

**Wylie Independent School District**  
**Akin Elementary School**  
**2018-2019 Campus Improvement Plan**

# Comprehensive Needs Assessment

Revised/Approved: September 12, 2018

## Demographics

### Demographics Summary

Akin Elementary is a K - 4th campus with a current enrollment of 421 students. The student ethnicity is 17.81% Hispanic-Latino, 0% American Indian-Alaskan Native, 3.8% Asian, 12.59% Black-African American, .48% Native Hawaiian-Pacific Islander, 60.57% White, and 4.75% Two-or-More. Akin has an economically disadvantaged population of 28.03%, an English as a Second Language of 6.89%, Gifted and Talented of 5.70%, and Special Education of 11.88%.

### Demographics Strengths

The following demographic groups scored above state averages in Meets progress on STAAR by 15% or more:

Asian- 4th grade math, reading, and writing.

Black-African American- 4th grade reading and writing.

Eco. Dis- 4th grade reading and writing

Hispanic- 3rd grade math and reading, 4th grade reading and writing

ESL- 4th Grade math and writing

White- 3rd grade math and reading, 4th grade math, reading, and writing.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Akin SPED population did not meet the district expectation of scoring 15% or more above state averages in Meets on STAAR. **Root**

**Cause:** Several of our SPED students were not identified until late in the school year.

# Student Achievement

## Student Achievement Summary

As a campus we will continue to focus on improving instruction in writing while keeping a emphasis on reading and math instruction. We will utilize our Compensatory education tutor, Writer's Workshop, Empowering Wriiers, embedded differentiated instruction, SmartBoard technology, along with chrome books and iPads, and our district learning specialists.

## Student Achievement Strengths

Akin Students met the district expectaion of scoring abov the state by 15% in 3rd grade math meets and masters, 3rd grade reading meets, 4th grade math approaches, meets, and masters, 4th grade reading approaches, meets, and masters, and 4th grade writing approaches, meets, and masters.

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Akin 3rd grade math and reading did not meet district expectaions on STAAR approaches. or 3rd grade STAAR masters. **Root Cause:** We had a higher than usual SPED population in 3rd grade with many being identified during their 3rd grade year. We need to continue to support the use of LLI and Bridges in resource classes.

# School Culture and Climate

## School Culture and Climate Summary

To support school climate and culture we will continue and support programs such as The Wylie Way, Grit tickets, Fall Festival, and WatchDog Dads, Mother and Son Game Night, and Father/Daughter Dance.

## School Culture and Climate Strengths

High participation in extra-curricular activities such as UIL, safety patrol, leadership team, and Green Team, Running Club, and Gardening Club. Akin Elementary staff has clear and consistent expectations for student conduct.

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** Parents often feel there is a lack of communication between campus and home. **Root Cause:** Many parents don't utilize the marquee, PeachJar, Akin Webpage, and Akin Facebook.

# **Staff Quality, Recruitment, and Retention**

## **Staff Quality, Recruitment, and Retention Summary**

We will support staff development in Writer's Workshop and Balanced Literacy through PLC's and the utilization of the district ELAR learning specialists.

## **Staff Quality, Recruitment, and Retention Strengths**

We have a high staff retention rate with T-TESS support to guide professional development. The district wide mentoring program helps ensure new staff are prepared and supported.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

We will continue to support Writer's Workshop and Balanced Literacy across all content areas. Figure 19 strategies will be implemented and monitored in all grade levels.

## Curriculum, Instruction, and Assessment Strengths

Akin has a strong collaborative culture using PLC's and the RTI process.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Through programs such as WatchDog Dads, Akin mentoring/volunteering and PTA, we will continue to support family and community involvement in our school.

## Parent and Community Engagement Strengths

Akin has strong participation in after school events and PTA/volunteering. We utilize Facebook, Peachjar, Twitter, and Blackboard to communicate events and information to parents.



# **School Context and Organization**

## **School Context and Organization Summary**

Akin will support school context and organization using WatchDog Dads, mentoring, and PTA.

## **School Context and Organization Strengths**

Akin has a strong team leaders, capacity team, Rti, and volunteer programs.

# Technology

## Technology Summary

The campus will utilize #edtech teachers and technology Snack Attacks to support technology in th classrooms.

