

Schertz-Cibolo Universal City Independent School District

Cibolo Valley Elementary

2022-2023 Campus Improvement Plan



Mission Statement

Every kid. Every day.

Vision

We believe in engaging and empowering successful and lifelong learners.

Core Beliefs

We believe...

- education is a partnership between students, parents, staff, and community members.
- all students have the capacity to learn and are most successful when provided a wide range of tools, methods, and opportunities to learn and collaborate.
- acceptance, safety, inclusiveness, and mutual respect are critical.
- and directly impact the ability to support and educate students.
- student success requires a balance of academic and social-emotional needs being met.
- education is a pathway to equip students with the skills to be prepared for each stage of life.

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Comprehensive Needs Assessment

Demographics

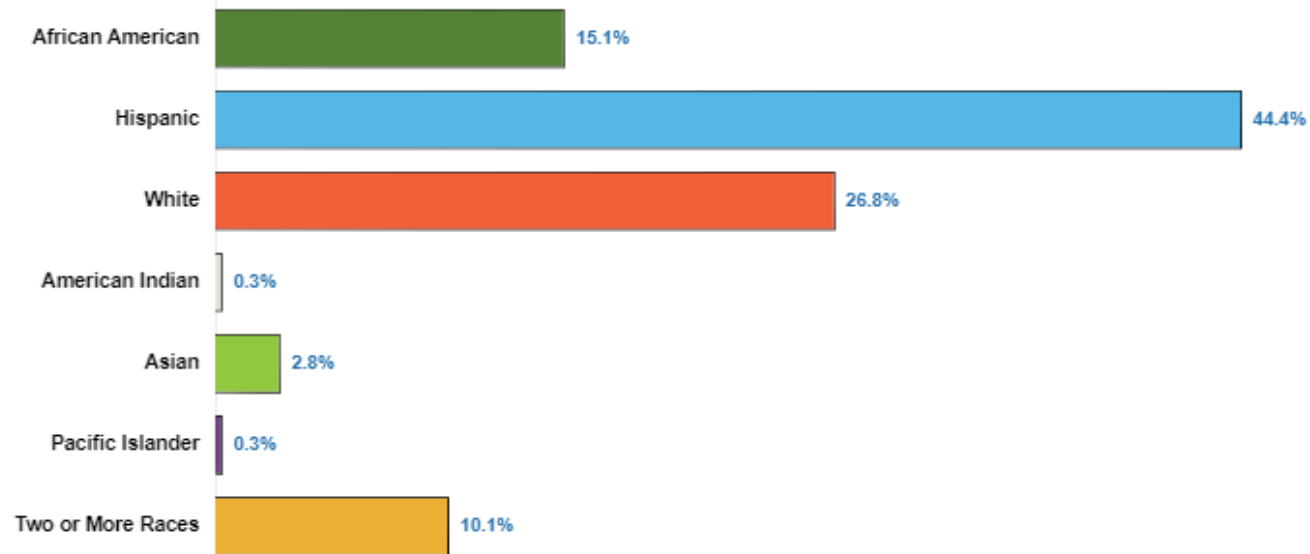
Demographics Summary

Student Information 2020-21

Total Student Enrollment

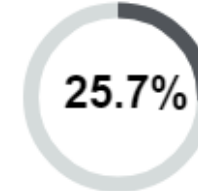
879

Student Enrollment by Race/Ethnicity



Student Enrollment by Type

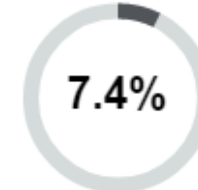
Economically Disadvantaged



Special Education

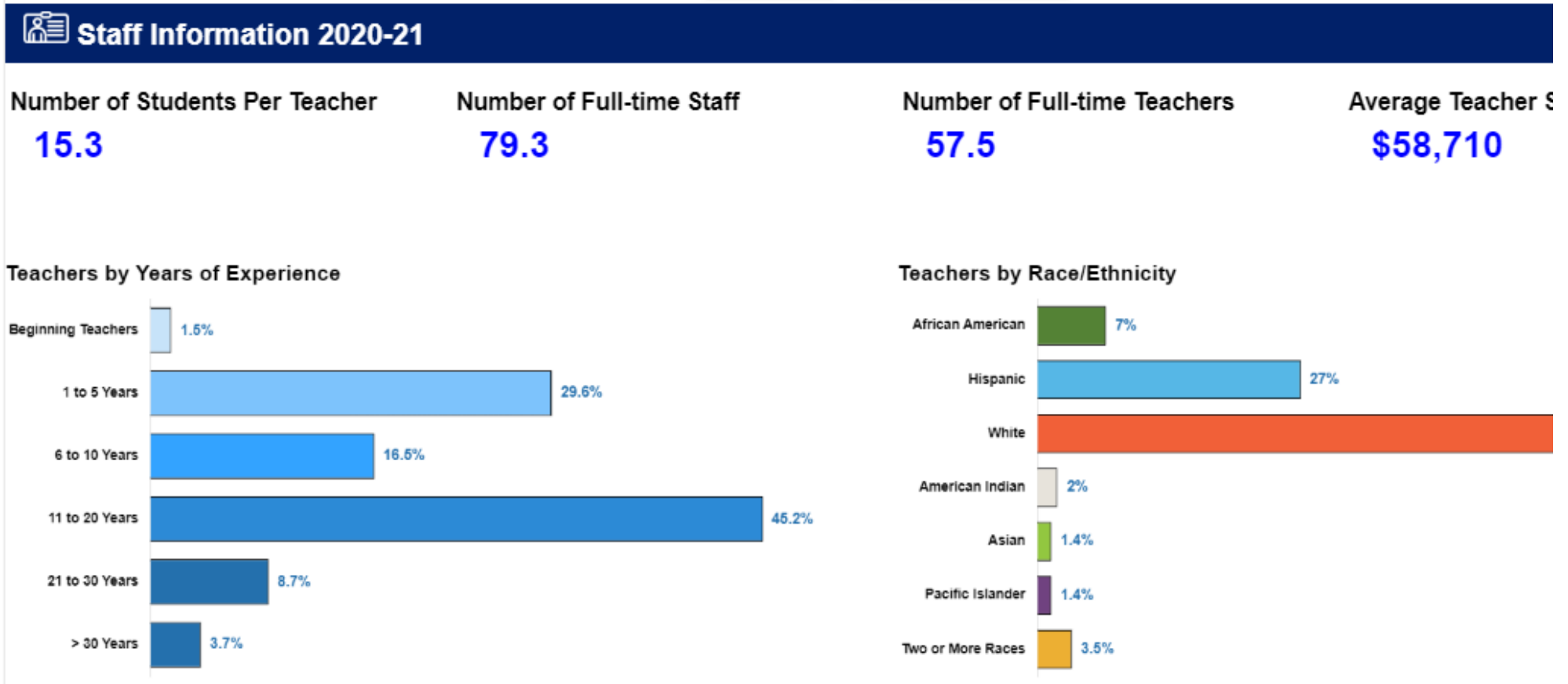


Emergent Bilingual/English Learners



Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary



Staff Quality, Recruitment, and Retention Strengths

1. Feedback
2. High Expectations
3. Data-driven instruction and planning. Building capacity

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Employees think Campus or Department Level Administrators don't care about their concerns. **Root Cause:** Recognition and Celebrations.

Problem Statement 2: Employees think Campus or Department Level Administrators don't make it easier to do jobs well. **Root Cause:** Not enough time during the school day for supporting learning and growth.

Parent and Community Engagement

