

Schertz-Cibolo Universal City Independent School District

John A. Sippel Elementary

2022-2023 Campus Improvement Plan

Accountability Rating: C



Mission Statement

Sippel Elementary Mission:

KNOWING & GROWING

LEARNING & LEADING

Vision

Sippel Vision:

Our vision at Sippel Elementary is to provide a safe and caring environment by building relationships and modeling the Traits of a Graduate.

Sippel Values:

Students-First

Kindness

Respect

Core Beliefs

1. We believe all students have the capacity to learn and excel.

2. We believe a safe, secure and supportive environment is paramount to learning.
3. We believe in living our core values of leadership, character, commitment, service, and learning.
4. We believe engaging, interactive and authentic teaching creates empowered, inspired learners prepared for our changing world.
5. We believe technology is a relevant tool that enhances learning in and beyond the classroom.
6. We believe in a Professional Learning Community (PLC) that fosters collaboration for continuous improvement.
7. We believe transparent, clear and timely communication among all is critical to success.
8. We believe measures of success go beyond standardized testing.
9. We believe public education is defined by the local community, with limited state involvement.

***Leadership Starts Here! @SippelStallions**

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Goals

Revised/Approved: September 13, 2022





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

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

Strategy 1 Details	Formative Reviews		
Strategy 1: Strategies for this Performance Objective will be addressed in a future Campus Improvement Plan	Formative		
	Oct	Jan	May
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Goal 1: We will cultivate collaborative and reciprocal partnerships between the district and campuses with community entities.

Performance Objective 2: 1.2 Use expanded district procedures, protocols, and practices to establish campus infrastructures supporting successful community partnerships.

Strategy 1 Details	Formative Reviews		
Strategy 1: Partner with Purpose Church throughout the school year Staff Responsible for Monitoring: Bristow, Kolodziejcki	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Partner with First United Bank again this year	Formative		
	Oct	Jan	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





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		
Strategy 1: First United and Purpose Church as current partnerships, we will establish ways to serve them as we promote a win-win opportunity/relationship.	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 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		
Strategy 1: Strategies for this Performance Objective will be addressed in a future District/Campus Improvement Plan.	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Celebration Day- student choice on what to celebrate quarterly Staff Responsible for Monitoring: Events team	Formative		
	Oct	Jan	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 to families so that students can confidently choose the clubs they want to join.

Evaluation Data Sources: Panorama-
 Sense of Belonging (up from 67)
 Teacher-Student relationship (up from 79)
 Student survey- I like coming to school each day (up from 3.61)

Strategy 1 Details	Formative Reviews		
Strategy 1: Create a menu of club options for students to share with families	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: NBA (Never Been Absent), MLB (Making Leaps and Bounds-baseball), NFL (New Found Leader- football), MMA (Meets, Masters, AWESOME- boxing glove or karate), MLS- My Learning Success-soccer), ASA- (softball)	Formative		
	Oct	Jan	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





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 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 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 a future District/Campus Improvement Plan.	Formative		
	Oct	Jan	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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.

Evaluation Data Sources: Staff Energage survey (up from 14% highly engaged)
 Student survey- Students show respect for each other at this school (up from 3.60)

Strategy 1 Details	Formative Reviews		
Strategy 1: House Meetings (at least one per month) focused on SCUC Learner Profile Staff Responsible for Monitoring: Staff House Leaders	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Staff Synergy session monthly aligned to Learner/Leader profiles Strategy's Expected Result/Impact: Move from Q3 to Q1 on staff Energage survey Corn hole tournament bowling Ax-throwing Food truck/coffee bar After Party with donated treats Staff Responsible for Monitoring: Celebrations team	Formative		
	Oct	Jan	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





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: 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 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		
Strategy 1: Strategies for this Performance Objective will be addressed in a future District/Campus Improvement Plan.	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Distribute and Discuss the Discipline Matrix, classroom and campus expectations- introduce during Mindful Morning and send receipt home to families Staff Responsible for Monitoring: Admin team and Mindful Morning or Rhythm day leaders	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: We will continually build a culture that promotes trusting relationships and mutual respect.

Performance Objective 1: 5.3 Support social and emotional development for students and staff.

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
Strategy 2 Details	Formative Reviews		
Strategy 2: Restorative Practices training for all staff Staff Responsible for Monitoring: Bristow	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 6: HB 3 goal attainment as outlined in the Effective Schools Framework (ESF) Targeted Improvement Plan (TIP)

Performance Objective 1: Meet or surpass HB 3 goals in Math: 57.60% and ELA: 56.20%

Evaluation Data Sources: spreadsheet:

<https://docs.google.com/spreadsheets/d/1aoeJU5N9BFYfCjNguPgjn3w2zLCp4T7UQpCthavH-Ak/edit?usp=sharing>

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Set individual goals with students to track progress on MAP Growth and intervention (as needed) Staff Responsible for Monitoring: CLT</p>	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: ESF Lever 4.1: By April 2023, 100% of teachers will follow the provided math and ELAR lesson frames, post and refer to the lesson Learning Target, and provide differentiated small group instruction, accommodations, and short cycle feedback. - Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: ESF Lever 5.1: By April 2023, 100% of staff will model classroom culture criteria (provide proactively planned routines, student choice/ownership, reflection, calm space, positive tracking incentives, respectful redirection) to increase joy and build community. ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p>	Formative		
	Oct	Jan	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: ESF Level 5.3: By April 2023, all teacher team meetings will utilize the protocol for leading discussion of formative and universal screener student data to create differentiated plans for student groups including instructional strategies and adjustments for instructional delivery.</p> <p>Strategy's Expected Result/Impact: 22-23 Celebration of Evidence (shared drive: https://drive.google.com/drive/folders/0AHo3Fe31YGjOUk9PVA)</p> <p>Staff Responsible for Monitoring: Principal, AP, District leaders (Exec. Dir. of Elementary Education, Curriculum & PD)</p> <p>ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p>	Formative		
	Oct	Jan	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: State Comp Ed Funds will be used to purchase IXL licenses to be aligned to at-risk students for use before school as well as intervention as appropriate.</p> <p>Strategy's Expected Result/Impact: achieve HB3 goals in math and literacy</p> <p>Staff Responsible for Monitoring: Bristow</p>	Formative		
	Oct	Jan	May
			
 No Progress  Accomplished  Continue/Modify  Discontinue			