

FRED DOUGLASS ELEMENTARY 037-904-103



*Fred Douglass Elementary*  
*is*  
*a great place to learn, work and play!*

# **FRED DOUGLASS ELEMENTARY MISSION**

*“Our mission at Fred Douglass Elementary is to provide an exemplary education to meet the diverse needs of all students, in a loving, respectful, secure environment with the support of parents, school, and community.”*





# FRED DOUGLASS ELEMENTARY CAMPUS PLAN OF ACTION 2008-2009

With leadership from our principal, this plan has been collaboratively developed by the campus site-based decision making committee which represents all campus stakeholders.

All performance goals identified In No Child Left Behind legislation have been adopted by the campus and are reflected in this Plan of Action.

The following funding sources support the objectives and strategies implemented to address identified student needs: Titles I, IIA, IID, III, IV, V, VI, Special Education, State Compensatory Education, Optional Extended Year, ARI/AMI Grant, LEP Student Success Initiative, and local funds.

## CAMPUS COMMITTEE MEMBERS

Amber Penn	Principal
Sara Gill	Assistant Principal
Leigh Tipton	Teacher
Jennifer Peck	Teacher
Holly Sansom	Teacher
Nancy Orr	Teacher
Teresa Pollard	Instructional Strategist
Heather Attaway	Parent
Sharon Crowe	Parent
Claudia Becerra	Community
Ricky Richards	Business

## COMPREHENSIVE NEEDS ASSESSMENT

The following information sources provided data for the comprehensive needs assessment:

- Longitudinal AEIS data
- Longitudinal TAKS data
- Longitudinal AYP data
- RPTE, TPRI, SDAA II/LDAA
- Program Evaluations
- Staffing Needs
- Professional/Paraprofessional training needs
- Benchmark tests
- Norm – referenced test data
- Discipline data
- Promotion/Retention rates
- Surveys
- Informal Evaluations

An in-depth review and disaggregation of data by the campus site-based committee led to the developmental of the goals, objectives, and strategies included in this Plan of Action.

Findings:

- \* Overall scores increased in all areas with the exception of White math scores
- \* African American scores increased in all subjects
- \* Overall campus reading scores increased
- \* Overall campus math scores increased
- \* Overall campus writing scores increased
- \* Our TAKS results are below and what we need to be an exemplary campus (Hispanic math & Econ. Dis. Math)

2004-2005				2005-2006				2006-2007			
	Reading	Math	Writing		Reading	Math	Writing		Reading	Math	
All	81%	71%	84%	All	76%	74%	75%	All	83%	82%	
Male	80%	70%	74%	Male				Male			
Female	90%	73%	94%	Female				Female			
Afr.Americ	71%	60%	63%	Afr.Americ	73%	60%	63%	Afr.Americ	88%	71%	
Hispanic	79%	67%	89%	Hispanic	59%	67%	71%	Hispanic	73%	79%	
White	88%	83%	92%	White	97%	91%	86%	White	91%	93%	
Eco. Dis	78%	65%	80%	Eco. Dis	69%	68%	68%	Eco. Dis	80%	78%	
At Risk	see	chart	below	At Risk	see	chart	below				
LEP	see	chart	below	LEP	see	chart	below				
GT	see	chart	below	GT	see	chart	below				
Special Ed	see	chart	below	Special Ed	see	chart	below				
SDAA	84%	85%		SDAA	79%	85%	71%				
Bilingual	see	chart	below	Bilingual	see	chart	below				
ESL	see	chart	below	ESL	see	chart	below				
Attendance Rates											
2003/04	2004/05	2005/06	2006/07	2007-08							
95.90%	96.20%	95.30%	95.70%	95.60%							
2004-2005				2005-2006				2006-2007			
	Reading	Math	Writing		Reading	Math	Writing		Reading	Math	
3rd Grade				3rd Grade				3rd Grade			
At Risk	83%	61%		At Risk	84%	66%		At Risk	84%	66%	
LEP	86%	67%		LEP	68%	57%		LEP	96%	92%	
GT	100%	100%		GT	*	*		GT	*	*	
Special Ed	*	*		SDAA	83%	80%		Eco. Dis	95%	86%	
Bilingual	100%	89%		Bilingual	64%	79%		Bilingual	96%	92%	
ESL	71%	47%		ESL	68%	45%		ESL	100%	100%	
Male	86%	77%		Male	92%	77%		Male	88%	97%	
Female	96%	70%		Female	87%	72%		Female	98%	81%	
Grade 4				Grade 4				Grade 4			
At Risk	57%	50%	70%	At Risk	51%	66%	67%	At Risk	51%	66%	
LEP	68%	59%	86%	LEP	49%	74%	69%	LEP	45%	62%	
GT	80%	100%	100%	GT	100%	100%	100%	GT	100%	100%	
Special Ed		*	*	SDAA	75%	88%	71%	Eco. Dis	64%	70%	
Bilingual	68%	59%	86%	Bilingual	72%	89%	83%	Bilingual	67%	89%	
ESL	*	*	*	ESL	25%	63%	53%	ESL	80%	80%	
Male	57%	50%	74%	Male	59%	74%	64%	Male	67%	77%	
Female	82%	76%	94%	Female	70%	74%	83%	Female	76%	78%	



FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

**GOAL 1:**

The success of all students at Fred Douglass will continually improve to become an Exemplary school.

