

**Conroe Independent School District**  
**Hope Elementary**  
**2021-2022 CIP Board Item**



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# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Summary

Hope Elementary is a new school 2021-2022. The Conroe ISD Assessment Department secured scores available from students who are zoned to attend Hope Elementary in the fall to determine the student achievement data.

Below is a summary of the 2020 STAAR campus results for student zoned to Hope Elementary:

- 3rd Grade Reading - 63% Approaches; 33% Meets and 18% Masters
- 3rd Grade Math - 77% Approaches; 45% Meets and 19% Masters
- 4th Grade Reading - 64% Approaches; 36% Meets and 16% Masters
- 4th Grade Math - 74% Approaches; 53% Meets and 29% Masters
- 4th Grade Writing - 52 % Approaches; 25% Meets and 4% Masters

2020 - 2021 Benchmark Assessment System (BAS) Results during the BOY Assessment Window:

- 41% of 4th grade students are reading at grade level or above
- 23% of 3rd grade students are reading at grade level or above
- 33% of 2nd grade students are reading at grade level or above
- 20% of 1st grade students are reading at grade level or above

### Student Achievement Strengths

The following areas were found to be strengths for students zoned to Hope Elementary.

- 75% of students met approaches grade level in math.
- 63% of students met approaches grade level in Reading.
- 49% of students scored at "meet Grade Level" in math.
- Hope Elementary would of received an overall grade of "C" if we were under the 2019 accountability system.

### Problem Statements Identifying Student Achievement Needs

**Problem Statement 1 (Prioritized):** Hope had 63% of the students at approaches grade level on the 2020 STAAR Reading test. **Root Cause:** Our teachers need a systemic approach to teaching reading that is aligned to our curriculum.

**Problem Statement 2 (Prioritized):** Hope had 75% of our students score at approaches grade level on the 2020 STAAR Math test. **Root Cause:** Our teachers need a systematic approach to small group math to align to our curriculum.

# Culture and Climate

## Culture and Climate Summary

We will work at Hope to establish clear and specific procedures for our parents and staff. We will also consistently communicate with our parents via email, parent newsletter, and school messenger about our school academic events. We will work on having a strong academic culture foundation to foster a positive staff moral. As a new campus, Hope Elementary will be committed to learning about each other (Staff, Families, and Students). Hope will embody PBIS to ensure all staff, students, and families are clear regarding expectations and norms. We are embracing the opportunity to start fresh and build strong relationships from the beginning.

## Culture and Climate Strengths

Goal focus

- Clear established procedures
- Communication with parents and staff
- Establish a strong academic culture
- Positive moral

## Problem Statements Identifying Culture and Climate Needs

**Problem Statement 1 (Prioritized):** As a new campus Hope will have to establish clarity in all school procedures. **Root Cause:** Campus core team needs to anticipate and establish detailed procedures for the school year.

# Parent and Community Engagement

## Parent and Community Engagement Summary

As a new campus, we will work to develop family and community engagement. We will also seek to train and elect a well represented PTO board. We will work on recruiting parents to help our school by coming to read with our struggling students, mentoring students, and becoming active members of our school community. Hope Elementary will seek to engage families to be dynamic components of the success of the school. We will utilize successful strategies from previous schools such as Academic Festivals and involving students in the presentations to encourage attendance while also tapping into new perspectives of staff coming from different areas with differing experiences at previous schools.

## Parent and Community Engagement Strengths

During Hope Elementary first family engagement meeting, we were able to gather names of parents who are interested in being involved at our school. We shared our vision for Hope Elementary, discussed the benefits of Title I, reviewed and tweaked Student-Parent-School Compact, and Family Engagement Policy. The parents who participated were excited about 2021-2022 school year. Hope Elementary is an awesome school community!

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1 (Prioritized):** As a new campus Hope will seek parent involvement and a PTO. **Root Cause:** Communicate with parents will have to be clear and precise.

# Priority Problem Statements

**Problem Statement 1:** Hope had 63% of the students at approaches grade level on the 2020 STAAR Reading test.

**Root Cause 1:** Our teachers need a systemic approach to teaching reading that is aligned to our curriculum.

**Problem Statement 1 Areas:** Student Achievement

**Problem Statement 3:** As a new campus Hope will have to establish clarity in all school procedures.

**Root Cause 3:** Campus core team needs to anticipate and establish detailed procedures for the school year.

**Problem Statement 3 Areas:** Culture and Climate

**Problem Statement 4:** As a new campus Hope will seek parent involvement and a PTO.

**Root Cause 4:** Communicate with parents will have to be clear and precise.

**Problem Statement 4 Areas:** Parent and Community Engagement

**Problem Statement 2:** Hope had 75% of our students score at approaches grade level on the 2020 STAAR Math test.

**Root Cause 2:** Our teachers need a systematic approach to small group math to align to our curriculum.

**Problem Statement 2 Areas:** Student Achievement

# Goals

## Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high quality curriculum that is TEKS-aligned, relevant, resources that engage in learning at appropriate levels; and assessments that maintain rigorous standards of achievement.

