

NORMAN M THOMAS EL

Campus Improvement Plan

2022/2023

"Where every child matters and every moment counts."



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NORMAN M THOMAS EL

Mission

All NTE students will be successful through a positive collaborative school environment.

Vision

All NTE students will succeed in the real world.

Nondiscrimination Notice

NORMAN M THOMAS EL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

NORMAN M THOMAS EL Site Base

Name	Position
Almendarez, Marci	Teacher
Charo, Laura	Teacher
Williams, Courtney	Teacher
Zepeda, Cynthia	Counselor
Salinas, Amanda	Principal
Mcquagge, Dina	Parent
Balboa, Eddie	Community Partner
Salinas, Gloria	Business Partner

Resources

Resource	Source
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title IV Safe and Drug Free	Federal

NORMAN M THOMAS EL

Goal 1. (SAFETY AND SECURITY) Norman Thomas Elementary will provide a safe and positive working/learning environment for all.

Objective 1. NTE WILL CREATE AN ENVIRONMENT THAT IS SAFE FOR ALL STUDENTS AND STAFF.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Comply with school safety requirements everyday on campus such as procedures and protocols at the campus level such as drop off, pick up, transitions, food service, maintenance, custodial, and recess. (Title I SW Elements: 2.2) (Title I TA: 3,8) (Target Group: All) (ESF: 3,3.1,3.2,5,5.1)	Assistant Superintendent- C&I, Campus Leadership Team, Principal(s), Superintendent(s), Teacher(s)	Ongoing	(L)Local Funds	Criteria: Ongoing monitor and adjust with all school safety requirements. Criteria: Safety logs
2. Continue to implement new safety measures such as updating intercom system to reach playground area, surveillance system with additional camera coverage throughout the campus, 2-way radios for ample communication across district, and safety shields supplied to campus in need of added protection during immediate danger. (Title I SW Elements: 2.2) (Title I TA: 3,6,8) (Target Group: All) (ESF: 3,3.1)	Principal(s), Superintendent(s), Technology Director	On Going	(L)Local Funds	Criteria: Criteria: Fall 2022
3. Continue, implement, and follow protocols and guidelines for COVID 19 operations with increased communication with Director of Health Services and staff as cases progress and what next steps to take. (Title I TA: 4,8) (Target Group: All) (ESF: 3,3.1,3.2,3.3,3.4)	Director of Health Services, Principal(s), School Nurse, Superintendent(s)	On Going	(F)Title I, (L)Local Funds, (S)State Compensatory	Criteria: Criteria: COVID 19 District Plan.
4. Continuously work on new systems, procedures, and protocols at the campus level to ensure compliance for the safety of our students and staff such as: implementing documented door sweeps checks 3 times a week, ensuring no prop doors are practiced through mandatory key usage and issued, Productive daily logs to ensure time frame of door checks documented, and implemented one door entry system in place for better monitoring of door usage in the building. The continued practiced of school drills which are supported by visual poster posted throughout campus and drills that are practiced campus	Custodial Staff, Principal(s), Safety Officer, Superintendent(s), Teacher(s)	Ongoing	(L)Local Funds	Criteria: Continuously monitoring and adjusting as needed in all areas of the campus for best practice and safety.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
wide and documented. (Title I SW Elements: 2.2,2.6) (Title I TA: 3,8) (Target Group: All) (ESF: 3,3.1,3.2)				

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Goal 2. (ACADEMICS) Norman Thomas Elementary will meet and exceed state and federal accountability standards.

