

Stafford Municipal School District

Stafford Primary School

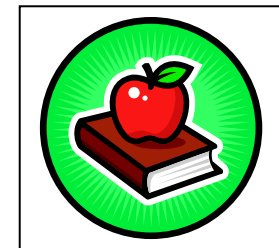
# CAMPUS IMPROVEMENT PLAN

2008-09

Moving Forward to Success

Kim Vu, Principal  
Sara Dries, Counselor

1625 Staffordshire Road  
Stafford, Texas 77477  
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**Stafford Municipal School District  
DISTRICT MISSION STATEMENT**

The mission of Stafford Municipal School District is to produce individuals armed with academic and technological proficiency and strong values who function as contributing members of society.

**Stafford Primary School  
CAMPUS MISSION STATEMENT**

We believe that all students are important and can learn. Our mission is to provide a caring and safe environment where all students are given the opportunity to develop to their maximum capacity academically, emotionally, physically, and socially. Our school is committed to making a positive difference in the lives of our students.

**Stafford Primary School - 2008-09 Campus Improvement Plan**

**Stafford Primary School  
CAMPUS IMPROVEMENT TEAM (CIT)  
2008-09**

Ms. Kim Vu, Principal

***Pre-Kindergarten***

Carolyn Stoffel  
Sheila Crow

***Specials***

Tammy Tambrella

***Kindergarten***

Sherri Hobbs  
Monica Lopez  
Sarah Mosk  
Stacy Gaddy  
Lorraine Walker

***First Grade***

Karen Hatter  
Elizabeth Brown  
Maria Garza  
Stephanie Reagle  
Samantha Keller

***Parent Representatives***

Raquel Roberts  
Scott Lester

***Non-Teaching Representatives***

Sara Dries - Campus  
Kathy Amos - District

***Community Representatives***

Vickie Dalton

2008-09 CIT Meetings are held at 4:00pm on the following dates:

October 30, 2008  
December 4, 2008  
February 19, 2009  
March 26, 2009  
May 14, 2009

Stafford Primary School  
**SUMMARY OF GOALS AND OBJECTIVES**

**District Goal: Implement effective instructional strategies that meet the needs of all students**

**Goal 1: Student Performance**

- Performance Objective A: Increase the passing rate of African-American, Hispanic, economically disadvantaged, At-Risk, LEP, and students with disabilities on math standardized testing to 90%.
- Performance Objective B: Increase the passing rate of African-American, Hispanic, economically disadvantaged, At-Risk, LEP, and students with disabilities on reading standardized testing to 90%..
- Performance Objective C: Improve educational opportunities for At-Risk students as evidenced by 90% passing on standardized tests.
- Performance Objective D: Monitor GT program for inclusion rates of minority students.
- Performance Objective E: Decrease self-contained/least restrictive environment ratio to acceptable state limits.
- Performance Objective F: Increase student attendance to 97%

**Goal 2: Instructional Programs**

- Objective A: Increase use of technology in classrooms by providing effective technology instructional programs and support that meet the needs of all students and teachers.
- Objective B: Provide foundational instruction programs that support the sciences.

**Goal 3: Safe and Supportive Schools**

- Objective A: Provide a comprehensive safety program.
- Objective B: Establish and maintain systems of support that will focus on student success and growth using as evidence the activities provided through guidance and counseling programs.

**Goal 4: Highly-Qualified Faculty and Staff**

- Objective A: Increase staff morale through recognition, team-building, and better communication.
- Objective B: Offer educational, professional development opportunities that enable teachers to meet the unique needs of the students.