**Performance Objective 1:** Hope will increase 25% of students scoring on Meets grade level or higher on the Reading STAAR .

**Targeted or ESF High Priority**

**Evaluation Data Sources:** STAAR test, Benchmark test, district and campus checkpoints, common assessments.

Strategy 1 Details
<p><b>Strategy 1:</b> Re-examine the effectiveness of Readers Workshop in K-4 classroom through and in depth examination of classroom practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth and student performance in reading comprehension assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Campus Coach and District Coach.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Leveled Readers for Classrooms - Title I - \$11,640, Classroom Leveled Libraries - ESSER - \$8,937, Reading Interventionist (2 years) - ESSER - \$144,881, School Day Tutoring - ESSER - \$13,074, ELA Instructional Coach - Title I - \$74,420, After School Tutoring - State Comp Ed - \$4,031</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Hope will provide tutorials to our 3rd and 4th grade students with targeted instruction in Reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth and student performance in reading comprehension assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Campus Coach and District Coach.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Snacks for After School Tutorials - ESSER - \$1,667, Classroom Libraries - ESSER - \$19,363, After School Tutorials - State Comp Ed - \$4,031</p>

## Goal 1: Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high quality curriculum that is TEKS-aligned, relevant, resources that engage in learning at appropriate levels; and assessments that maintain rigorous standards of achievement.

**Performance Objective 2:** Hope will increase 20% of students scoring on Meets grade level or higher on the Math STAAR.

### Targeted or ESF High Priority

**Evaluation Data Sources:** Benchmarks, district and campus checkpoints, and common assessments.

Strategy 1 Details
<p><b>Strategy 1:</b> Continue the emphasis on small group math instruction such as guided math, tracking individual progress</p> <p><b>Strategy's Expected Result/Impact:</b> Increase performance on common assessment, DCC and Benchmarks.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Campus Coach and District Coach.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Provide Materials for Small Group Instruction - Title III - \$5,500, Campus Math Instructional Coach - Title I - \$74,420, Dreambox Math Instructional Software - ESSER - \$8,000</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Hope will provide tutorials to our 3rd and 4th grade students with targeted instruction in Math.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase performance on common assessment, benchmarks and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Campus Coach and District Coach.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Snacks for After School Tutorials - ESSER - \$1,667</p>

**Goal 1:** Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high quality curriculum that is TEKS-aligned, relevant, resources that engage in learning at appropriate levels; and assessments that maintain rigorous standards of achievement.

**Performance Objective 3:** Hope Elementary will increase STAAR results in all subject to 55% Meets and 25% Masters

Strategy 1 Details
<b>Strategy 1:</b> Implement and reteach structure following Common Formative Assessments data from district assessments - focusing on how to reteach specific TEKS objectives- resulting in change in planning practices with high yield instructional strategies. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> None

**Goal 1:** Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high quality curriculum that is TEKS-aligned, relevant, resources that engage in learning at appropriate levels; and assessments that maintain rigorous standards of achievement.

**Performance Objective 4:** Hope Elementary will increase the number of students scoring in reading at the Meets Grade Level to 55% and Masters Grade Level to 30%.

Strategy 1 Details
<b>Strategy 1:</b> Increase teacher capacity to address student comprehension skills including calibrating BAS expectations in scoring comprehension section. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> None

**Goal 1:** Student Achievement and Post-Secondary Success

CISD will prepare all students for graduation and post-secondary success by providing access to a high quality curriculum that is TEKS-aligned, relevant, resources that engage in learning at appropriate levels; and assessments that maintain rigorous standards of achievement.

**Performance Objective 5:** Hope Elementary will increase students scoring from 28% at BOY on grade level or above to 60% on grade level or above on Kindergarten mClass assessments.

**HB3 Goal**  
**Evaluation Data Sources:** None

Strategy 1 Details
<b>Strategy 1:</b> Utilize mClass assessment data to identify at-risk students and implement targeted, intensive interventions with research-based intervention programs and strategies. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> None

**Goal 2:** School Leadership and Fiscal Responsibility

CISD will develop successful and productive school leaders who efficiently and effectively manage fiscal resources for all students and staff.

**Performance Objective 1:** To maintain efficient and effective fiscal management of resources and operations.

Strategy 1 Details
<p><b>Strategy 1:</b> Meet with campus secretary DAILY in morning meetings to include a review of expenditures and reconcile bank statements as part of the Break Through Training attended in the 19-20 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that monies are being delegated appropriately based on the campus needs assessment</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>

**Goal 2:** School Leadership and Fiscal Responsibility

CISD will develop successful and productive school leaders who efficiently and effectively manage fiscal resources for all students and staff.

