

# Allen Independent School District

## Kerr Elementary

### 2016-2017 Campus Improvement Plan

**Accountability Rating: Met Standard**

**Distinction Designations:**

Academic Achievement in Reading/English Language Arts

Academic Achievement in Mathematics

Academic Achievement in Science

Top 25% Student Progress

Top 25% Closing Performance Gaps

Postsecondary Readiness



# **Mission Statement**

Kerr is creating the future. Higher, Faster, Brighter!

# **Vision**

The Kerr Elementary Community of students, staff, and parents will work together to create a nurturing, safe environment that promotes educating the whole child to become a life-long learner.

# **Value Statement**

To get into the mind of a child, you must first get into their heart.

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Kerr Elementary opened in the 2000-2001 school year in Allen, Texas. It is one of 17 elementary schools in Allen ISD. Below is the breakdown of Kerr's demographics:

Total Enrollment = 699 students (Boys = 53%, Girls = 46%); Enrollment at Kerr has fluctuated over the past 10 years as new elementary schools have opened in the northwest quadrant of Allen, TX.

Race/Ethnicity includes:

Race/Ethnicity	Enrollment
African American	7.0%
Hispanic	8.3%
White	39.8%
American Indian	0.4%
Asian	39.5%
Pacific Islander	0.6%
Two or More Races	4.4%

Enrollment by Student Group includes:

Student Group	Enrollment
Economically Disadvantage	4.1%
English Language Learners	7.9%
Special Education	9.3%

Class Size Averages include:

<b>Grade Level</b>	<b>Average Size</b>
Kindergarten	21.0
Grade 1	20.8
Grade 2	19.1
Grade 3	19.8
Grade 4	19.4
Grade 5	28.5
Grade 6	22.9

### **Demographics Strengths**

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

1. Many families research high performing schools prior to moving to the area. Kerr's successes continually draw new families to our school.
2. Kerr Elementary has been recognized among the highest ranked elementary schools in student achievement in the state of Texas.
3. Kerr is greatly supported by a committed PTA. In addition, Kerr is fortunate to have supportive parents and students who value educational success.
4. Kerr has a diverse student enrollment that is celebrated regularly on campus.
5. In addition to our Comet Time Intervention Block during the instructional hours, intervention opportunities are provided before and after school for students identified as at-risk in Reading and/or Math. Additionally, teachers provide tutoring for their students as needs arise through out the school year.
6. The Guidelines for Success theme and the implementation of PBIS on our campus has provided consistent behavioral expectations which results in maximized instruction time.
7. Kerr Staff has applied and been awarded multiple Foundation for Allen Schools grants to enhance classroom engagement, instruction, and student learning.
8. Kerr's attendance rate is consistently above district and state percentages.

### **Demographics Needs**

Based on demographic data, the following needs have been identified:

1. Kerr's special population's enrollment has increased in ESL from 6.1% to 7.9% exceeding the district average of 6.2% and in Special Education from 8.9% to 9.3%.
2. Although Kerr's economically disadvantaged is below district average, there has been a gradual increase as noted in TEA Accountability.

# Student Achievement

## Student Achievement Summary

At Kerr Elementary, we believe to get into the mind of a child, one must first get into their heart. Building positive and trusting relationships with our students allows us to guide them in meaningful and challenging work that results in optimum learning. A teacher's passion to create a safe and rich learning environment inspires opportunities for students to express their unique gifts and talents each and every day.

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

Index 1 - Student Achievement. Kerr Elementary Score: 98 (state target score = 60)

Index 2 - Student Progress. Kerr Elementary Score: 60 (state target score = 32)

Index 3 - Closing Performance Gaps. Kerr Elementary Score: 69 (state target score = 28)

Index 4 - Post-Secondary Readiness. Kerr Elementary Score: 81 (state target score = 12)

These scores result in Kerr Elementary receiving a 2016 Texas Accountability Met Standard rating. The campus also earned all possible Distinction Designations:

- Academic Achievement in ELA/Reading
- Academic Achievement in Mathematics
- Academic Achievement in Science
- Top 25% Student Progress
- Top 25% Closing Performance Gaps
- Post Secondary Readiness

On the 2016 STAAR, the following scores for all grades show the percentage at Phase-In Satisfactory Standard or Above and the Advanced Level:

	READING		MATH		SCIENCE		WRITING	
	Met %	Adv %	Met %	Adv %	Met %	Adv %	Met %	Adv %
<b>3rd Grade</b>	96	55	97	62				
<b>4th Grade</b>	96	56	97	69			95	46
<b>5th Grade</b>	99	81	99	77	100	47		
<b>6th Grade</b>	99	64	100	83				

Kerr Elementary consistently reaches high levels of Met Standard and Level 3 Advanced scores. A deep analysis of the above scores by grade level and by each student group reveals that there are gaps with student groups achieving advanced level compared to all students. One focus for the campus is the variance between the African American, Special Education and English Language Learner Advanced Levels in comparison to all students.

