



Eustace Independent School District

Eustace Primary School Campus Improvement Plan
2011-2012

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

Principal

Dianne Shaffer

Early Childhood

Holly Bailey

Kindergarten

Stephanie Kirkhart

1st Grade

Beth Williamson

2nd Grade

Tami Dailey

Specials

Sherri Purselley

Instructional Aides

Sabrina Kavanaugh

Parent

Amanda Herring
Chuck Womble

Business

Karen Anthony
Leslie Potter

Community

Paul McKinney
Cary Reeve

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

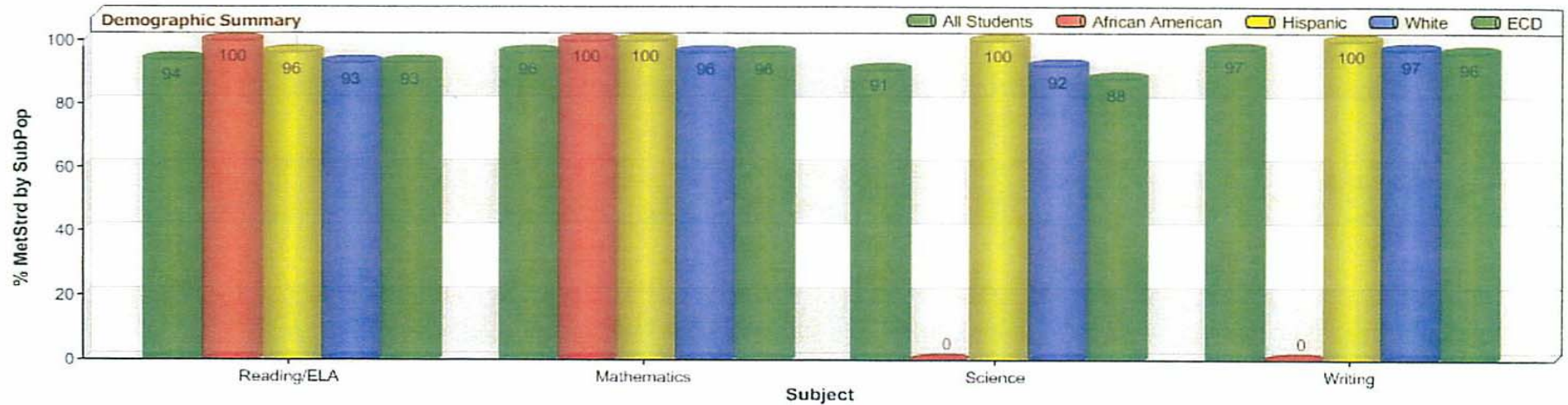
EUSTACE PRIMARY SCHOOL Data Chart for Paired Campus - Intermediate Campus



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	