



Eustace Independent School District

Eustace Primary School Campus Improvement Plan
2011-2012

**EUSTACE PRIMARY SCHOOL
CAMPUS IMPROVEMENT PLAN COMMITTEE
2011-2012**

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EUSTACE INDEPENDENT SCHOOL DISTRICT

MISSION STATEMENT

Eustace Independent School District exists to provide a challenging and comprehensive educational program in a way that:

- **Unites all families, community and school as stakeholders**
- **Ensures an emotionally and physically safe environment**
- **Fosters maximum individual academic achievement**
- **Offers a variety of opportunities for development**

So that students are productive, lifelong learners equipped to succeed in a competitive society.

**EUSTACE PRIMARY SCHOOL
2011-2012 CAMPUS IMPROVEMENT PLAN**

**COORDINATION AND INTEGRATION OF FUNDS
(TI 10)**

This campus improvement plan was developed collaboratively by the LSC (Local School Council), representing all campus stakeholders. All performance goals identified in No Child Left Behind legislation have been adopted by the district and are incorporated in this campus improvement plan.

The following funding sources support the objectives and strategies implemented to address identified student needs: Titles I, IIA, III, Special Education, IDEA-B, IDEA-PK, State Compensatory Education, Head Start, Ed Jobs Grant, Gifted and Talented, Instructional Materials Allotment, and local revenue.

Through a coordination and integration of federal, state, and local services, the academic success of all students at Eustace Primary School is maximized. Eustace Primary School utilizes state Compensatory Education to support Title I school-wide reform. The campus total of \$210,522 State Compensatory Education allotment supports 5.0 FTE's.

Due to the high percentage of economically disadvantaged students, Eustace Primary School utilizes Title I funds to support the school-wide programs. The campus supports the ten components of the school-wide program, which are:

- 1. Comprehensive needs assessment**
- 2. School-wide reform strategies**
- 3. Instruction by highly qualified professional staff**
- 4. Ongoing professional development**
- 5. Strategies to attract highly qualified teachers**
- 6. Parental involvement**
- 7. Transition activities for preschool children**
- 8. Inclusion of teachers in academic assessment decisions**
- 9. Assistance strategies for students having difficulty mastering the proficient levels of achievement**
- 10. Coordination of integration of federal, state, and local services and programs**

EUSTACE PRIMARY SCHOOL 2011-2012 CAMPUS IMPROVEMENT PLAN

NEEDS ASSESSMENT (TI 1)

In the spring of 2011, needs assessments were conducted at Eustace Primary School. Top priorities were brought to the LSC (Local School Council) for consideration in developing the new Campus Improvement Plan. In addition, the following student performance information documents were used to analyze student achievement at Eustace Primary:

- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ TAKS scores ▪ State Accountability Report (AEIS) ▪ Iowa Test of Basic Skills ▪ Texas Primary Reading Inventory ▪ M-Class Pre-K assessment ▪ Texas English Proficiency Assessment System (TELPAS) ▪ Cognitive Abilities Test ▪ Program evaluations for Compensatory Education, Dyslexia, GT, Sp. Ed. ▪ PEIMS Report 425 Discipline Referrals | <ul style="list-style-type: none"> • Star Early Literacy • Benchmark Assessments • TAKS Item Analysis Report • Parent Surveys • Student Surveys • Teacher Surveys • Performance Based Monitoring Report • AYP Data • Promotion / Retention Records |
|---|---|

FINDINGS:

- No significant gap exists between economically disadvantaged students and other student groups
- Parent surveys reflect positive attitudes toward the campus
- Achievement gaps decrease as a result of interventions as reflected by TPRI/ARI data
- Eustace Primary School meets AYP under NCLB
- Fast ForWord Program helped 84% of students attain “Independent” accuracy level