Parent and Community Engagement Summary

Listening and Learning Process - Parent RESULTS SUMMARY



Comments = Similar feedback that appears in 25% or more of comments			
Top Three Strengths	Top Three Opportunities for Improvement	Themes Positive Comments	Themes Opportunities for Improvement
<ol style="list-style-type: none"> 1. My family is treated with respect at this school. 2. The School provides a safe learning environment for my child. 3. My child felt welcomed by teachers, staff, and students in this school when our family moved into this area. 	<ol style="list-style-type: none"> 1. I regularly receive feedback from school staff on how well my child is learning. 2. I receive positive phone calls, emails, or notes about my child from the school. 3. My child is recognized for good work and behavior at this school. 	<ol style="list-style-type: none"> 1. Families and students feel respected and welcome. 2. Safe environment for learning 3. Students have the classroom supplies and equipment for effective learning. 	<ol style="list-style-type: none"> 1. Communication regarding academic and behavioral performance. 2. Student recognition and celebrations. 3. School rules/discipline plans.

Parent and Community Engagement Strengths

1. My family is treated with respect at this school.
2. The School provides a safe learning environment for my child.

3. My child felt welcomed by teachers, staff, and students in this school when our family moved into this area.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: I regularly receive feedback from school staff on how well my child is learning. **Root Cause:** Communication regarding academic and behavioral performance.





Problem Statement 2: My child is recognized for good work and behavior at this school. **Root Cause:** Student recognition and celebrations.

Priority Problem Statements

Goals





Goal 1: Goal 1: We will cultivate collaborative and reciprocal partnerships between the district and campuses with community entities.