**Goal 5: Community Involvement**

- Objective A: Include parents of children in programs in campus-planning process
- Objective B: Foster communications with parents
- Objective C: Actively involve businesses as education partners

Stafford Municipal School District  
**STRATEGIC AREAS**

- Strategic Area I:** Academic Excellence and Continuous Student Development and Improvement
- Strategic Area II:** Recruit, Attract, and Retain Highly-Qualified Staff
- Strategic Area III:** Provide a Safe and Secure School Environment
- Strategic Area IV:** Increase student attendance and decrease drop-out rate
- Strategic Area V:** Actively Promote SMSD in Community, County, State, and Nation

**Goal 1: Student Performance**

<p><b>Person Responsible:</b>          Campus Administrators          Counselor          Team Leaders          Grade Level Teachers</p> <p><b>Progress Report Dates:</b>          Oct 2008      Dec 2008      Mar 2009      May 2009</p>	<p><b>Brief Description:</b>          Increase student performance by increasing test scores for all subgroups in reading and math.</p>	<p><b>Evaluation Benchmark:</b>          TAKS Results          AEIS Report          AYP Report          Benchmark and Snapshot Results          TPRI and DRA Levels          Informal Walkthroughs          PDAS Observations          RtI Documentation</p>	
<p><b>Resources Required:</b>          Teachers          Educational Consultants          Time and Effort          Technology          Paraprofessionals          Contracted Services          Volunteers</p>	<p><b>FTE's Required:</b>          1</p>	<p><b>Source of Funds:</b>          Title I          Title III          AMI/ARI Funds          Local Funds</p>	<p><b>Amount</b>          \$8,000.00</p>

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective A: Increase the passing rate of African-American, Hispanic, economically disadvantaged, LEP students, and students with disabilities on math standardized testing to 90%.</b>														
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>												
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	
Disaggregate 2007 TAKS results. Disaggregate 2008 TAKS, ITBS, TELPAS, CogAT results.	Principal Counselor Team Leaders Teachers	X	X	X								X	X	X
Develop grade-level plans to improve student performance: • grade-level - weekly • vertical level - six weeks • CScope	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement curriculum • identify objectives for school-wide instructional focus • evaluate and adjust instructional 'road maps' • develop and conduce assessments • develop intervention plan for students needing re-teaching • provide for continued mastery	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X		
Administer TEKS benchmarks for Kindergarten and 1 <sup>st</sup> grade • November • January • April	Principal Counselor Team Leaders Teachers		X		X		X		X		X			
Initiate Accelerated Math instruction • utilize math consultants • after-school tutorials • math pre- and post-test assessments • implement Saxon math • utilize Lonestar math as additional math resource • math literacy groups with paraprofessionals (Tier 2 instruction)	Principal Team Leaders Teachers			X	X	X	X	X	X	X	X	X		

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective B: Increase the passing rate of African-American, Hispanic, economically disadvantaged, LEP students, and students with disabilities on reading standardized testing to 90%.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
Disaggregate all standardized TAKS and TELPAS. Disaggregate 2007 ITBS and CogAT results. Disaggregate 2008 ITBS and CogAT results.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Develop grade-level plans to improve student performance: • grade team-level - weekly • vertical level - six weeks	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Utilize Reading Recovery teachers, other identified teachers for Accelerated Reading Instruction literacy groups Kindergarten - 1 <sup>st</sup> Grade • After-school tutorials	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Monitor student progress through analysis of TPRI, DRA, ITBS, CogAT • fluency checks (start earlier) • Kindergarten - 1 <sup>st</sup> Grade - May (second semester)	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Implement and monitor • Saxon phonics program K-1 • guided reading groups PreK-1 • Reading A-Z (renew in November)	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Implement CScope curriculum • prioritize objectives for school-wide instructional focus • timeline for teaching each objective • develop and conduct assessments - fluency checks • provide for continued mastery	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective B: Continued</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
Implement reading incentive programs: <ul style="list-style-type: none"> <li>Accelerated Reader</li> <li>Book It program</li> </ul>	Principal Counselor Team Leaders Teachers				X	X	X	X	X	X	X		
Increase reading opportunities <ul style="list-style-type: none"> <li>DEAR time morning assembly and afternoon bus</li> <li>reading with Principal</li> <li>guest readers</li> <li>Rock-n-Read - give out books to participants</li> <li>library cards - partner with public library to provide students with access to library cards</li> <li>summer reading log</li> <li>Booktacular day - October 31</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Initiate Book Exchange program <ul style="list-style-type: none"> <li>staff</li> <li>students</li> <li>winter party</li> <li>winter book gift</li> <li>provide books in school store</li> <li>gift cards to book stores used as prizes</li> </ul>	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Develop intervention plan for students in need of re-teaching <ul style="list-style-type: none"> <li>literacy groups</li> <li>extended day groups</li> <li>extended week groups</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		
Provide staff development for teachers and administrators in <ul style="list-style-type: none"> <li>differentiated instruction - guided reading, literacy centers</li> <li>Reading Recovery conference</li> <li>Bilingual/ESL instructional strategies</li> <li>LPAC process</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective B: Continued</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Expand to full coverage the Reading Recovery program for At-Risk 1 <sup>st</sup> graders.	Principal Counselor Team Leaders	X	X	X	X	X	X	X	X	X	X	X	X
Implement instructional methods that support LEP students' academic progress • On Our Way to English	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		