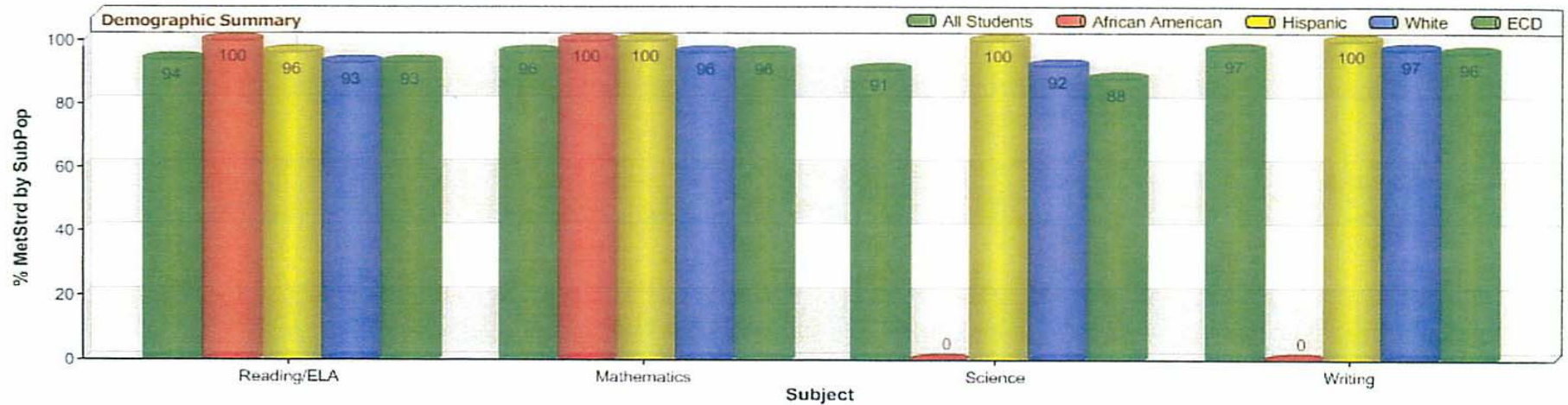
EUSTACE PRIMARY SCHOOL Data Chart for Paired Campus - Intermediate Campus



TAKS Demographics using Indicators by Subject for EUSTACE INT

Year: 2011
Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)
Grade(s): 03, 04, 05

| SubPopulation | Reading/ELA | | | Mathematics | | | Science | | | Writing | | |
|------------------|-------------|------|-------|-------------|------|-------|---------|------|-------|---------|------|-------|
| | Tested | MStd | MStd% | Tested | MStd | MStd% | Tested | MStd | MStd% | Tested | MStd | MStd% |
| All Students | 306 | 287 | 94% | 306 | 295 | 96% | 97 | 88 | 91% | 105 | 102 | 97% |
| African American | 4 | 4 | 100% | 4 | 4 | 100% | 2 | 0 | 0% | 0 | 0 | 0% |
| Hispanic | 28 | 27 | 96% | 28 | 28 | 100% | 6 | 6 | 100% | 9 | 9 | 100% |
| White | 261 | 243 | 93% | 261 | 251 | 96% | 83 | 76 | 92% | 91 | 88 | 97% |
| ECD | 227 | 211 | 93% | 227 | 217 | 96% | 66 | 58 | 88% | 80 | 77 | 96% |



**EUSTACE PRIMARY SCHOOL
2011-2012 CAMPUS IMPROVEMENT PLAN**

- GOAL I:** Provide a safe physical and emotional environment that is conducive to learning
Objective I: Increase campus security and safety of all students and staff
Objective II: Students will acquire skills to enable them to resolve personal conflicts in an acceptable manner to make Right Choice in home and school environment and reduce discipline referrals by 5% from previous year
- GOAL II:** Provide a well-balanced curriculum that enables each student to master the TEKS (Texas Essential Knowledge and Skills)
Objective I: Foster Title I program to ensure academic success of all students to achieve 90% promotion rate
Objective II: Increase technology capabilities on campus
Objective III: Foster academic programs to ensure success of all students
- GOAL III:** Provide for a program that encourages parental involvement on campus
Objective I: Parents will participate more actively in the education of their children, showing 5% increase over previous year
- GOAL IV:** Provide an attendance program that promotes a positive attitude toward regular school attendance
Objective I: Improve average daily attendance to exceed 96.2%
- GOAL V:** Provide improvements to physical facilities and environment conducive to learning
Objective I: Improve and enhance facilities to foster positive healthy environment
- GOAL VI:** Provide highly qualified personnel to meet campus needs
Objective I: Provide and maintain highly qualified personnel