Performance Objective 1: Performance Objective 1.1: Establish a system which identifies and offers students both on and off campus community-based learning opportunities.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Recruit and collaborate with community organizations to schedule both on and off campus community-based learning opportunities.</p> <p>Strategy's Expected Result/Impact: Learning opportunities for students. Increase school and community partnerships.</p> <p>Staff Responsible for Monitoring: Administrators Counselor CIS Rotation Teachers</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 1: Goal 1: We will cultivate collaborative and reciprocal partnerships between the district and campuses with community entities.

Performance Objective 2: 1.2 Expand District procedures, protocols, and practices to establish campus infrastructures supporting successful community partnerships.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Establish a CVE Family/Community Wellness Committee to establish community partners that have previously supported CVE, or could potentially support CVE by October 14th, 2022.</p> <p>Strategy's Expected Result/Impact: Gain campus support partners</p> <p>Staff Responsible for Monitoring: Admin, Operational Leadership Team (OLT), and Family/Community wellness committee</p>	Formative		
	Oct	Jan	May
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Goal 1: Goal 1: We will cultivate collaborative and reciprocal partnerships between the district and campuses with community entities.

Performance Objective 3: 1.3 Increase community relationships and expand opportunities for district, campus and community entities to serve one another.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The CVE Family and Community Committee and CVE PTC will coordinate and host a minimum of 1 family/community event each semester (fall/spring).</p> <p>Strategy's Expected Result/Impact: Increased family engagement</p> <p>Staff Responsible for Monitoring: Admin, Counselor, CIS, Operational Leadership Team (OLT), and Family/Community wellness committee</p>	Formative		
	Oct	Jan	May
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Goal 2: Goal 2: We will offer opportunities for student choice and provide a challenging learning environment to prepare students for their individual passions and endeavors.

Performance Objective 1: 2.1 Expand teacher resources to incorporate student choice in a variety of ways.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a bank of resources to be added to our CVE campus website for teachers to add to and reference in order to incorporate student choice in a variety of ways.</p> <p>Strategy's Expected Result/Impact: Increase opportunities for students voice and choice to be heard.</p> <p>Staff Responsible for Monitoring: Admin, Counselor, CIS, Operational Leadership Team (OLT)</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
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Goal 2: Goal 2: We will offer opportunities for student choice and provide a challenging learning environment to prepare students for their individual passions and endeavors.

Performance Objective 2: 2.2 Provide information and resources so that students can confidently choose

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate information and guideline regarding campus clubs to families. Strategy's Expected Result/Impact: Increased opportunities for student participation and understanding of UIL clubs. Staff Responsible for Monitoring: Classroom Teachers UIL Campus Contact: Lori Gorhum Club Sponsors</p>	Formative		
	Oct	Jan	May
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Goal 2: Goal 2: We will offer opportunities for student choice and provide a challenging learning environment to prepare students for their individual passions and endeavors.

Performance Objective 3: 2.3 Develop opportunities for students to learn through non-traditional learning techniques.

Strategy 1 Details	Formative Reviews		
Strategy 1: Strategies for this Performance Objective will be addressed in future District/Campus Improvement plan.	Formative		
	Oct	Jan	May
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Goal 3: Goal 3: We will foster positive morale with support systems for students and staff.





Performance Objective 1: 3.1 - Offer attractive and competitive employment opportunities.

Strategy 1 Details	Formative Reviews		
Strategy 1: Strategies for this Performance Objective will be addressed in future District/Campus Improvement plan.	Formative		
	Oct	Jan	May
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Goal 3: Goal 3: We will foster positive morale with support systems for students and staff.





Performance Objective 2: 3.2 - Promote social opportunities for student and staff engagement.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Establish a CVE Student and Staff Spirit Committee to plan, promote, and implement student and staff celebrations.</p> <p>Strategy's Expected Result/Impact: Increase student and staff sense of belonging</p> <p>Staff Responsible for Monitoring: Admin, Counselor, CIS, Operational Leadership Team (OLT)</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Create and implement a plan for lunch with the principal (Tiger students and staff). Tiger student lunches will be held bi-weekly (beginning after panorama survey closes (September 23rd), and Tiger staff GL/Dept lunches will be held monthly (1 lunch with each GL/Dept per semester) .</p> <p>Strategy's Expected Result/Impact: Create a stronger sense of belonging by connecting with and getting to know all Tigers in a more intimate setting.</p> <p>Staff Responsible for Monitoring: Principal - Rhonda Jungmichel Administrative Secretary - Shelby Rothrock Classroom Teachers</p>	Formative		
	Oct	Jan	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Plan and host monthly New Kid on the Block socials for Tiger students new to CVE.</p> <p>Strategy's Expected Result/Impact: Increase sense of belonging for Tigers new to CVE</p> <p>Staff Responsible for Monitoring: Planning and hosting: Counselor CIS Attending: Campus Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>- Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Create and implement a beginning of the year Tiger staff support and interest survey.</p> <p>Strategy's Expected Result/Impact: Individualize staff support, increase sense of belonging for staff.</p> <p>Staff Responsible for Monitoring: CVE administration, administrative secretary, counselor, and CIS.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 3: Goal 3: We will foster positive morale with support systems for students and staff.

