, Campus Improvement Committee	Student/community appreciation and respect for diversity within our school community.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Promote and nurture collaborative relationships essential for successful students and schools.

**Performance Objective 4:** Boon Elementary School will provide staff development and collaborative opportunities in order to increase knowledge and understanding of best practices related to teaching a diverse population.

**Evaluation Data Source(s) 4:** Campus training attendance, documentation, classroom implementation, student achievement, documented progress for all students

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) All staff will participate in staff development relating to policies, procedures, and strategies pertaining to Limited English Proficient students.	All Staff, Administrators, ELL Coordinator, ELL Teachers	Campus training attendance, documentation, classroom implementation, student growth and achievement.				
2) Provide and support staff development opportunities to address identification and assessment, differentiated instruction to accommodate the needs of all special populations (Special Education, Gifted/Talented, ELs, At-Risk, 504, Dyslexia/Dysgraphia).	All Teachers, Administrators, Core SIT Team	Increased student performance & progress. Teacher implementation of learning.				
3) Plan scheduled opportunities for classroom teachers to collaborate with Special Areas staff regarding instructional strategies, student needs, and designing engaging lessons targeting the special populations' students. Utilize M&M communication system, Modifications and Accommodations meeting days.	All Teachers, Administrators, Core SIT Team	Increased student achievement, measurable student progress, differentiation of instruction, increased levels of engagement of students in special populations as evidenced through Walk-Throughs.				
4) Boon Elementary supports educational programs for Gifted & Talented students, providing professional development for all teachers, administrators and counselors.	Grade Level staff, Administrators, Counselor, Gifted and Talented Teacher	Boon student engagement and success within the campus Gifted & Talented program.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 2:** Promote and nurture collaborative relationships essential for successful students and schools.

**Performance Objective 5:** Boon Elementary School will foster a climate and culture that focuses on social/emotional learning to support the understanding and embodiment of Boon's 5 core values (Positive Attitude, Respect, Integrity, Effort, & Compassion).

**Evaluation Data Source(s) 5:** Student climate survey, discipline referrals, parent survey

**Summative Evaluation 5:**













Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Implement school-wide initiative grounded in the development and identification of Boon's 5 Core Values. All teachers will facilitate weekly social/emotional focused lessons around the 5 Core Values. We will highlight each value school-wide on a monthly basis through different avenues including morning announcements, shout-outs, compliment coupons, etc. All staff, students, and parents will receive and sign a copy of Boon's 5 Core Values contract where all parties are committing to learning and implementing the characteristics included in the 5 core values.	All Boon Staff	Student climate survey, discipline referrals, parent survey, staff survey				
2) We will align all building procedures and expectations with Boon's 5 Core Values i.e. what does positive attitude, respect, integrity, effort, and compassion look & sound like in the cafeteria, gym, library, recess, etc.	All Boon Staff	Student climate survey, discipline referrals, parent survey, staff survey				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						








**Goal 2:** Promote and nurture collaborative relationships essential for successful students and schools.

**Performance Objective 6:** Boon Elementary school will partner with the PTA and school community to contribute to the overall collaborative success of the school.

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Boon Elementary Community and Parent Involvement programs include an active PTA community building membership and parent support, programs such as (but not limited to) Veterans Day, class parties, Tears and Cheers, Chili Cook Off, Grandparents' Day that are open to parents/families. Boon provides numerous volunteer opportunities for parents and community members (WatchDOGS, Patriot Press, room parents, chaperons, etc.)	All Boon Staff, Administrators, PTA Board	Family and Community participation in events and involvement in Boon student success.				
2) Boon Elementary supports EL students and families that are working towards Second Language Acquisition. All teachers are ESL certified and intervention strategies are used across the campus that focus on providing targeted EL instruction. All students have the opportunity to participate in programs such as Holidays Around the World, World of Friends Multicultural event, and guest speakers.	All Boon Staff, Administrators	Boon student engagement and success in activities that support Second Language Acquisition for EL students. Participation of students and families in Boon community multicultural events.				
3) Boon Elementary creates student-focused programs and strategies to encourage student attendance, extracurricular involvement and extended day support. Strategies include SIT Committee Meetings, Attendance Awards, student tutoring programs, Boon Champions mentoring, student leadership opportunities, and parent conferencing.	All Boon Staff, Administrators	Boon student engagement, consistent student attendance and student involvement in school programs.				
4) Boon uses multiple forms of communication to inform families of information, including emails, call systems, newsletters, Thursday folders, Patriot Post, Remind, etc.	All Boon Staff, Administrators, PTA Board	Family and Community participation in events and involvement in Boon student success.				

5) Provide funds to support the financial needs of Boon's diverse population so that every child can participate in all campus learning opportunities. Seek out financial support programs within our community that can support our Boon students.	Boon Staff, PTA, Counselor, Administrators	Number of students utilizing the Student Assistance Scholarship Fund and Principal's Lunch Account				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						



# Goal 3: Ensure efficient, effective processes to support management of operations and utilization of resources to maximize learning for all students and staff.

**Performance Objective 1:** Boon Elementary School will provide structured campus procedures and systems to support an effective and efficient school environment.