Objective 1. (Academics) NTE WILL BUILD A STRONG ACADEMIC FOUNDATION THAT WILL MEET AND EXCEED THE ACCOUNTABILITY STANDARDS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Training with NIET for district and campus administrators to help raise the level of T-TESS knowledge to evaluate effective instruction throughout campus (Title I SW Elements: 2.2) (Title I TA: 4,6) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 1.1,3,3.1,4,4.1,5,5.1)	Assistant Superintendent- C&I, Principal(s), Superintendent(s)	2022-23		Criteria: Fall 2022 and Spring 2023
2. Implement a system for tracking and continuously monitoring of exemplar lesson plans submission. System will include discussion of internalization process of lesson for successful delivery and planning. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1)	Assistant Superintendent- C&I, Principal(s)	ongoing		Criteria: Track Teacher submission of Lesson Plans on District developed Google sheet and internalization process of lesson delivery through PLC meetings.
3. Weekly walkthroughs to coach teachers and provide feedback. (Title I TA: 3,4,5,6) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 4,4.1,5,5.1)	Assistant Superintendent- C&I, Principal(s)	Ongoing	(L)Local Funds	Criteria: T-TESS evaluation and teacher conferences.
4. Monitor progress for all grade levels. Conduct BOY, MOY, and EOY assessments along with unit CBAs to monitor student achievement and adjust instruction. Grade level teachers will meet weekly to discuss data and meet with dyslexia specialist at 6 week marker and special education director at 9 week marker to ensure academic support and progression of services as needed and provide the RTI support through each 9 weeks. (Title I TA: 1,3,4,8) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1)	Assistant Superintendent- C&I, Campus Leadership Team, Dyslexia Specialist, Principal(s), Special Education Director, Teacher(s)	Ongoing	(F)Title I, (L)Local Funds, (S)State Compensatory	Criteria: Formative data from BOY, MOY, and EOY Grade level meetings/RTI meetings to discuss academic Data.
5. Seek professional development for HB3 Reading Academies 2022-2023, to develop a reading supportive program for Kinder-3rd grade plus special education teachers to ensure the science of reading practices in our classrooms and during instruction.	Assistant Superintendent- C&I, Principal(s), Teacher(s)	Ongoing		Criteria: Continued from the previous year. Administrator completed program 2022 and teachers will complete in 2023.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Campus Administration completed Reading Academies last year 2021-2022. (Title I TA: 1,4,6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1)				
6. Provide instructional planning sessions. (Title I TA: 1,3,6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1)	Assistant Superintendent- C&I, Campus Leadership Team, Department Heads, Principal(s), Teacher(s)	Ongoing	(L)Local Funds	Criteria: Continuous monitoring and adjusted Fall 2022 - Spring 2023
7. Provide High Quality Instructional Materials that are aligned with grade level TEKS. (Title I SW Elements: 2.2) (Target Group: All) (ESF: 4,4.1,5,5.1)	Principal(s), Teacher(s)	2022-2023		Criteria: Continuous monitoring and adjusting. Fall 2022 and Spring 2023
8. ESC-2 will be supporting teachers on building teaching capacity through guidance of HQIMs with high impactful usage and supporting how impactful PLCs are to increasing learning outcomes. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Principal(s), Teacher(s)	Fall 2022-Spring 2023		Criteria: Walkthrough feedback Guided PLC Meetings

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Goal 3. (STAFF CAPACITY AND RETENTION) Norman Thomas Elementary will attract, develop, and retain highly qualified staff.

Objective 1. NTE WILL RECRUIT AND RETAIN STAFF OF HIGHLY QUALIFIED EDUCATORS TO GROW A STRONG EDUCATIONAL LEARNING COMMUNITY.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. New teachers to the profession will follow a First Year Teacher Academy induction process to help beginners be more successful. (Title I TA: 5,6) (Target Group: All) (Strategic Priorities: 1) (ESF: 2,2.1,2.2)	Assistant Superintendent- C&I, Campus Leadership Team, Principal(s), Teacher(s)	Continuous	(L)Local Funds	Criteria: Continued from 2019-2020 This Fall 2022 and Spring 2023
2. Promote support to pursue certification acquisition from within our campus to build teacher capacity to recruit and retain as highly qualified and effective instructors for campus needs. (Title I TA: 5) (Target Group: All) (ESF: 4,4.1,5,5.1)	Campus Leadership Team, Department Heads, Principal(s)	Ongoing	(F)Transformation Implementation Grant	Criteria: Continued from 2020 school year Fall 2022 - Spring 2023
3. Weekly Grade Level Meetings to evaluate data and adjust curriculum as necessary. RTI components will be incorporated on 3 week marker, 6 week marker, and 9 week marker to help ensure all strategies are being discussed and implemented as well as pinpoint struggling learners who may need additional help provided by additional programs. (Title I TA: 2,3,4,6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Department Heads, Dyslexia Specialist, Principal(s), Special Education Director, Teacher(s)	Ongoing	(L)Local Funds	Criteria: CBA reflection data sheets Tier 2 and Tier 3 data sheets Fall 2022
4. Bi-monthly Department Meetings to promote data digging and strategies to raise the level of student achievement. (Title I TA: 6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Teacher(s)	Ongoing	(L)Local Funds	Criteria: Fall 2022- Spring 2023 Minutes and agendas Next steps targeted
5. Work with Dyslexia, Speech, Special Education, 504, and Interventionists to support the process of closing the achievement gap and increase student achievement. (Title I TA: 3,4,6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 3.1,4,4.1,5.1)	Assistant Superintendent- C&I, Campus Leadership Team, Department Heads, Dyslexia Specialist, Principal(s), Special Ed Teachers, Special Education Director, Superintendent(s), Teacher(s)	Ongoing	(F)Title I, (L)Local Funds, (S)State Compensatory	Criteria: RTI monitored at every 3 weeks marker within each 9 week academic grading period. basis. Fall 2022 - Spring 2023
6. Provide professional development opportunities that are prescriptive to campus needs with new HQIMs. (Title I SW Elements:	Assistant Superintendent- C&I, Principal(s), Teacher(s)	2022-23		Criteria: Monitoring and Adjusting. Fall 2022-Spring 2023