**EUSTACE PRIMARY SCHOOL
2011 – 2012 CAMPUS IMPROVEMENT PLAN**

GOAL I: Provide a safe physical and emotional environment that is conducive to learning

OBJECTIVE I: Increase campus security and safety of all students and staff

Summative Assessment: Accomplishment of objective as measured by data from teacher surveys and project completion

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|--|--|--------------------------------------|--|--|
| 1. Conduct safety drills and evacuation practice (i.e., fire, severe weather, shelter in place) | Principal - D. Shaffer Staff | Facilities Buses Personnel | Sept. 2011 Review throughout year | Documentation of safety/evacuation drills; well-trained staff in procedures. | |
| 2. Utilize TBSI campus teams for crisis intervention. Additional five teacher/staff personnel trained (TI 4) | Asst. Supt. -J. Beasley Principal - D. Shaffer TBSI Team | Staff Development TBSI and CPI Training | Fall 2011 | Documentation of training crisis interventions situations. | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|---|---|---|-----------------|---|--|
| 3. Coordinate discipline management procedures that provide prevention of and education concerning unwanted physical or verbal aggression, sexual harassment, hit list, and other forms of bullying in school, on school grounds, and in school vehicles (TI 4, 10) | Principal - D. Shaffer Asst. Principal-M. Warren Counselor- S. Sowers | Personal Interaction with students in small groups or on individual basis. Videos/books shared with children at their developmental level | Throughout year | Documentation of discipline management integration; counselor's schedule of time with each class/individual | |
| 4. Add intercom handset in courtyard, plus added speaker for Early Childhood playground. | Maintenance Director- Jack Wallace | District Budget | Fall 2011 | Intercom speaker system in place in critical areas | |
| 5. Acquire slip resistant mats for sloping areas near cafeteria doors. | Maintenance Director- Jack Wallace | Maintenance Dept. budget | October 2011 | Mats in place in corridor areas. | |
| 6. High tech Communication Radio for Coach Grant/ Office. | Security Officer- Haskell Cook | Security/Safety budget | October 2011 | Radio in place in gym office | |

**EUSTACE PRIMARY SCHOOL
2011 - 2012 CAMPUS IMPROVEMENT PLAN**

GOAL I: Provide a safe physical and emotional environment that is conducive to learning

OBJECTIVE II: Students will acquire skills to enable them to resolve personal conflicts in an acceptable manner, to make Right Choices in home and school environment, and reduce discipline referrals by 5% from previous year

Summative Assessment: Accomplishment of objective as measured by reduction in number of discipline referrals and PEIMS 425 report

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|--|--|---|--|
| 1. Incorporate Drug and Violence Education in campus curriculum; Dogs Against Drugs; and Red Ribbon Week Campaign. | Asst. Supt.- J.Beasley Principal - D. Shaffer Teachers | Title IV Funds Drug Prevention curriculum VOICES program | Red Ribbon Week, October, 2011 Dogs Against Drugs – once a year | Increased awareness of hazards of drug and violence | |
| 2. Utilize Character Education to teach social skills and conflict resolution | Principal - D. Shaffer Counselor - S. Sowers | Right Choice VOICES program Essential 55 | Each class has small group discussion time with counselor once each six weeks; Emphasis with principal in gym in the mornings. | Reduction in discipline referrals to office | |

**EUSTACE PRIMARY SCHOOL
2011 – 2012 CAMPUS IMPROVEMENT PLAN**

GOAL II: Provide a well-balanced curriculum that enables each student to master the TEKS (Texas Essential Knowledge and Skills)

OBJECTIVE I: Foster Title I program to ensure academic success of all students to achieve 90% promotion rate

Summative Assessment: Accomplishment of objective as measured by 3rd grade TAKS data