## Technology Strengths

Akin teachers use technology in their classrooms to support learning. District professional development is available to support technology use.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card Data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Observation Survey results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Attendance data

- Discipline records
- Student surveys and/or other feedback

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent Involvement Rate

### **Support Systems and Other Data**

- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

# Goals








Revised/Approved: September 13, 2018

## Goal 1: Instill community and ethical values in our students

**Performance Objective 1:** Parent and community involvement will continue to be a priority at PM Akin Elementary School.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**







Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Weekly communication folders will be sent home to keep parents informed of student conduct, progress in class, and upcoming events.	Classroom teachers	Low number of discipline reports and a high number of parents at school events.			
2) Akin Elementary will continue involvement of parents through WatchDOG dads, PTA, and mentors.	Principal, Assistant Principal, PTA, counselor	a high number of adults participating in these activities			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 1:** Instill community and ethical values in our students

**Performance Objective 2:** PM Akin Elementary will continue implementation of the Wylie Way.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Staff members will utilize Wylie Way tickets in weekly assemblies to recognize students who have shown perseverance in the classroom.	All staff members	# of students receiving Wylie Way tickets.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 1:** Instill community and ethical values in our students

**Performance Objective 3:** PM Akin students are encouraged to become positive and active members of their community.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) PM Akin Elementary students and staff will continue to participate in the Christian Care Center canned food drive.	Counselor	# of cans collected	✓	✓	✓
<b>Critical Success Factors</b> CSF 5 CSF 6 2) Akin Staff, students and families will continue to support the Fostering Hope Christmas Drive.	Counselor	# of families participating.	✓	✓	✓
					

**Goal 1:** Instill community and ethical values in our students

**Performance Objective 4:** Akin will promote bully free classrooms

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Akin staff will be trained on bully prevention.	Counselor	Staff awareness of what is and is not bullying and how to prevent it.	✓	✓	✓
2) Akin will host one anti-bully assembly a year.	Counselor	Student awareness of what is and is not bullying and how to report it.	✓	✓	✓
					



**Goal 1:** Instill community and ethical values in our students

**Performance Objective 5:** Akin will promote violence free classrooms.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) All Akin students will be shown the required video re regarding what to do in case of an intruder.	Teachers	Increased student awareness of what to do in a intruder situation.			
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue					

**Goal 1:** Instill community and ethical values in our students

**Performance Objective 6:** Akin will monitor and promote good student attendance.

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Students will be recognized each 9 weeks for perfect attendance.	PEIMS clerk	Improved student attendance			
2) Letters will be sent home regarding excessive absences and tardies.	PEIMS clerk and principal	Increased parent awareness of student attendance.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.**

**Performance Objective 1:** 100% of all students in all sub groups will pass STAAR reading with 60% achieving masters level.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Reading activities will be correlated with all subjects, especially social studies, science, and math and reflect higher order thinking skills at the performance level of student expectations.	Principal, Assistant Principal, grade level teachers, support staff.	Students will score 15% and higher above state averages on STAAR.			
2) Monitoring of student performance will be done through Professional Learning Communities (PLC's) with emphasis placed growth of all students.	Principal, Assistant Principal, teachers, and RTI team.	Students will score 15% and higher above state averages on STAAR.			
3) Based on campus needs professional development and training will be provided in order to improve instruction.	Principal, Assistant Principal, Professional Development department, and district instructional facilitators	Students will score 15% and higher above state averages on STAAR.			
4) Strategies will be implemented to ensure all elementary core subject areas are taught by highly qualified teachers.	Principal, Assistant Principal, Human Resource Department	% of highly qualified teachers			
5) Students at risk for failure in ELAR will be identified and monitored .	Principal, Assistant Principal, Title 1 Instructional facilitator, classroom teachers, RTI committee	Student success in ELAR.			
6) Teachers will be provided with annual gifted training to meet the needs of gifted students.	Principal, Assistant Principal, district professional development staff, district G/T coordinator	Growth of Gifted students in all subjects.			











7) Using district criteria, students will be identified and placed in advanced clusters for all instruction in grades 2-4.	Principal, Assistant Principal, advanced academics teachers, district advanced academics coordinator	Academic success of students identified as advanced.			
8) Strategies will be implemented in all classrooms to support the TEKS, figure 19.	ELAR teachers	Passing rate on unit assessment, check point, and STAAR			
9) Strategies will be utilized in the classroom to increase the understanding of academic vocabulary.	All classroom teachers, administrators	Students will demonstrate use and understanding of academic vocabulary across the content areas as observed in classroom activities, assessments, checkpoint, STAAR, and lesson plans.			
10) K-4 grade ELAR teachers will continue to be supported to utilize the Balanced Literacy model in their classrooms.	Administrators	K-4 student achievement as evidenced in EOY MAP , DRA, and STAAR.			
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue					