### **Student Achievement Strengths**

Kerr Elementary has a population of hard-working, high achieving students. The campus is proud of many different student achievement strengths, including:

Award recipient as the Top Elementary School from CHILDREN AT RISK, a nonprofit organization leading the way to improving the quality of life for Texas children. Kerr ranked #1 out of 1,087 elementary schools in the North Texas area.

Earning all possible Distinction Designations:

- Academic Achievement in ELA/Reading
- Academic Achievement in Mathematics
- Academic Achievement in Science
- Top 25% Student Progress
- Top 25% Closing Performance Gaps
- Post Secondary Readiness

Meeting all of the federal System Safeguard:

- Performance Rates 20 out of 20 = 100%
- Participation Rates 16 out of 16 = 100%

Kerr Elementary has worked extensively in early identification of student academic needs and providing effective, systematic intervention opportunities which includes:

- School-wide Comet Time Intervention
- Regularly Scheduled Grade Level Comet Collaboration
- Before and After School Intervention
- State Approved Intervention Resources
- Homework Club

- Special Education Tutoring
- Focus on Early Intervention

### Student Achievement Needs

Kerr Elementary will focus on the following student achievement needs as noted in the latest Accountability Summary Report:

1. There is a discrepancy in STAAR progress as compared to Met Standard in both Math and Reading. Met Progress in Reading decreased from 87% in 2015 to 80% in 2016. The root cause is a lack of focus on higher achieving students in Tier 1 instruction.

	<b>Met Standard</b>	<b>Met or Exceeded Progress</b>
<b>All Subjects</b>	98%	85%
Reading	97%	80%
Math	99%	89%

2. There is a sizable discrepancy in performance of student groups as compared to all students in regards to the Level 3 Advanced performance. The root cause is a lack of deeper understanding of the content and curriculum. Rigorous instruction and increased state standards also contribute to this cause. More opportunity for critical thinking activities must occur.

	<b>Campus Advanced</b>	<b>AA</b>	<b>Sped</b>	<b>ELL</b>
<b>All Subjects</b>	61%	29%	24%	30%

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Kerr staff reviews student assessments in order to provide targeted instruction for improvement of student progress. Professional Learning Communities (PLCs) meet weekly to discuss student and teacher needs to promote achievement. Data is used to inform curriculum, instruction, and assessments decisions. During PLCs, instructional activities are aligned with student learning needs and expected outcomes for achievement. Assessments are developed with the purpose of measuring the impact of curriculum and instruction on student learning. Comet Time intervention targets student needs by providing systematic, direct instruction for every student regardless of their academic abilities.

### **Curriculum, Instruction, and Assessment Strengths**

The following highlights the Curriculum, Instruction, and Assessment strengths at Kerr Elementary:

- Strong systems for Rtl procedures with early identification of at-risk students
- New students to Kerr assessed within one week of enrollment
- High level of teaching at performance standard
- ESL and Special Education inclusion support services are aligned with classroom instruction
- Collaboration meetings following data points to monitor student progress
- Small group instruction in all classes based on student need
- Effective, systematic intervention opportunities for students at all levels
- Structured and effective intervention time for all students at varying levels
- Analysis of instructional data to drive instruction
- Consistent use of formal and informal assessments to drive instructional practices

### **Curriculum, Instruction, and Assessment Needs**

Kerr Elementary will focus on increasing STAAR progress in Reading and Math with a focus on the following:

- Staff development on analyzing data of students that did not meet progress
- Improvement of Tier 1 instruction
- Staff development modules to support best practices
- Grade level weekly team minutes shared with key support staff



## **Family and Community Involvement**

### **Family and Community Involvement Summary**

Kerr Elementary is fortunate to have supportive parents who devote countless hours contributing to their child's education. The PTA regularly coordinates their efforts with the Kerr Staff to increase parental involvement by providing high interest events that foster community engagement.

### **Family and Community Involvement Strengths**

Kerr Elementary has many strengths. The most notable Family and Community Involvement strengths include:

- Frequent opportunities for parental involvement
- Abundant communication via Thursday Folders, Parent Email Groups, Kerr Web Page, and Galaxy Press
- Social media presence with up-to-date information for parents and the community
- Watch Dogs, Kindergarten Kick-off Meeting, Meet the Teacher Night, Open House, Culture Fair, Parent Conferences, Comet Shuffle, Comet Craze

### **Family and Community Involvement Needs**

There is a discrepancy in the level of input solicited from parents in regards to campus policies and procedures, critical decision-making, and overall school improvement.