**Evaluation Data Source(s) 1:** Boon handbook, Drill reporting, M&M's, Google docs schedules and all other process documentation

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Effectively manage the usage of campus technologies and lab/library space through collaborative scheduling. Utilize Google Docs to provide real-time scheduling and incorporate Campus Tech/Library Media Specialist in planning to provide opportunity for all grade levels and student groups.	Technology Team, to include representation from each grade level, as well as campus technology staff (tech, media specialist), and administrators, K-6 teachers.	Increased availability and coordination of lab/library space and campus technologies.				
2) Continue to follow AISD safety protocols, including monthly safety drills, campus check in procedures, fire Marshall inspections, crisis team meetings and safety audits.	Administrators, Boon Staff, District Safe & Secure Schools	Compliance with all safety protocols and documentation.				
3) Utilize Boon M&M student monitoring system each 9 weeks, providing documentation of student progress and communication between classroom and special program teachers. First 9 weeks includes a face to face meeting time between each grade level, special program teachers and administrators (Snack & Share).	CIS, SSI teacher, Administrators, Special Programs, Classroom Teachers, Instructional Coaches	Documentation of at-risk students, gathered each 9 weeks. Increased communication and collaboration between Special Programs and classroom teachers.				

4) Utilize weekly Boon team planning notes format, with each grade level team documenting the minutes of their grade level meetings to include: -lesson framing focus, objectives and questioning -technology/digital resources -monthly collaboration -notes for administrators -student concerns (gen ed and SPED)	Classroom Teachers, Administrators, Special Program and Special Area teachers	Documentation of curriculum planning, increased communication and collaboration between classroom teachers and support staff.				
5) Utilize School Dude, Help Desk and all other Allen ISD applications in order to effectively provide scheduling and maintenance support and ensure appropriate learning environments.	All Boon Staff	Clean, safe and effective learning environments for all students and staff members				
6) Continue to implement school wide expectations for classroom, hallways, recess, and cafeteria for the safety of all students. Implementation of "Lunch Families" which encourages student ownership and acceptance during their time in the cafeteria. Incorporate individual and lunch family recognition i.e. high-five stickers	Administrators, Boon Staff, Counselor	Cafeteria "High Five" sticker use, Compliment Coupons, Principal Happy Phone Calls, End of Year Discipline Reports				
7) Continue to implement the WatchDOG program grades K-6, bringing dads and father figures into the building to increase security measures and opportunities for role-modeling.	Administrators, Dad/Father Figure volunteers, Classroom teachers	Number of days that a WatchDOG is on campus during the school year. Information gained from WatchDOG survey.				
8) Continue to monitor student attendance through records accounting system, attendance letters and phone calls. Utilize positive incentives for Perfect Attendance, "On Time" Classrooms, Late/Absence stickers, and student improvement in the area of attendance.	Administrators, PIEMS Clerk, K-6 Teachers	Increased percentage of student daily attendance and decrease in number of student late arrivals/time out of class, Attendance Rates				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue						







**Goal 3:** Ensure efficient, effective processes to support management of operations and utilization of resources to maximize learning for all students and staff.

**Performance Objective 2:** Boon Elementary School will foster opportunities for all students to become responsible and engaged citizens and celebrate student success.

**Evaluation Data Source(s) 2:** Reduced reports of bullying behaviors, reduced student disciplinary referrals, campus attendance rate at least 95%

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	May
1) Encourage student leadership and patriotism through programs and initiatives such as Boon Pride Council, KC Club service projects, Peer Helpers (Resource 2 student assistants), Boon Pride Network Announcers, Safety Patrol, Office Assistants, Leadership Team, and Students Taking a Right Stand (STARS).	Administrators, Organization Sponsors, Boon Staff, Parent Volunteers	Review of activities, participation and goals achieved throughout the year				
2) Continue "Boon Champions" mentor program for students who are at-risk academically, socio-economically, and emotionally.	K-6 Teachers, Administrators, Counselor, Special Area Teachers, Support Personnel	Increased student performance and progress, morale and "student asset building" within the campus.				
3) Continue daily recognition of birthdays, Compliment Coupons, student achievements on Morning Announcements.	Administrators, All Teachers, Counselor	Student Recognition				
4) Continue "Brag Tag" recognition program to reward students for numerous accomplishments (academic achievement, participation in activities).	Administrators, Teachers, PTA, Counselor	Brag Tag Recipients and student recognition				
5) Conduct school wide Pride Assemblies (4 times a year) to recognize student and staff achievements with an emphasis on philanthropy and leadership (All Star Team, class attendance, KC Club philanthropy participation, honor roll, citizenship, participation in events, drawing for Lunch with the Principals, Kindness & Compassion awards, Hard Work & Dedication awards).	Administrators, Boon Staff, Counselor	Student, class and teacher recognition building school pride.				

6) Continue to implement No Bully Initiative, with each classroom receiving instruction to empower our students against Bullying Behavior. Students are taught tools to help keep our school a positive learning environment. When a student sees a Bullying Behavior, they are encouraged to report to an adult and complete an incident report.	All Boon Staff, Administrators, Counselor	Decrease in bullying behaviors, Campus Discipline End of Year Reports.				
7) Continue to promote Kindness and Compassion on campus. Students will complete Kindness Links when acts of kindness are demonstrated. Implementation of Boon KC Club to provide an additional opportunity for student leadership, philanthropy.	All Boon Staff, Administrators, Counselor	Number of Kindness Links collected during the school year representing acts of kindness, decrease in Bully Reports, Campus End of Year Discipline Report				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

# Campus Funding Summary

<b>Gifted/Talented</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	8			\$113,000.00
<b>Sub-Total</b>					\$113,000.00
<b>Special Education</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	8			\$393,000.00
<b>Sub-Total</b>					\$393,000.00
<b>Grand Total</b>					\$506,000.00