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 2:** 100% of all students in all sub groups will pass STAAR writing with 60% attaining masters level performance.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Writing instruction will be delivered using Writers Workshop in grades k-4.	Principal, Assistant Principal, teachers, district learning specialists	Student writing achievement as evidenced on increasing 2 or more levels on the writing continuum, and achieving meets level on STAAR.			
2) Implementation of technology strategies to increase writing success.	Principal, Assistant Principal, teachers, .	Student writing achievement as evidenced on increasing 2 or more levels on the writing continuum, and achieving meets level on STAAR.			
3) Regular PLC's will be held to discuss writing focus and writing samples.	Principal, Assistant Principal, teachers, , district learning specialists	Student writing achievement as evidenced on increasing 2 or more levels on the writing continuum, and achieving meets level on STAAR.			
4) Professional development will be provided to the Akin staff as needed in order to improve instruction in writing.	Principal, Assistant Principal, teachers, district ELAR learning specialists	Student writing achievement as evidenced on increasing 2 or more levels on the writing continuum, and achieving meets level on STAAR.			
5) Emphasis will be placed on increasing expository writing success.	ELAR teachers, Administrators	Passing rate on the expository piece of the writing STAAR			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 3:** 100% of students in all sub pops will pass Math STAAR with 60% achieving masters level.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**















Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) UPS check and Target Math will be utilized in the classroom to support problem solving and higher order thinking skills.	classroom teachers	Students will score 15% and higher than the state average on STAAR math.			
2) Monitoring of student performance will be done through Professional Learning Communities (PLC).	Principal, Assistant Principal, teachers, RTI team	Students will score 15% and higher than the state average on STAAR math.			
3) Students at risk for failure in math will be identified and monitored with special emphasis on Tier 2 and 3 students.	Principal, Assistant Principal, teachers, Compensatory Education Tutor	Increased student achievement in math.			
4) Technology, embedded differentiated interventions, SmartStart, SmartLab, and SPED support will be used with struggling math students in K-4 with special emphasis on Tier 2 and 3 students.	Principal, Assistant Principal, teachers, district math learning specialist	Increased student math achievement.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 4:** Parent and community involvement will continue to be a priority at PM Akin Elementary School.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Akin Elementary will continue parent involvement in WATCHdogs, PTA, and mentors.	Principal, Assistant Principal, PTA, counselor	Large number of parents will work in partnership with the school for student success.			
2) Akin Elementary will continue the following; a. Students will be involved in PTA programs b. School related events will be published using the Peachjar, Facebook, marquee, Twitter, and WCN news.	PTA, teachers, office support	Increased communication between school and community.			
3) Meet the Teacher Night will be held before the beginning of school to introduce parents to their child's teachers.	Principal, Assistant Principal, staff	Parents will be aware of teacher/school expectations at the beginning of the year to help start students on the road to success.			
4) Supportive parents will be recognized through the Volunteer of the Year Award and luncheon and campus Volunteer reception.	Principal, Assistant Principal, Counselor, and district human resources	Recognition of parent volunteers.			
5) Akin Elementary will host Popsicles on the Playground for students while parents attend a grade level informational meeting with teachers.	Administration and grade level teachers	Increased communication between school and community.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 5:** Provide smooth transition from pre-K to elementary, to intermediate school.

**Evaluation Data Source(s) 5:** Number of students participating in the visits.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Akin 4th grade students will visit in the spring of 2019, the intermediate school to which they will be assigned for the 2019-2020 school year.	Counselor				
2) PreK students from Hartman will visit Akin elementary.	Counselor				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					



**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 6:** The District shall encourage students, parents, staff, and community members to use the districts recreational facilities, such as tracks, playgrounds, and the like, that are available for use outside of the school day in accordance to district policy.

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Inform the community of the facilities that are available for use outside of the school day by including a statement in at least one District or campus publication, by posting information on the District or campus website, or through the use of appropriate signs.	Administrators.	Increased use of district facilities by the community.	✓	✓	✓

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 7:** Increase performance of at-risk students

**Evaluation Data Source(s) 7:**

**Summative Evaluation 7:**







Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Through weekly PLC's, performance of at-risk students will be monitored.	PLC team	increase performance of at-risk students			
2) At-risk students will be given interventions at designated times in math and reading.	Rti team	Increased performance of at-risk students.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 8:** District will provide programs preventing students from dropping out.