**Performance Objective 2:** Campus leadership increases effectiveness in their roles as instructional leaders through regularly scheduled, job-embedded professional development consistent with best practices including feedback.

**Targeted or ESF High Priority**  
**Evaluation Data Sources:** OHI, staff surveys, accountability results

Strategy 1 Details
<b>Strategy 1:</b> Campus instructional leaders meet on a weekly basis to focus on student progress and formative data. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning

**Goal 3:** Recruitment, Development, and Retention of Staff

CISD, to ensure effective instruction for all students, will recruit, employ, develop, and retain highly qualified staff.

**Performance Objective 1:** Hope will recruit, retain and develop highly qualified teachers and staff for all students.

**Targeted or ESF High Priority**  
**Evaluation Data Sources:** High retention rate

Strategy 1 Details
<p><b>Strategy 1:</b> Provide instructional support and training for teachers in order to increase retention.</p> <p><b>Strategy's Expected Result/Impact:</b> By providing teachers with necessary training and following up with campus coach support for implementation, teachers will feel supported and this will increase the retention rate.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Campus Instructional Coaches</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>

#### Goal 4: Safe and Collaborative School Culture

CISD will strive to ensure a positive and safe school culture that is conducive to learning by aligning the District's goals; creating explicit behavioral expectations and management system; developing responsive student support teams that focus on the social, emotional, physical, and mental health of every student; and enhancing two-way communication and partnerships with parents and the community.

**Performance Objective 1:** To work jointly with parents and the community to maximize learning for all students through communication, collaborative partnerships, and unity of purpose.

**Evaluation Data Sources:** Site Base Meeting Agendas, Family Night Meeting Agendas

Strategy 1 Details
<p><b>Strategy 1:</b> Provide opportunities for parents to participate in decisions through surveys.</p> <p><b>Strategy's Expected Result/Impact:</b> By giving parents a voice, partnerships can be established and fostered.</p> <p><b>Staff Responsible for Monitoring:</b> Foundation Committee and Administration</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>

**Goal 4:** Safe and Collaborative School Culture

CISD will strive to ensure a positive and safe school culture that is conducive to learning by aligning the District's goals; creating explicit behavioral expectations and management system; developing responsive student support teams that focus on the social, emotional, physical, and mental health of every student; and enhancing two-way communication and partnerships with parents and the community.

**Performance Objective 2:** To provide a safe and orderly school environment conducive to learning for all students and staff.

Strategy 1 Details
<p><b>Strategy 1:</b> Review safety procedures and conduct safety drills to ensure the effectiveness of the EOP.</p> <p><b>Strategy's Expected Result/Impact:</b> By reviewing and practicing safety procedures, school officials can determine areas of improvement and address them before a real event.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal and safety team</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>

#### Goal 4: Safe and Collaborative School Culture

CISD will strive to ensure a positive and safe school culture that is conducive to learning by aligning the District's goals; creating explicit behavioral expectations and management system; developing responsive student support teams that focus on the social, emotional, physical, and mental health of every student; and enhancing two-way communication and partnerships with parents and the community.

**Performance Objective 3:** To ensure that all stakeholders receive effective internal and external communication.

Strategy 1 Details
<p><b>Strategy 1:</b> Utilize school messenger, marque, and social media to share information about school events, initiatives, meetings, and activities.</p> <p><b>Strategy's Expected Result/Impact:</b> By providing communication through multiple methods, we are likely to reach more families.</p> <p><b>Staff Responsible for Monitoring:</b> Web master, Secretary, social media liaisons.</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Family Engagement Academic Activities - Title I - \$3,175</p>

**Goal 5: Effective Instruction**

CISD, to ensure that all students have rigorous learning experiences that foster the development of critical thinking skills, will provide technology infrastructure and instructional tools, objective-driven lessons, routines, and ongoing formative assessments that provide school leaders and teachers the data necessary to deliver meaningful instruction.

**Performance Objective 1:** To ensure that all students and staff utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

**Targeted or ESF High Priority**

Strategy 1 Details
<p><b>Strategy 1:</b> Conduct walk through and observations during to look for implementation of innovative online instructional tools to increase student engagement.</p> <p><b>Strategy's Expected Result/Impact:</b> Increasing student engagement through technology will increase student academic outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators and Instructional coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>

**Goal 5:** Effective Instruction

CISD, to ensure that all students have rigorous learning experiences that foster the development of critical thinking skills, will provide technology infrastructure and instructional tools, objective-driven lessons, routines, and ongoing formative assessments that provide school leaders and teachers the data necessary to deliver meaningful instruction.

**Performance Objective 2:** Teams will use data from assessments before and after instruction to plan for high-yield instructional strategies (first time instruction) and create plans to reteach and monitor effectiveness of strategies used after assessment.