<b>Goal 1 - Performance Objective C: Improve educational opportunities for At-Risk students as evidenced by passing rate of 90% on standardized tests.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Disaggregate TAKS, ITBS, CogAT, TPRI, DRA, TELPAS data for all students	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Incorporate appropriate interactive writing strategies in all content areas to prepare for TAKS writing accountability in 4 <sup>th</sup> grade.	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Monitor all aspects of the current Title I program	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Continue and increase opportunity for inclusion of Bilingual/ESL and special needs children in mainstream classes.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective C: Continued</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Continue the use of appropriate pre- and post-assessment instruments to measure progress of Pre-K students • TEEM apply grant • Implement TEEM	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Work towards School Readiness School certification	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

<b>Goal 1 - Performance Objective D: Monitor GT program for inclusion rates of minority students</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Increase number of elementary-age students who take GT tests.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Increase recruiting all student from various demographic groups.	Principal Counselor Team Leaders	X	X	X	X	X	X	X	X	X	X	X	X
Conduct two parent meetings per year for parents of GT students.	Principal Counselor				X				X				
Present GT nomination process overview.	Principal Counselor			X									
Combine all identified GT students for a 30-minute period two times a week.	Principal Counselor Team Leaders Teachers						X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective E: Decrease self-contained/least restrictive environment ratio to acceptable state limits.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Monitor accuracy of PEIMS coding for students with disabilities.	Principal Team Leaders Teachers PEIMS Clerk	X	X	X	X	X	X	X	X	X	X	X	X
Review Early Childhood Identification from outside agency for possible inclusion services.	Principal Counselor Team Leaders Teachers ECI Partners Diagnostician	X	X	X	X	X	X	X	X	X	X	X	X
Participate in Building Inclusive Schools Initiative (BISI) year 1 and provide inclusion training.	Principal Counselor Team Leaders Teachers				X				X				
Continue implementing RTI model of child-study (CAREA) teams • continue RTI task force • continue RTI problem-solving team • provide RTI training for staff training and interventions	Principal Counselor Team Leaders Teachers			X									
Continue inclusion model of Pre-K and PPCS class • implement SPARTA Academy	Principal Counselor Team Leaders Teachers						X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 1 - Performance Objective F: Increase student attendance rate to 97%</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Publicize and promote school attendance	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Inform all parents of state's mandatory attendance requirements as they apply to primary-age children. (In Student Handbook and registration packet.)	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Develop and reward individual and class for highest attendance for every six weeks, semester, and end-of-year, such as: <ul style="list-style-type: none"> <li>• daily recognition classroom</li> <li>• perfect attendance</li> <li>• moonwalk</li> <li>• certificates</li> <li>• Picnic with the Principal (PwP)</li> <li>• plaques and trophies</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Implement administrative guideline for parent notification of students with excessive absences and tardies. <ul style="list-style-type: none"> <li>• contact families of children who are absent or have excessive tardies</li> <li>• phone calls by teachers (more than one day)</li> <li>• send attendance warning letters home</li> <li>• conferences</li> <li>• home visits</li> <li>• filing for truancy on excessive, unexcused absence</li> <li>• promote punctuality</li> <li>• exclude excessive tardies from attendance rewards</li> <li>• attendance committee meeting</li> <li>• send home explanation of absences - invite</li> <li>• afternoon Pre-K attend morning session on early release days</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Goal 2: Instructional Programs**