**Evaluation Data Source(s) 8:**

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Teachers will review the at-risk list for students in their classroom who may be at-risk for dropping out of school and ensure identified students are receiving appropriate intervention.	Counselor				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 9:** Akin will provide dyslexia services for students identified with dyslexia

**Evaluation Data Source(s) 9:**

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Students with dyslexia services will be placed in classrooms in pods to better meet the needs of the various levels of the Alpha Phonics program.	Principal and Alpha Phonics teacher	Increase academic performance of dyslexia students.	✓	✓	✓

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 10:** The district will meet the needs of McKinney-Vento Act students through the availability of Title I, Part A set-aside funds and the TEHCY grant.

**Evaluation Data Source(s) 10:**

**Summative Evaluation 10:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Provide staff development session for district counselors and teachers.	Counselor, principal	Increased staff awareness of students in need.	✓	✓	✓
2) Utilize data to increase the awareness and needs of the McKinney-Vento Act students.	Counselor	More qualifying students' needs met.	✓	✓	✓
3) Utilize funds to assist with school supplies, standardized clothing, tuition, credit recovery, and other items specific to grant guidance.	Counselor	More qualifying students' needs met.	✓	✓	✓

**Goal 2:** Ensure academic achievement for all students through tight family partnerships, curriculum and programs. TEA Strategic Priority #2: Build a foundation of reading and math.

**Performance Objective 11:** Campus will ensure compliance with the Local Wellness Policy through implementation of the District Wellness Plan in the areas of nutrition promotion, nutrition education, physical activity, and school based activities.

**Evaluation Data Source(s) 11:**

**Summative Evaluation 11:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) The district/campus shall consistently promote healthy nutrition messages including food and beverage advertisements accessible to students during the school day, and share educational information to promote healthy nutrition choices and positively influence the health of students.	District/campus nutrition department	Increased student awareness of healthy choices in food selection.			
2) The district/campus shall deliver nutrition education that fosters a lifestyle of healthy eating behaviors through integration of nutrition education into appropriate curriculum areas and provision of professional development to staff responsible of nutrition education.	Health teachers, nutrition department	Increased student awareness of healthy eating behaviors.			
3) The district/campus shall provide an environment that fosters a lifestyle of physical activity and fitness behaviors through integration into appropriate curriculum areas and provision of professional development to staff responsible for physical activity.	PE teacher	Increased student awareness of healthy fitness behaviors.			
4) The district/campus shall encourage students, parents, staff, and community members to use the district's recreational facilities, such as tracks, playgrounds and the like, that are available outside of the school day in accordance to district policy.	Principal	Increased students, parents, staff, and community use of district facilities outside the school day.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

# Goal 3: Prepare students for a successful life beyond high school.

**Performance Objective 1:** PM Akin students will be exposed to various colleges.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**









Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Memorabilia from various colleges will be displayed in the Akin trophy case.	All staff members	Increased student exposure to various colleges/universities.			
2) PM Akin will continue to promote Think College Thursday.	All staff members	Increased student exposure to various colleges/universities.			
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue					

**Goal 3:** Prepare students for a successful life beyond high school.

**Performance Objective 2:** PM Akin will continue to celebrate academic and personal achievements in order to encourage and instill confidence in students.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Each nine weeks, Akin will hold an Assembly of Academic Excellence.	Principal, Assistant Principal, Counselor, teachers, PEIMS clerk	Recognition of student achievement.			
2) Students will be recognized during weekly Frog Fest assemblies.	Principal, Assistant Principal, counselor, teachers	Recognition of student achievement.			
3) Students will be recognized for their achievements during daily announcements.	Principal, Assistant Principal, counselor, teachers	Recognition of student achievement.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					






# Goal 4: Attract, retain, and value a quality staff. TEA strategic Priority #1: Recruit, Support, and Retain Teachers and Principals.

**Performance Objective 1:** Teachers and students will have access to equitable resources and technology across classrooms.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) All teachers will have access to campus computer labs, SmartBoards, iPads and/or Chrome Books	Principal, Assistant Principal, technology	Increased student technology use in the classroom to support academic achievement.			
2) All staff will have access to and use of the Akin Outdoor Learning Center.	Principal, Assistant Principal, staff, maintenance department, district science learning specialist, PTA, WISD Educational Foundation	Increased use of Akin Outdoor Learning Center.			
					

**Goal 4:** Attract, retain, and value a quality staff. TEA strategic Priority #1: Recruit, Support, and Retain Teachers and Principals.