# 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:** Kerr Elementary will continue to provide instruction, intervention, and enrichment to accelerate learning to increase Met Progress at 90% in both Math and Reading.


**Summative Evaluation:** STAAR Results, Accountability Reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Kerr Elementary will utilize Comet Time within the school day to enable every grade level teacher and support staff the opportunity to tutor, reteach, enrich, and extend student learning by providing focused, systematic instruction for all students.	Campus Administration, Campus Intervention Specialist, Teachers, Support Staff	Progress Monitoring, CFA, Benchmarks, Simulations, and STAAR Results				
2) Kerr Elementary will structure collaborative teams to disaggregate current data and target instruction on specific student expectations.	Campus Principals, Action Team Captains, Teachers	Assessment Results, Formative and Summative classroom assessments				
3) Train teachers on tools to identify students who did not meet progress on 2016 STAAR.	Principal, Assistant Principal, Campus Intervention Specialist	Campus and District assessment results, STAAR results, Accountability reports				
4) Comet Collaboration meetings will track Tier 1 instruction that targets students who did not meet progress on 2016 STAAR.	Principal, Assistant Principal, Campus Intervention Specialist, Teachers, Support Staff	Campus and District assessment results, STAAR results, Accountability reports				
5) Kerr Elementary will utilize Instructional Specialists to assist teachers with lesson designing, modeling, and data interpretation.	Grade level teachers, Actions Teams, Administrators	IS meeting minutes, Master Calendar, Increased student performance				
						

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

**Performance Objective 2:** Kerr Elementary will decrease the gap in Advanced Level performance with African American, Special Education, and ELL learners compared to All Students.


**Summative Evaluation:** STAAR results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) All teachers will teach the TEKS to the appropriate depth of knowledge (DOK) and maintain the rigor to prepare all students for the next grade level with a focus on AA, Sped, and ELL learners.	Campus Administrators, Teachers, Support Staff, Instructional Specialist	District and state assessments				
2) Kerr Elementary will monitor students response to intervention following critical data checkpoints to determine levels of performance.	Campus Administration, Campus Intervention Specialist, Teachers, Support Staff	Progress Monitoring, CFA, Benchmarks, Simulations, and STAAR Results				
3) Kerr Elementary will employ SEI and ELL Tutors to target the needs of our most at risk population.	Campus Principals, SSI, CIS	Assessment Results, Classroom Data				
4) Kerr Elementary will schedule specific times throughout the year for teachers to disaggregate current student data and target instruction on specific student expectations.	Campus Principals, Action Team Captains, Teachers	Assessment Results, Formative and Summative classroom assessments				
						

**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:** Kerr Elementary School will establish and implement a shared vision and culture of high expectations for all staff and students.


**Summative Evaluation:** 2016 - 2017 Local Accountability Rating

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) The principal will create a New Parent Focus Group to elicit community feedback for school improvement.	Principal, Assistant Principal, Secretary	Invitation and focus group minutes, parent feedback				
2) Comment Cards will be provided for visitors to complete on their experience at Kerr Elementary.	Principal, Assistant Principal, Receptionist	Comment Cards collected, Google form responses				
3) Kerr Elementary will obtain feedback from Watchdogs at the conclusion of their day.	Principal, Counselor	Receipt of questionnaire				
						

**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:** Kerr Elementary School will engage in a variety of professional learning communities that focus on curriculum, best instructional practices, and effective intervention opportunities.


**Summative Evaluation:** Increase number of students obtaining Met Progress and Level 3 Advanced

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Kerr Elementary will continue Comet Time Intervention blocks for all grade levels to provide direct, systematic instruction for all student academic levels.	Administrators, SSI Teacher, CIS, Teachers	Comet Time schedule, RtI groups, Comet Collaboration notes				
2) Kerr Elementary will support the professional learning community by focusing on staff development, peer collaboration, and increased opportunities for teacher leadership.	Administrators, Grade Level Chairs, Action Team Captains	Increased student achievement, increased staff knowledge, increased morale				
						

**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 2:** Kerr Elementary will provide high quality and on-going campus professional development to teachers and staff members


**Summative Evaluation:** Student performances on campus, district, and state assessments.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Teachers and support staff attend and contribute to Vertical Team sessions.	Principal and Assistant Principal	Vertical alignment minutes, teacher lesson plans				
2) Teachers will plan monthly in small groups with instructional specialists to support best practices and effective use of resources.	Principal and Assistant Principal	IS meeting minutes, Master Calendar				
3) Kerr Elementary will conduct monthly Rookie Rallies to support new teachers with roles, responsibilities, best practices, and to better understand the culture of the Kerr community.	Assistant Principal, Administrative Interns	Increased staff knowledge, increased retention of rookie teachers, increased student achievement				
						

**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 3:** Kerr Elementary staff will ensure improvement in student learning by working in high performing, collaborative teams.