<b>Person Responsible:</b> Campus Administrators Counselor Team Leaders Teachers Technology Specialist		<b>Brief Description:</b> Effectively integrating technology in the classroom.		<b>Evaluation Benchmark:</b> TAKS Results AEIS Report AYP Report Benchmark and Snapshot Results TPRI and DRA Levels Informal Walkthroughs PDAS Observations RtI Documentation	
<b>Progress Report Dates:</b> Oct 2008      Dec 2008      Mar 2009      May 2009					
<b>Resources Required:</b> Teachers Educational Consultants Time and Effort Technology Paraprofessionals Contracted Services Volunteers		<b>FTE's Required:</b> 1		<b>Source of Funds:</b> Title I Title III AMI/ARI Funds Local Funds	
				<b>Amount</b> \$5,000.00	

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 2 - Performance Objective A: Increase use of technology in the classroom by providing effective technology instruction programs and support that meets the needs of all students and teachers.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Provide staff development on incorporating the updates, installed instructional software • Smart Board	Principal Team Leaders Teachers District Technology Specialist	X	X	X	X	X	X	X	X	X	X	X	X
Monitor student and teacher use of websites: • in textbooks and other sources • United Streaming • teachers' webpage • Board Maker (PPCD)	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Integrate TEKS technology competencies for students in Kindergarten and 1 <sup>st</sup> grade	Principal Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Bring computer lab and classroom computers up-to-date and fully operational so that the students can maximize technology opportunities. • purchase headphones	Principal Team Leaders Teachers District Technology Specialist	X	X	X	X	X	X	X	X	X	X	X	X
Solicit grants for updating technology	Principal Team Leaders Teachers District Technology Specialist	X	X	X	X	X	X	X	X	X	X	X	X
Participate in "Are you Smarter Than a 5 <sup>th</sup> Grader" to win computer lab	Principal Team Leaders Teachers District Technology Specialist	X	X	X	X	X	X	X	X	X	X	X	X
Implement Palm Pilot for assessments (TPRI)	Principal Team Leaders Teachers District Technology Specialist	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 2 - Performance Objective B: Provide a foundation instructional program that supports the sciences</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Continue to equip the Primary science lab	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Provide training and support for teachers in teaching the sciences	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Develop a schedule for classes to utilize the science lab	Principal Counselor Team Leaders Teachers				X	X	X	X	X	X	X		
Seek funding for a science lab teacher or consultant • guest scientist to facilitate science lab learning • implement classroom community garden	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X		

**Goal 3: Safe and Supportive Schools**

<p><b>Person Responsible:</b>                  Campus Administrators                  Counselor                  Team Leaders                  Teachers</p> <p><b>Progress Report Dates:</b></p>	<p><b>Brief Description:</b>                  .</p>	<p><b>Evaluation Benchmark:</b></p>	
<p><b>Resources Required:</b>                  Teachers                  Educational Consultants                  Time and Effort                  Technology                  Paraprofessionals                  Contracted Services                  Volunteers</p>	<p><b>FTE's Required:</b></p>	<p><b>Source of Funds:</b></p>	<p><b>Amount</b></p>