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|--|---|---|--|--|
| 1. Utilize State Compensatory Education Funds to support Title I School-wide Reform(TI 2, 10) | Asst. Supt. - J. Beasley Principal - D. Shaffer Staff | \$279,310 Comp. 5.6 FTE | Each six weeks | At least 90% passing rate each 6-weeks for all student groups | |
| 2. Provide support services through Grand Central Station and Section 504 programs (TI 9) | Asst. Supt. - J. Beasley Principal - D. Shaffer 504 Teacher | Title I Funds | August 2011 January 2012 May 2012 | At least 90% passing rate each 6-weeks for all students identified | |
| 3. Provide dyslexia assessment for students at end of second grade or as needed (TI 9) | Director of Sp.Ed.- M.Saxon Principal - D. Shaffer | Lexia Program Classroom teachers | August 2011 January 2012 | 100% of students assessed, as needed | |
| 4. Identify and monitor students for LEP/ESL program to ensure acquisition of English proficiency (TI 9) | Asst. Supt. - J. Beasley Principal - D. Shaffer ESL teacher- S.Pharmakis LPAC Committee | Home Language Survey Language needs assessed by teachers | August 2011 January 2012 | Students served by program | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|--|--|---|---|--|
| 5. Provide summer school program to 1 st and 2 nd grade students (TI 9) | Asst. Supt. - J. Beasley Principal - D. Shaffer Teacher/aide | Title 1 funds Local revenue | June 2012 | Reduction in number of students at risk | |
| 6. Continue pre- and post-testing for each 6-weeks (TI 8) | Principal - D. Shaffer Teachers | Teacher-generated tests Promethean responder used in assessment and data collection | Each six weeks | Pre and Post tests given and data analyzed each six weeks. | |
| 7. Continue grade level RTI intervention programs for students at-risk | Principal - D. Shaffer Intervention teachers Fast ForWord Imagination Station Lexia Learning | TPRI test, STAR Early Literacy test, STAR test, ITBS achievement tests | Daily intervention instruction in place throughout year | Intervention programs in place in Kind.-2 nd grade. | |
| 8. Utilize Picturing America program and continue to purchase resources for Fine Arts curriculum | Principal - D. Shaffer Art teacher Classroom teachers | Art prints awarded in grant; Books of plays and poetry | Fall 2011 | Picturing America prints/program evident on display on campus and in teacher lesson plans. New resources available in Fine Arts department. | |
| 9. Take 2 nd grade students to TVCC campus to foster idea of attending college | Principal - D. Shaffer Teachers | \$300 | October 14, 2011 | Documentation of trip to Athens and impact on students from classroom teachers. | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|---|--------------------------|---|--|
| 10. Designate a “College Day” during Career Week | Principal - D. Shaffer Counselor - S. Sowers Teachers and Assistants | Career Week Announcements & Letters | Starting October 17,2011 | Day designated during career week on calendar | |
| 11. Continue strategies to support Title I school wide campus through Fast ForWord, Lexia dyslexia support, and Imagination Station (TI 10) | Principal - D. Shaffer Teachers/Instructional Aides | Title I-A TEKS Report cards Individual assessments | Each six weeks | All programs in place on campus to intervene and help students as identified. | |
| 12. Incorporate strategies to promote a successful transition from Early Childhood (EC) to Kindergarten: (classroom visits, ARD/parent meetings, portfolio, EC graduate profile, and curriculum expectations) (TI 7) | Principal - D. Shaffer Kindergarten Teachers Early Childhood Teachers | Title I | April 2011- May 2011 | 90% mastery on Kindergarten readiness test data from social screenings | |
| 13. Continue to upgrade Science equipment | Principal - D. Shaffer Teachers | Science Budget <u>\$1,350</u> | Fall 2011 | Inventory update each year of science equipment needed | |
| 14. Increase library inventory | Principal - D. Shaffer Librarian – Diane Chambers Library Aide – Debbie McConathy | Library Budget <u>\$1,800</u> | Fall 2011 | Number of books in library increased | |

**EUSTACE PRIMARY SCHOOL
2011- 2012 CAMPUS IMPROVEMENT PLAN**

GOAL II: Provide a well-balanced curriculum that enables each student to master the TEKS (Texas Essential Knowledge and Skills)

OBJECTIVE II: Increase technology capabilities on campus

Summative Assessment: Accomplishment of objective as measured by data from teacher surveys