**Summative Evaluation:** STAAR results, Distinctions earned


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Teachers and support staff will actively participate in professional learning communities with a focus on curriculum, instruction/assessment and intervention.	Campus Principals, Teachers, Support Staff	Master Calendar Schedule, Action Team Minutes, Planned School Events				
2) Teachers and support staff will actively participate in Comet Collaboration with a focus on curriculum, instruction/assessment and intervention. 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.	Administrators, Instructional Specialists, Curriculum Coordinators, Teachers and Support Staff	Improved student performance and success				
3) Weekly Core SIT meetings will address the needs of at-risk students. A plan will be developed and communicated to staff.	Administrators, Campus Intervention Specialist, SSI Teacher	Core SIT minutes, action plans developed, Google document				
						



**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:** Kerr Elementary School will 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.


**Summative Evaluation:** Innovation Survey

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Utilize TA TEKS curriculum to integrate digital learning in the classrooms.	Campus Administrators, Teachers, Campus Media Specialist, Campus Tech	Teacher observation, student technology products				
2) Continue an Innovation Action Team which meets regularly to devise technology implementation plan and staff development opportunities for the faculty.	Campus Administrators, Teachers, Campus Media Specialist, Campus Tech	Monthly minutes, scheduled trainings, "look for" data in ALW				
3) Kerr Elementary will attend TCEA and the Visioning Conference to gain knowledge on effective uses of technology in the classroom.	Campus Administrators, Teachers, Campus Media Specialist, Campus Tech	Conference Attendance, Staff Development schedule				
4) Students will be actively engaged using SMARTboard, laptop carts, iDevices, and classroom computers while developing their communication and interpersonal skills.	Campus Administrators, Teachers, Campus Media Specialist, Campus Tech	Student products and presentations, computer lab schedules, cart schedules				
						

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

**Performance Objective 1:** Kerr Elementary will provide opportunities and awareness to all students, staff and school community that promote appreciation of our diverse population.






**Summative Evaluation:** Attendance and student participation at events

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Kerr Elementary staff will view and participate in the Diversity Training provided by the district.	Administrators	Observable diversity strategies implemented in classrooms				
2) Kerr Elementary will host a Kerr Culture Share Night to educate and celebrate the different cultures of our student body.	PTA, Campus Administrators	Publicized in Galaxy Press, PTA sign in sheet, schedule of student performances				
3) The counselor will provide ongoing guidance lessons that celebrate student differences and brings awareness to the diversity of the Kerr community.	Counselor	Lesson plans				
						

**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:** Kerr Elementary will provide a caring, secure learning environment that protects and supports instructional time while meeting the academic and social needs of our student population.

**Summative Evaluation:** Club rosters, schedule of events, PAWS recognition

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Kerr Elementary will provide a variety of after school programs to support students' social development and self-confidence.	Administrators, Community Education teachers, Secretary	Program rosters, attendance				
2) Kerr Elementary will continue implementing PBIS, a school-wide discipline management system, to maintain a nurturing environment conducive to learning.	Administrators, Faculty and Staff	Reduced discipline referrals, increased student recognition				
3) Weekly Spirit Rallies, PAWS recognition, and daily video announcements will help develop a sense of family and fellowship with students.	Administrators, PTA, Student Activities Action Team	Reduced discipline referrals, increased recognition of student accomplishments				
4) Kerr Elementary will implement school safety and security best practices to enhance the climate and culture of the campus.	Administrators, Safe and Secure School Department, Faculty and Staff	Schedule of safety drills, Go Bags, Visitor management system				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**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:** Kerr Elementary will ensure efficient, effective processes to support school operations and use of resources to maximize learning.

**Summative Evaluation:** Kerr Handbook, Assessment results, Skyward Finance

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Sept	Dec	Mar	May
1) Kerr Elementary will provide systematic and structured arrival and dismissal plans that supports maximizing instruction time.	Administrators, Faculty and Staff	Decreased tardies, decreased unstructured time, alignment with pacing calendars				
2) Kerr Elementary will communicate efficiently with weekly Kerrier, Grade Level Chair meetings, email etiquette, video announcements.	Administrators, Office Staff, Teachers	Weekly newsletters, KCOM production, Meeting agendas				
3) Ongoing training provided on policies, procedures, and Kerr non-negotiables.	Administrators	Kerr Handbook, Faculty meetings				
4) Well defined expectations on budget procedures and appropriate practices for purchasing resources that support the campus initiatives.	Administrators, Secretary, Teachers	Balanced budget, budget requests, packing slips, Skyward Finance transactions				