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 3 - Performance Objective A: Provide a comprehensive safety program</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Continue to update and utilize the Campus Crisis Management Plan and provide teachers a copy of the plan.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Continue age-appropriate implementation of conflict resolution, stress management, peer assistance, and character education program, cultural sensitivity, individual and small group counseling <ul style="list-style-type: none"> <li>• classroom guidance</li> <li>• Jr. Achievement</li> <li>• PALS (Peer Assisted Leaders)</li> <li>• Mentors</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Continue Positive Behavior Support as part of the campus discipline management plan.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Monitor all visitors on campus, using V-Soft Raptor, security cameras, and check identifications <ul style="list-style-type: none"> <li>• Monitor visitors of YMCA program</li> <li>• take visitors' driver licenses when Raptor is not in use</li> <li>• more police presence</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Staff members will wear ID badges daily	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Provide substitutes with an ID badge	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Conduct at least two red alert drills in addition to fire drills and severe weather drills	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 3 - Performance Objective A: Continued</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Implement a school-wide reward incentive <ul style="list-style-type: none"> <li>• behavior - school-wide store with Marching Money</li> <li>• reading - Accelerated Reader incentive</li> <li>• perfect attendance</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Background checks on volunteers <ul style="list-style-type: none"> <li>• part of Student Handbook</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

<b>Goal 3 - Performance Objective B: Establish and maintain systems of support that will focus on student success and growth as evidenced by the activities provided through guidance and counseling programs</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Continue using guidance and counseling program PRIDE <ul style="list-style-type: none"> <li>• give guidance lesson plans to SS lesson plan person</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Facilitate plan of action for special education pre-referral process (CARE Teams) and other programs of service	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Provide opportunities for students to be involved in charitable events including: <ul style="list-style-type: none"> <li>• food drive</li> <li>• Walk for Diabetes</li> <li>• Locks of Love</li> <li>• St. Jude's Math-a-thon</li> <li>• Ronald McDonald House (soda pull-tabs)</li> <li>• Box Tops for Education</li> <li>• Pennies for Positive Change</li> <li>• Adopt a Grandparent</li> <li>• pair with Elementary School classes</li> <li>• Gobble Hobble</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Goal 4: Highly Qualified Faculty and Staff**

<p><b>Person Responsible:</b>          Campus Administrators          Counselor          Team Leaders          Teachers</p>	<p><b>Brief Description:</b></p>	<p><b>Evaluation Benchmark:</b></p>	
<p><b>Progress Report Dates:</b></p>			
<p><b>Resources Required:</b></p>	<p><b>FTE's Required:</b></p>	<p><b>Source of Funds:</b></p>	<p><b>Amount</b></p>
<p>Teachers          Educational Consultants          Time and Effort          Technology          Paraprofessionals          Contracted Services          Volunteers</p>			

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 4 - Performance Objective A: Increase staff morale through recognition, team-building, and better communication and campus day-care.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Recognize employees <ul style="list-style-type: none"> <li>• Traveling Sneaker</li> <li>• Random Acts of Kindness</li> <li>• Luncheon Appreciation</li> <li>• Just Because Day</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Plan and promote social events for staff members <ul style="list-style-type: none"> <li>• Christmas party</li> <li>• Outback Steakhouse gathering</li> <li>• Four Seasons celebration (four teams - most creative)</li> <li>• Secret Pals</li> <li>• Scavenger Hunt - Treasure Hunt</li> </ul>	Principal Counselor Team Leaders Teachers Social Committees	X	X	X	X	X	X	X	X	X	X	X	X
Encourage 100% staff membership in SOPT	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Recognize team with most membership or fastest membership in SOPT.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Encourage perfect attendance for staff members with incentives <ul style="list-style-type: none"> <li>• gift cards</li> <li>• teacher chair</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Improve teacher and staff communication and staff morale <ul style="list-style-type: none"> <li>• teacher climate surveys</li> <li>• Jeans for teachers</li> <li>• Teacher Appreciate Week</li> <li>• implement weekly faculty notes</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 4 - Performance Objective B:: Offer educational professional development opportunities that enable teachers to meet the unique needs of the students.</b>														
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>												
Plan and hold retreat for the purpose of team-building, staff development, disaggregating data, and annual planning of instructional calendar.	Principal Counselor Team Leaders Teachers	X											X	X
Increase the number of teachers with 30 GT hours.	Principal Counselor Team Leaders Teachers Social Committees	X	X	X	X	X	X	X	X	X	X	X	X	X
Provide opportunities for attendance at state conferences and other in-services.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X	X
Provide opportunities for all staff members to participate in campus leadership through participation in committees.	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X	X