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|---|--|--|--|
| 1. Continue seamless integration of Technology into classroom instruction | Principal - D. Shaffer Technology Director TIS - J. Davis | Technology Promethean Boards Electronic devices Budget | Weekly | Lesson Plans/Observations | |
| 2. Timely repair and attention of problems with technology from technology department. | Principal - D. Shaffer Technology Director - G. Myers | Technology Dept. | Repair and attention as needed reflected in monthly meetings with director | Attention to hardware and software concerns in a timely manner | |
| 3. Continue use of Fast ForWord lab to improve reading/language skills for at-risk students. | Principal - D. Shaffer Computer lab aide | Fast ForWord Lab Technology Dept. | Oct. 2011 | Personnel in place Schedule showing student use | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|---|-------------|--|--|
| 4. Continue to utilize STAR and STAR Early Literacy programs as one of many diagnostic tools (TI 2) | Principal - D. Shaffer Technology Director -G. Myers | Technology Dept. Computer Lab Classroom/Media Center computers Renaissance Learning | August 2011 | STAR Test and STAR Early Literacy test used as diagnostic tool with students | |
| 5. Mini-laptop portable carts available for classroom instruction. Evaluate size of sets-at least 22-24 needed. Interested in utilizing netbooks not in use in district. | TIS – J. Davis Classroom teachers | Technology Dept. | August 2011 | Use of mini-laptops observed in classrooms and part of lesson plans | |
| 6. Maintain Fine Arts including Art and Music | Principal-D. Shaffer | District budget | | Fine Arts curriculum scheduled weekly | |
| 7. Continue to update computers in labs and classrooms | Principal - D. Shaffer Technology Director -G. Myers | Technology Dept. | Fall 2011 | Computer work stations for teachers updated and repaired | |
| 8. Evaluate sound options to optimize all computer functions as needed | Principal - D. Shaffer Technology Director - G. Myers | Technology Dept. | Fall 2011 | All classrooms have adequate sound enhancements | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|---|--|---|-----------|---|--|
| 9. Add portable Promethean Board with Boom Arm for various uses by campus | Principal - D. Shaffer Technology Director - G. Myers | Technology staff and Budget | Fall 2011 | Portable Promethean Board with Boom Arm on Primary campus | |
| 10. Continue providing training for Promethean Board | Principal - D. Shaffer T.I.S – J. Davis | Technology Integration Specialist Technology staff | Fall 2011 | Training attended by teachers | |
| 11. Continue to require teachers to use technology in classroom curriculum & instruction (i.e., internet field trips, photo story, video creation, moodle use, etc.) (TI 4) | Principal - D. Shaffer Staff T.I.S – J. Davis | Staff Development Lap Tops Promethean Boards | Fall 2011 | Each teacher documents use of technology in classroom curriculum and lesson plans | |
| 12. Purchase iPods and iPads for use in interactive curriculum areas. | Principal – D. Shaffer Tech. Director – G. Myers | Approx. \$1,500 | Fall 2011 | iPods and iPads in more classrooms | |
| 13. Purchase several class digital camera sets for integrating technology into students' products | Principal - D. Shaffer Technology Director - G. Myers T.I.S.- J. Davis | Cameras each \$75 - \$99 | Fall 2011 | Camera sets available through technology check out system | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|--------------------|-----------------|-----------------------------------|--|
| 14. Purchase child-sized, quality, stereo headphones | Principal - D. Shaffer T.I.S. – J. Davis | About \$15.00 each | Fall 2010 | Headphones available where needed | |

**EUSTACE PRIMARY SCHOOL
2011 - 2012 CAMPUS IMPROVEMENT PLAN**

GOAL II: Provide a well-balanced curriculum that enables each student to master the TEKS (Texas Essential Knowledge and Skills)

OBJECTIVE III: Foster Academic Programs to ensure success of all students

Summative Assessment: Accomplishment of objective ass measured by 3rd grade TAKS data