**Performance Objective 2:** Classes will be maintained at a reasonable size that ensures effective instruction and monitoring.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Class sizes will be kept to a maximum of 22 students, when at all possible.	Principal, Assistant Principal, PEIMS clerk	Teacher to student ratio kept to 1:22 to support student achievement.			
2) Special populations such as, ESL, Alpha Phonics, SPED, and G/T will be placed in pods to ensure effective use of teacher resources.	Principal, Assistant Principal, PEIMS clerk, learner support staff	Increased academic achievement of special populations.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 4:** Attract, retain, and value a quality staff. TEA strategic Priority #1: Recruit, Support, and Retain Teachers and Principals.

**Performance Objective 3:** Recruiting highly effective teachers

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Akin administration will place priority on interviewing experienced and certified candidates for open teaching positions.	Principal		✓	✓	✓

**Goal 4:** Attract, retain, and value a quality staff. TEA strategic Priority #1: Recruit, Support, and Retain Teachers and Principals.

**Performance Objective 4:** Provide ongoing/embedded professional development for teachers

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**







Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Campus PLCs to share best practices	Principal				
2) Grade level teams will participate in curriculum "Snack attacks"	Principal				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

# Goal 5: Manage growth in a way that ensures functional equity

**Performance Objective 1:** Classes will be maintained at a reasonable size that ensures effective instruction and monitoring.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**









Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) When at all possible, classes will not exceed 22 students	Principal, Assist. Superintendent of Student Services	Higher student achievement			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

# Goal 6: Support student participation in extracurricular activities to promote character and academic achievement.

**Performance Objective 1:** Provide opportunities for students to participate in extracurricular activities.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**











Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Akin Gardening Club will be held once a week after school	Principal, Gardening Club Sponsor	Increase student knowledge of gardening.			
2) Akin Running Club will be held once a week after school for grades 2-4.	Principal, Running Club Sponsor	Increased student endurance and stamina.			
3) After school clubs such as Chefsville, Engineering Club, Successful Student Athletes, and Young Rembrandts will be hosted at Akin.	Principal	Increased student knowledge and well being.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

# Goal 7: Celebrate our Excellence

**Performance Objective 1:** Recognizing a quality staff will continue to be a priority at Akin Elementary.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**













Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Staff members will be recognized by the peers at weekly Frog Fest celebrations.	All staff members	Increased staff recognition			
2) Different themes throughout the year will be celebrated to show teacher appreciation (ie - popcorn Fridays, drinks and treats day, Twelve Days of Christmas).	Principal, Assistant Principal	Increased staff recognition			
3) Teachers new to Akin and Wylie ISD will be recognized at the annual Wylie Chamber of Commerce New Teacher Luncheon.	Principal	Increased staff recognition			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 7: Celebrate our Excellence**

**Performance Objective 2:** PM Akin will create a collaborative, positive environment where teachers can grow as instructional leaders.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Teachers will be provided with timely professional development to meet the needs of their students.	Principal, Assistant Principal, Professional Development department, Learning Specialists	Increase teacher professional knowledge.			
2) Teachers will be provided with timely feedback on their job performance through monthly observations.	Principal, Assistant Principal	Increase teacher professional knowledge.			
3) Teachers will be provided opportunities to collaborate and learn in weekly Professional Learning Communities (PLC).	Principal, Assistant Principal, teachers, learning specialists	Increase teacher professional knowledge.			
4) Teachers will be provided with opportunities to share, learn, and celebrate during our monthly staff meetings.	Principal, Assistant Principal, staff	Increase teacher professional knowledge.			
5) School will design and purchase shirts for staff to wear at Akin each Friday to show school spirit and pride.	Administrators	Increased staff pride.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					



# State Compensatory

## Personnel for Akin Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Heather Outlaw	Teacher	Alpha Phonics	1
Kathy Hammond	Tutor	At-Risk	

# **Title I Schoolwide Elements**

**ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

**ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

**ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

# Campus Improvement Committee

Committee Role	Name	Position
administrator	Micah Tomlin	
Administrator	Valerie Mann	
Classroom Teacher	Shannon Mitrising	teacher
Business Representative	Sam Satterwhite	
Business Representative	Janalynn Ewing	
Classroom Teacher	melissa clark	
Classroom Teacher	lynn shirley	
Classroom Teacher	renee peri	
Classroom Teacher	carlin liborio	
Community Representative	Kelli Campbell	
Community Representative	tricia conkle	

# District Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$4,720.00
<b>+/- Difference</b>					\$4,720.00
State ELL Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$620.00
<b>+/- Difference</b>					\$620.00
<b>Grand Total</b>					\$0.00