**Goal 5: Community Involvement**

<p><b>Person Responsible:</b>                  Campus Administrators                  Counselor                  Team Leaders                  Teachers</p> <p><b>Progress Report Dates:</b></p>	<p><b>Brief Description:</b>                  .</p>	<p><b>Evaluation Benchmark:</b></p>	
<p><b>Resources Required:</b>                  Teachers                  Educational Consultants                  Time and Effort                  Technology                  Paraprofessionals                  Contracted Services                  Volunteers</p>	<p><b>FTE's Required:</b></p>	<p><b>Source of Funds:</b></p>	<p><b>Amount</b></p>

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 5 - Performance Objective A: Include parents of children in programs in campus planning process.</b>														
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>												
Recruit parents for <ul style="list-style-type: none"> <li>• CIT</li> <li>• subcommittees</li> <li>• Career Week</li> <li>• Multicultural Week</li> <li>• Red Ribbon Week</li> <li>• Title I Committee</li> <li>• LPAC's</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X	X
Survey parents to evaluate their satisfaction with the school program.	Principal Counselor Team Leaders Teachers Social Committees			X						X				

<b>Goal 5 - Performance Objective B: Foster communications and involvement with parents.</b>														
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>												
Improve means of communications to parents <ul style="list-style-type: none"> <li>• improve school website with updates information</li> <li>• newsletters - hard copies, email, and website</li> <li>• continue sending home reminder notes and monthly calendars</li> <li>• use out-dialer and SMETV to publicize special events</li> <li>• use SMETV to publicize special events</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X	X
Offer specific opportunities for parents to participate in school events: <ul style="list-style-type: none"> <li>• Classroom Tours</li> <li>• Fall Parent Orientation</li> <li>• Dads and Donuts; Moms and Muffins</li> <li>• Career Week</li> <li>• Field Day</li> <li>• Rock-n-Read</li> <li>• Texas Public School</li> <li>• Open House</li> <li>• grade-level programs</li> <li>• Special Olympics</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 5 - Performance Objective B: Continued.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Invite parents to visit the campus and be part of their child's learning environment: <ul style="list-style-type: none"> <li>• encourage parents to observe a lesson in their child's class, allowing them to experience first-hand what goes on in the classroom</li> <li>• encourage Parent-Teacher Conferences and dialogue - Early Release for parent conferences</li> <li>• invite parents to eat lunch with their children on a regular basis</li> <li>• invite parents to read to their child's class</li> <li>• encourage parents to join SOPT</li> <li>• encourage parents to volunteer in the school</li> <li>•</li> </ul>	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Primary School - 2008-09 Campus Improvement Plan**

<b>Goal 5 - Performance Objective C: Actively involved businesses as education partners.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
Continue Houston Community Bank Savings program • publicize and promote bank savings program • sponsor Bank Day Kick-off	Principal Counselor Team Leaders Teachers			X	X	X	X	X	X	X	X	X	X
Include faculty representative as a member of the SOPT • reward class with most SOPT membership • reward incentives for teachers and school for membership	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
• Arrange for local restaurants to sponsor Stafford Primary School Night - percentage of bill donated to school	Principal Counselor Team Leaders Teachers		X	X	X	X	X	X	X	X	X	X	X
Display student work in local businesses • Rodeo Art • GT research projects • Red Ribbon Week posters	Principal Counselor Team Leaders Teachers			X	X	X	X	X	X	X	X	X	X
Recruit business member for Campus Improvement Team	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Encourage business partnership and involvement with school	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Encourage businesses to Adopt-a-School	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X
Distribute flyers for • mentors (Open House for them) • volunteer church members • background checks	Principal Counselor Team Leaders Teachers	X	X	X	X	X	X	X	X	X	X	X	X