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|-----------------------------------|--|---------------------------|---|--|
| 1. Utilize CSCOPE as a tool for curriculum alignment and increased rigor | Principal- D. Shaffer Teachers | Extra Planning Time for all grade levels | Throughout year 2011-12 | New CSCOPE scope and sequence and suggested lesson plans reflected in curriculum planning and "placemat" expectations | |
| 2. Obtain Professional Development in CSCOPE Modules 1,2,3,4 & 5E lesson design. | Principal-D. Shaffer | CSCOPE website, Reg. VII staff | July 2011 Jan. 2012 | Teacher attendance logs | |
| 3. Vertical planning in all subjects between grade levels. | Principal-D. Shaffer Teachers | All Curriculum areas | Throughout year 2011-2012 | Documentation of meetings between grade levels | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|------------------------------------|--------------------------------------|-----------|--|--|
| 4. Update grade level writing curriculum. | Principals Teachers | Evaluate other writing curriculums | Fall 2011 | Vertical planning and discussion between grade level | |
| 5. Investigate school gardening possibilities. | Principal – D. Shaffer Teachers | Donations Campus budget Grants | 2011-2012 | Fall and Spring gardening projects on campus | |

**EUSTACE PRIMARY SCHOOL
2011 – 2012 CAMPUS IMPROVEMENT PLAN**

GOAL III: Provide a program that encourages parental involvement on campus

OBJECTIVE I: Parents will participate more actively in the education of their children, showing a 5% increase over previous year

Summative Assessment: Accomplishment of objective as measured by visitor / volunteer sign in sheets/attendance counts

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---------------------------------|--|--------------------------|---|--|
| 1. Continue Family First Parent Involvement Projects (including Parent Camp, Family Nights, etc.) (TI 6) | Principal - D. Shaffer Staff | \$1,000 Newsletter Posters Letter sent home | Fall 2011 Spring 2012 | Increase in parenting skills and participation in all special events | |
| 2. Continue P.O.S.S.E. Volunteer Program, including help with AR Tests, tutorials, and one-on-one contact (TI 6) | Counselor – S. Sowers Staff | Letters Posters Parent Camp announcement | August, 2011 | Increase number of volunteers in P.O.S.S.E. program. Community/family stakeholders involved in numerous ways on campus | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|---|-------------------------|--|--|
| 3. Continue to invite parents, community, and other campuses to the “Celebrate Freedom” parade and other various activities (TI 6) | Principal - D. Shaffer Staff | Announcements Local Newspapers Principal Blog Twitter | Sept. 12, 2011 | Increase parent, community, and other campuses participation in various activities | |
| 4. Invite parents and family to attend awards assemblies and other special events at school (TI 6) | Principal - D. Shaffer Teachers | Announcements Letters Principal Blog Admin. Marquee Twitter | Every six weeks | Increase parent and community participation in recognizing students’ achievement | |
| 5. Hold monthly meetings for parents with students in Head Start (TI 9) | Principal - D. Shaffer Head Start Facilitator - Debbie Ramoz & Alice Faz | Announcements Newsletters | Sept. 2011- May 2012 | Increase communication with parents regarding early childhood issues | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|---|--|-------------------------------------|--|--|
| 6. Continue annual Second Grade Science Fair and continue to include campus viewing opportunities (TI 6) | Principal - D. Shaffer Second Grade Teachers | Family Involvement Science Fair prizes Judges | April 2012 | Increase parent participation in science activities | |
| 7. Provide Love & Logic Parent Training to parents and teachers | Mr. and Mrs. Burton Love – Love and Logic presenters S. Sowers – counselor | Donation of time by presenters Small Workbook fee | Fall, 2011 and Spring 2012 sessions | Sign up sheets and testimonials of participation in these training sessions. | |

**EUSTACE PRIMARY SCHOOL
2011 - 2012 CAMPUS IMPROVEMENT PLAN**

GOAL IV: Provide an attendance program that promotes a positive attitude towards regular school attendance