**Evaluation Data Sources:** None

Strategy 1 Details
<b>Strategy 1:</b> Staff will attend Professional Development on how to use assessment data to have quality planning. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> None

# **Title I Schoolwide Elements**

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

### **1.1: Comprehensive Needs Assessment**

Hope will conduct an annual comprehensive needs assessment of the entire school analyzing the academic achievement of all students and subgroups of students.

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

### **2.1: Campus Improvement Plan developed with appropriate stakeholders**

Hope develops the CIP with the involvement of parents and other stakeholders such as teachers, principal, paraprofessionals, and community.

The plan begins with the Core Team (Admin, Counselors and Coaches) pulling together data and looking for strengths and weaknesses. We then get input from our Faculty Advisory Committee, Team Leaders and Parent Representatives.

Once the plan is complete, the Campus Improvement Plan is shared with staff and parents.

### **2.2: Regular monitoring and revision**

The campus will regularly monitor the CIP and revise strategies based on identified needs.

- PLC Meetings
- Data Review Meetings
- Small Groups Sessions
- Monitoring student grades and adjusting as necessary
- Core Team Meetings
- Team Leader Meetings

### **2.3: Available to parents and community in an understandable format and language**

Hope will make the CIP available to parents and the community (English and Spanish).

Our Campus Improvement plan is publicly available to parents and the community (English and Spanish) on the CISD Website under Accountability.

## **2.4: Opportunities for all children to meet State standards**

The campus implements specific strategies to address school needs. This will provide opportunities for all students to exceed academic standards.

Teachers meet with instructional coaches to create progress monitoring intervention plans for all students who are performing below grade level. Students who are not making progress, receive additional interventions through:

- Tutoring
- RTI
- Small group instruction
- guided reading
- LLI
- In class support

## **2.5: Increased learning time and well-rounded education**

All grade level teachers plan quality lesson to ensure the amount of quality learning time occurs everyday. Through planning teacher design instructional lesson to ensure students receive a well rounded education.

Our campus will open our doors at 7:35 a.m. Students are able to go right to class to begin their morning work. Teachers are available to help students with previous lessons to strengthen their understanding of concepts.

## **2.6: Address needs of all students, particularly at-risk**

Hope will address the needs of all students with a focus on students who are at-risk or not meeting academic standards. We closely monitor our at-risk students through:

- RTI
- data collection
- IEP implementation
- Reading level progress
- Guided Math

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

### **3.1: Develop and distribute Parent and Family Engagement Policy**

Hope will develop, in collaboration with parents, the Family Engagement Policy and the School/Parent Compact and distributes it via school messenger as well as hard copies to all parents at the beginning of the school year. We distribute a family survey in the forth grading period and use those results to develop our needs assessment for community and parent

involvement.

We will also use our Parent Survey at the end of each year to make any needed changes to our Family Engagement Policy and School Family Student Compact.

### **3.2: Offer flexible number of parent involvement meetings**

PTO meetings are held monthly and public meetings alternate times between morning and evening to ensure all parents have the opportunities to participate. Parent/teacher conferences are held during the day and before/after school. All school/home communication is provided electronically, as well as hard copies of our newsletter to ensure all of our parents have an opportunity to participate in school meetings and events. Special meetings such as Academic Nights will be communicated through multiple venues and families will be encouraged to attend.

# Campus Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	After School Tutoring		\$4,031.00
1	1	2	After School Tutorials		\$4,031.00
Sub-Total					\$8,062.00
Budgeted Fund Source Amount					\$8,062.00
+/- Difference					\$0.00
Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Leveled Readers for Classrooms		\$11,640.00
1	1	1	ELA Instructional Coach		\$74,420.00
1	2	1	Campus Math Instructional Coach		\$74,420.00
4	3	1	Family Engagement Academic Activities		\$3,175.00
Sub-Total					\$163,655.00
Budgeted Fund Source Amount					\$163,655.00
+/- Difference					\$0.00
Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Provide Materials for Small Group Instruction		\$5,500.00
Sub-Total					\$5,500.00
Budgeted Fund Source Amount					\$5,500.00
+/- Difference					\$0.00
ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Classroom Leveled Libraries		\$8,937.00
1	1	1	Reading Interventionist (2 years)		\$144,881.00
1	1	1	School Day Tutoring		\$13,074.00
1	1	2	Snacks for After School Tutorials		\$1,667.00
1	1	2	Classroom Libraries		\$19,363.00

ESSER					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Dreambox Math Instructional Software		\$8,000.00
1	2	2	Snacks for After School Tutorials		\$1,667.00
Sub-Total					\$197,589.00
Budgeted Fund Source Amount					\$197,589.00
+/- Difference					\$0.00
Grand Total					\$374,806.00