Performance Objective 3: 3.3 - Ensure teachers and students have instructional resources needed for academic and social-emotional learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide restorative practices training and tool kit for staff. Strategy's Expected Result/Impact: Ensure teachers have SEL resources. Staff Responsible for Monitoring: Counselor Administration	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The counselor will address student SEL through a comprehensive counseling plan that includes class guidance, small group, and individual counseling. Strategy's Expected Result/Impact: Increase sense of belonging Staff Responsible for Monitoring: Implementation: School Counselor CIS Monitoring Admin	Formative		
	Oct	Jan	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Recognize staff weekly by adding a "spot light to the CVE week at a glance" and create a nomination form so staff can nominate others. Strategy's Expected Result/Impact: Increase the culture of belonging and foster a positive morale. Staff Responsible for Monitoring: Administration, Counselor, CIS OLT, and CVE Student and Staff Spirit Committee	Formative		
	Oct	Jan	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Goal 4: We will provide timely, consistent, and transparent communication.

Performance Objective 1: 4.1 Align the district's communication methods both internally and externally.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Revise and share the CVE School Communication Procedures and Flow Chart with staff and parents and share through our CVE .</p> <p>Strategy's Expected Result/Impact: Will help support timely, consistent, and transparent communication</p> <p>Staff Responsible for Monitoring: Administrators Administrative Secretary Front Office Staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
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Goal 5: Goal 5: We will continually build a culture that promotes trusting relationships and mutual respect.

Performance Objective 1: 5.1 Create, communicate, and demonstrate a culture of belonging among all stakeholders.

Strategy 1 Details	Formative Reviews		
Strategy 1: Strategies for the Performance Objective will be addressed in a future District/Campus Improvement Plan.	Formative		
	Oct	Jan	May
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



Goal 5: Goal 5: We will continually build a culture that promotes trusting relationships and mutual respect.

Performance Objective 2: 5.2 Build upon existing community service programs in schools and incorporate opportunities for teachers, students, and community members to serve.

Strategy 1 Details	Formative Reviews		
Strategy 1: Strategies for this performance objective will be addressed in a future District/Campus Improvement Plan.	Formative		
	Oct	Jan	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 5: Goal 5: We will continually build a culture that promotes trusting relationships and mutual respect.

Performance Objective 3: 5.3 Support social and emotional development for students and staff.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Nominate and establish a CVE Foundations Team to guide our entire CVE staff in the construction and implementation of a comprehensive approach to behavior support that is proactive, positive, and instructional.</p> <p>Strategy's Expected Result/Impact: support SEL development for students and staff</p> <p>Staff Responsible for Monitoring: Administration Foundations Team Classroom Teachers</p>	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Positive School Culture - explicit behavioral expectations and management systems for students and staff</p> <p>By April of 2023, 100% of CVE staff will attend training and implement best practices for establishing and maintaining a strong classroom culture, including setting behavior expectations, routines and procedures that maximize instructional time and build strong student-teacher relationships, as measured by campus professional development (PD) plan, PD attendance, classroom walkthroughs and observations, as well as student and parent surveys.</p> <p>ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: Goal 6: We will foster a culture of excellence by enhancing the academic knowledge and skills of our students.

Performance Objective 1: By April of 2023, all GL/Dept PLCs (individually and with content GL/DL teams) will utilize/complete a common protocol to analyze formative data and create differentiated corrective action plans for student groups including instructional strategies, adjustment to instructional delivery, and assessment, as measured by completion of the protocol and assessment results.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: High-Quality Instructional Materials and Assessments - daily use of high-quality instructional materials aligned to instructional planning calendars and interim and formative assessments.</p> <p>By April of 2023, 100% of teachers will use district provided lesson frames and high-quality instructional strategies with fidelity (small group instruction, accommodations, daily formative assessments, and short cycle feedback) to meet the needs of diverse student groups, as measured by classroom walkthroughs, small group lesson plans, and student growth and achievement on formative assessments and universal screeners.</p> <p>ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			