OBJECTIVE I: Improve average daily attendance to exceed 96.2%

Summative Assessment: Accomplishment of objective as measured by ADA

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|--|---|-----------------------|---|--|
| 1. Individual weekly perfect attendance recognition with various prizes and awards | Principal - D. Shaffer Classroom teachers | Stickers/charts Small prizes Bulletin board | End of each week | Foster excellent attendance pattern with students and increase ADA | |
| 2. Honor students and classes with perfect attendance at the end of each week | Principal - D. Shaffer Staff | Certificates Extra recess | End of each week | Encourage good attendance with individual students and increase ADA | |
| 3. Hold drawing for boom box, portable CD players and other prizes | Principal - D. Shaffer Staff | \$300 | End of each six weeks | Encourage good attendance for all students and increase ADA | |
| 4. Hold drawing for bicycles each six weeks for Right Choice | Principal – D. Shaffer | \$300 | End of each Six weeks | Encourage good behavior and choices | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|---|---|------------------------------|-----------------------------|---|--|
| 5. Conduct attendance meetings for students with excessive absences in a timely manner (TI 9) | Principal - D. Shaffer Asst. Principal – M. Warren Attendance Committee | RSCCC Attendance meetings | Each six weeks As needed | Documentation of minutes from attendance meetings; increase ADA | |
| 6. Award staff with perfect attendance incentives | Principal – D. Shaffer | \$200 | End of each six weeks | Decrease staff absenteeism | |

**EUSTACE PRIMARY SCHOOL
2011 - 2012 CAMPUS IMPROVEMENT PLAN**

GOAL V: Provide improvement to physical facilities and environment conducive to learning

OBJECTIVE I: Improve and enhance facilities to foster positive healthy environment

Summative Assessment: Accomplishment of objective as measured by completion of project

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|---|---|--|--------------------------|--|--|
| 1. Plan and place old spider gym set and evaluate purchasing swings. | Maintenance Director – J. Wallace | Maintenance Dept. | Fall 2011 Spring 2012 | Spider and swings in place on playground | |
| 2. Provide adequate water fountains on playground. | Principal - D. Shaffer | \$3,000 Budget Allocation | Fall, 2011 | Water fountains procured and in use on playground | |
| 3. Place new EC playground equipment in EC play area | Region VII Maintenance director- J.Wallace Principal-D.Shaffer Early Childhood Teachers | Region VII grants | Fall 2011 | New equipment in place on Early Childhood playground | |
| 4. Continue courtyard project for interactive learning by researching grants and planning phase2. | S.Pharmakis - Teachers and staff Volunteers | Grants Parent/Teacher volunteer committee | 2011-2012 | A plan for adding things in courtyard and beginning construction | |

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|---|-------------------------------------|-------------------|-------------|--|--|
| 5. Possible sale and removal of portable building off track in playground area. | Maintenance Director – Jack Wallace | To be determined | Future | Portable building moved off campus | |
| 6. Add additional electrical outlets where needed. | Maintenance Dept. | District Budget | Future | Added electrical outlets in place | |
| 7. Steps for Promethean board steps for access to Early Childhood students. | Maintenance | Campus budget | Fall 2011 | Steps in place in Early Childhood classrooms | |
| 8. Extend railing at front of building to keep children safe. | Maintenance dept. Ag students | Scrap material | Fall 2011 | Railing in place in front of campus | |
| 9. Expand fence line of Early Childhood playground | Maintenance dept. | Existing material | Spring 2012 | Extended play area | |
| 10. Add shade trees/canopies/awnings to playground areas and courtyard | Maintenance | District budget | 2011-2012 | Covered areas | |

**EUSTACE PRIMARY SCHOOL
2011 - 2012 CAMPUS IMPROVEMENT PLAN**

GOAL VI: Provide highly qualified personnel to meet all campus needs

OBJECTIVE I: Provide and maintain highly qualified personnel

Summative Assessment: Accomplishment of objective as measured by campus employment data

| Strategy | Staff Responsible | Resources | Timeline | Formative Assessment | |
|--|--|--|---------------------------|-----------------------------|--|
| 1. Employ full time assistant principal | Board Approval | Salary | Summer 2012 | Personnel in place | |
| 2. Recruit and retain highly qualified staff (TI 5) | Asst. Supt. - J. Beasley Principal - D. Shaffer | College Job Fairs TASA Website Eustace ISD Website Region 7 Website | Throughout year as needed | 100% highly qualified staff | |
| 3. Add Kindergarten teacher due to overcrowded conditions impacting classroom instruction. | Principal-D.Shaffer | District budget | 2011 | Personnel in place | |