**OBJECTIVE 1:**

The delivery of instruction will utilize strategies that address the needs of all student groups and ensures all student groups will achieve academic performance projected in the Chart of Expectations.

**SUMMATIVE EVALUATION:**

To meet or exceed the objective as measured by all TAKS scores and evaluated by TEA and AYP ratings.

SWC#	Strategy	Person Responsible	Resources	Timeline	Formative Evaluation
1, 2	Ensure that instructional strategies are researched based and provide all student groups opportunities to use higher level level thinking.	Administrators Teachers Instr. Strategist	Local funds Title I	Each 6 weeks	At least 90% passing benchmark assessments Administrator walk through
4	Enhance math instruction to meet the needs of all student groups through teacher training	Administrators Teachers Instr. Strategist	Title II Local funds	Each six weeks	Certificates of attendance A 15% increase in all teacher performance of student groups when comparing the 2008-2009 benchmark assessments to 2007-2008 benchmark assessments Administrator walk through
	Encourage Reading	All staff	DEAR TIME		Increase at Reading Rnaissance parties each 6 weeks - (5% increase each six weeks)
1,4	Provide training with researched based strategies that target low income English language learners and Hispanic students.	Administrators Instr. Strategist Teachers	Local Funds Title III	Fall, Spring Summer	A 10% increase in the six weeks benchmarks of Hispanic and Economically Disadvantaged students when compared to 2007-2008 results
4	Provide ESL strategies through on-campus staff development.	Administrators	Local Funds	Each semester	Increase of teacher performance as measured by the SIOP model and at least 2 teachers sign up to take the ESL test.
3,4	Encourage teachers to become ESL certified	Administrators	Local Funds	Each semester	At least 2 teachers obtain ESL certification
	Continue use of aligned writing instruction	Administrators	Local Funds	Each six	At least 90% passing on benchmark

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

		Teachers		weeks	assessments Administrator walk - through
<b>SWC</b>	Continue use of researched based reading instruction	Administrators Teachers	Local Funds Title I	Each six weeks	At least 90% passing on benchmark assessments Administrator walk - through
8	Continue STAT interventions through accelerating learning instruction by identifying students for early intervention programs,	STAT Administrators Teachers	Local Funds ARI/AMI funds	Each six weeks	An increase of 15% on benchmark assessments for the individual in the targeted subject.
	Implement a TAKS acceleration program that includes mentoring, tutoring, small group instruction, and use of appropriate technology	Administrators All staff	Benchmark results	Each six weeks	Exemplary campus rating
	Insure all students including those who qualify as "Special Populations i.e. Gifted/Talented, Special Education, LEP and At Risk shall meet their learning potential and achieve success by having access to a continuum of services.	Administrators Counselor All teachers involved			Exemplary campus rating
	Review benchmarks and document mastery using benchmark check sheets for individual students	Teachers Instr. Strategist	Benchmark data	Each six weeks	15% increase in students receiving commended performance on the TAKS test
	Develop At - Risk checklist so that instruction can be personalized for every student.	Counselor Teachers	At risk check-list	October, then on-going	90% passing rate in each grade
	Have TAKS awareness Parent night and distribute TAKS study guide	Teachers	Local Funds	Nov. 2008	Exemplary campus rating
	Conduct weekly collaboration between teachers and Principal with Instructional Strategist	Administrators Instr. Strategist Teachers	Teacher Conf. period	Weekly	Notes from meeting
	Participate in staff development designed to increase knowledge and understanding of grade level TEKS and student expectations	Administrators Instr. Strategist Teachers	Teacher Conf. period	Weekly	Sign in sheets from grade level meetings
3,9	Recruit and maintain high-quality, certified and highly qualified teachers through staff development	Central Office Administrators	Title I Local Funds	Each semester	100% teachers highly qualified Certificates of attendance - staff development
	Engage in recruiting opportunities to increase our Bilingual teacher staff	Campus Administrators	Local Funds	Spring semester	No class waivers for 2008-2009 school year
8	Utilize State Compensatory funds to upgrade the Title 1 School wide Program	Administrators	SCE \$	Each six weeks	At least 90% passing benchmark assessments

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

4	Provide local and out -of-district professional development for all staff: *LEP *Special Education *GT *Dyslexia *Classroom Management *Technology *TBSI *PDAS *Instructional Strategies *Differentiated Instruction	Administrators	Title II Local Funds	Each Semester	Administrator walk - through 15 % Reduction in Special Ed. Referrals 15% reduction in ISS referrals At least 90% passing on benchmark assessments
6	Implement the following to ensure a successful transition from Headstart and PK to Kindergarten: *Classroom Visits *Parent Meetings	Administrators Headstart and PK Teachers	Local Funds Title I	November  January	90% of kindergarten students are developed on TPR!
1,7	Develop Benchmark evaluations for science and social studies	Grade level teachers	Local Funds	Each six weeks	At least 80% passing the evaluation instrument