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2.3) (Target Group: All) (ESF: 4.1,5)				

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Goal 4. (POSITIVE RELATIONSHIPS) Norman Thomas Elementary will foster a positive relationship with students, parents, community and staff.

Objective 1. NTE WILL FOSTER POSITIVE RELATIONS WITH ALL STUDENTS, PARENTS, COMMUNITY, AND STAFF.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize the ACE Family Engagement Specialist, the CACOST Family Engagement Specialist, as well as communication programs and parent assistance to promote positive relationships with parents and community. (Title I TA: 1,2,4,7,8) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 3,3.1,3.3,3.4)	ACE- Site Coordinator(s), ACE-Family Engagement Specialist, Campus Leadership Team, Parent Volunteers, Principal(s), PTA	Ongoing	(F)Title I, (F)Transformation Implementation Grant, (L)Local Funds, (S)State Compensatory	Criteria: Family engagement activities
2. Recruit parent participation for the annual parent conference, build learning community through parent-teacher conference, annual refinement of the parental involvement handbook, parent/teacher/student compact, and continue to build the campus PTO engagement and recruitment. (Title I TA: 1,2,7,8) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1)	ACE-Family Engagement Specialist, Assistant Superintendent- C&I, Counselor(s), Parent Volunteers, Principal(s), PTA	Ongoing	(F)Title I, (L)Local Funds, (S)State Compensatory	Criteria: PTO Sign-in Sheets, active participation in PTO meeting, and Parent/Administration meeting with agenda/ sign in sheets.
3. Recruit and implement the Abriendo Puertas Curriculum for parental engagement. (Title I TA: 7,8) (Target Group: All) (Strategic Priorities: 4) (ESF: 3.3,3.4)	ACE- Project Director, ACE-Site Coordinator(s), ACE-Family Engagement Specialist, Counselor(s)	Ongoing	(L)Local Funds, (S)ACE Grant	Criteria: Counselor and parent engagement
4. Utilizing multiple forms of communication: School Reach, Remind, Google Meets, Google Classroom, Facebook, Email, Phone Call, Text message, etc. to promote family engagement and positive school relations. (Title I TA: 1,7,8) (Target Group: All) (Strategic Priorities: 4) (ESF: 5,5.1)	Campus Leadership Team, Counselor(s), Principal(s), Teacher(s)	Ongoing	(L)Local Funds	Criteria: Continuously monitored Adjusted for optimum communication

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Goal 5. (TECHNOLOGY) Norman Thomas Elementary shall provide state-of-the-art technology to facilitate instruction and learning of academics and technology skills.

Objective 1. NTE will improve Accessibility and technology to ensure impactful instruction and learning academics with technology skills.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Build upon the Two to One device set up for students and families on campus and at home. (Title I TA: 1,2,4,8) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1)	Campus Leadership Team, Principal(s), Teacher(s), Technology Director	Ongoing		Criteria: Student usage of device and Track the usage through Freer ISD Classlink portal. Parent and student checkout log and campus technology survey as needed.
2. Improve and Maintain technology accessibility across the district and at home. Hotspots, devices, training, etc. as needed. (Title I TA: 1,7,8) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1)	Business Manager, Campus Leadership Team, Counselor(s), Principal(s), Teacher(s), Technology Director	Fall 2022	(L)Local Funds, (S)State Compensatory	Criteria: Monitor parent requests build accessibility needs as needed for all types of learning.
3. Continuously working to improve and increase the utilization of technology in and outside the classroom to benefit student achievement. Flat panels, one to one devices, hotspots for connectivity, HQIM resources for engagement, etc. (Title I TA: 6,8) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 4,4.1,5,5.1)	Assistant Superintendent- C&I, Principal(s), Technology Director	Ongoing	(L)Local Funds	Criteria: Survey of teachers for suggestions. Work with programs to develop training. Professional development with HQIM from vendors and ESC2.

Comprehensive Needs Assessment