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

**OBJECTIVE 2:**

**Promote and maintain a safe, orderly environment which will be measured by a 5% reduction in discipline referrals**

**SUMMATIVE EVALUATION:**

**Accomplishment of objective as measured by campus records and PEIMS 425 report.**

SWC #	Strategy	Person Responsible	Resources	Timeline	Formative Evaluation
5	Provide Fred Douglass Handbook and JISD Student Code of Conduct to all personnel, parents, and students.	Administrators	Local funds	August Upon enrollment	100% signed acknowledgement receipt forms
5,8	Continue school wide responsibility card system and implementation of Conscious Discipline program.	All Staff	Local funds Title funds	Each six weeks	At least 5% reduction in office referrals At least a 10% increase of attendance at "Clean Card" parties
5	Continue positive reinforcement through the use of class bees and star student awards	All Staff	Local Funds	Each week	At least 5% reduction in office referrals At least 50% of classrooms receive 5 bees each week Star student to help on announcements daily
10	Integrate character education instruction	Counselor Administrators Teachers	Title IV Local Funds	Each month	At least 5% reduction in office referrals At least a 10% increase of attendance at "Clean Card" parties At least 50% of classrooms receive 5 bees each week
5	Ensure that all visitors check in at the office	All staff	Local Funds	Each month	A 5% increase in visitors on the visitor log
	Require all visitors to enter building through the front doors and check in at the front office	All staff	V-Soft report	Daily	
	Develop and distribute maps detailing escape routes from all areas of the building. Review disaster drill and fire drill procedures listed in the Crisis Management Plan.	Administrators All staff	Crisis Plan	Each month	Date and time of drills will be documented on form.

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

**OBJECTIVE 3:**

Achieve the following for all students:

Attendance Rate 97% or higher

**SUMMATIVE EVALUATION:**

Accomplishment of objective as measured by campus records and PEIMS.

SWC #	Strategy	Person Responsible	Resources	Timeline	Formative Evaluation
1	Provide Intrinsic and extrinsic attendance incentives at the conclusion of each six weeks	Attendance Committee	Local Funds	Each six weeks	At least 90% of students having perfect attendance
5,8	Contact parent/guardian when a student is absent as required in the Fred Douglass Employee Handbook	Teachers	Local Funds	As required	Teacher contact log of 90% or more successful contacts
1,5	Ensure JISD and Fred Douglass attendance policies are understood by parents/guardians	Administrators Teachers Attendance Clerk	Local Funds	Each six weeks	At least 97% or higher attendance rate 100% of signed Code of Conduct Acknowledgement forms

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

**OBJECTIVE 4:**

Students will improve technology skills through integration of technology and curriculum

**SUMMATIVE EVALUATION:**

Portfolio samples

	<b>Strategy</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
	Insure student access to all technology *Writers for 4th grade *Accelerated Reader *STAR testing *District approved internet sites *Curriculum based software	Teachers	Local Funds Title funds	daily	100% access

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

**GOAL 2:**

Create a stronger unity between Fred Douglass and its' parents and community

**OBJECTIVE 1:**

Increase parent involvement by at least 10% over the previous year.

**SUMMATIVE EVALUATION:**

Accomplishment of objective as measured by campus records and surveys

SWC #	Strategy	Person Responsible	Resources	Timeline	Formative Evaluation
5	Provide opportunities for parent/family involvement: * Meet the Teacher *Goodies for Grandparents *Thanksgiving lunch * Grade level programs *PTO meetings *Texas Round-Up *Book Fair/Family Night *Parent/Teacher Conference *District Fest *TAKS family night * Seasonal classroom parties	Administrators	Local Funds	Each semester	Increased parental involvement At least 95% of parents on a survey agree that they feel welcome at Fred Douglass At least a 10% increase of parent volunteers as measured by approved criminal history forms
5	Ensure ongoing communication with parents by providing: *Contacting parents according to our school-wide positive discipline management system *Tuesday folder *Progress Reports *Newsletter *Report cards	Teachers Administrators	Local Funds	As required	Increased parental involvement 90% students have weekly parent signatures on their Tuesday folders At least a 5% reduction in required parent contacts as required by our discipline system At least a 10% increase of attendance at "Clean Card" parties
	Conduct Parent/Teacher conferences at the end of the first six weeks	Teachers	Conference for schedule Local Funds	Oct. 2008 May-09	Conference documentation in 100% of student cumulative folders

FRED DOUGLASS ELEMENTARY  
 CAMPUS PLAN 2008-2009  
 037-904-103

	Utilize the school marquee and website as an effective communication tool	Administrators Secretary	Marquee and letters	Daily	Informal Parent survey will reflect a majority of positive responses to parent communication questions.
	Use an interpreter at conferences as needed	Teachers	Local Funds	Oct. 2008 May-09	Parent signature on 100% of conference forms of LEP students