

**Crosby Independent School District**  
**Crosby Kindergarten Center**  
**2023-2024 Improvement Plan**



# Mission Statement

All students, without exception or excuse, will be proficient or advanced in reading, writing, and mathematics.

# Vision

We will work collaboratively across the campus, focusing on the needs of our students providing an effective academic program that allows each student to achieve their maximum potential.

# Value Statement

At Crosby Kindergarten, we believe that all people should be treated with consideration, dignity, and integrity. We cherish diversity.

# Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	6
School Processes & Programs	8
Perceptions	11
Priority Problem Statements	12
Comprehensive Needs Assessment Data Documentation	13
Goals	14
Goal 1: Crosby Kindergarten Center will make academic achievement and student performance its priority.	14
Goal 2: Human Capital: Crosby Kindergarten Center will recruit, hire, develop, and retain highly qualified and effective personnel.	22
Goal 3: College or Career Ready Graduates of Crosby ISD will be prepared for success after high school by being adequately prepared for either college or work force success.	25
Goal 4: District-Wide Climate of High Expectation and Teamwork Crosby Kindergarten Center will strive to value the input of all stakeholders while maintaining high expectations and a student-centered philosophy.	27
Goal 5: Crosby Kindergarten Center will partner Co-Curricular programs which enhance students' educational experiences, academic achievement, and school and community pride.	30
Goal 6: Community Relations Through communications and customer service Crosby Kindergarten Center will create an informative and responsive culture and a welcoming environment.	33
Goal 7: Crosby Kindergarten Center will be a good steward of taxpayers' money	36
Goal 8: Crosby Kindergarten Center will maintain quality and safe facilities and adequately plan for future needs.	38
Goal 9: Public Education Reform Crosby Kindergarten Center will support and/or participate in litigation and/or legislative efforts in support of a strong public education system.	41
Title I Personnel	43

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

## Demographics

### Demographic Summary

**All Students:** 508

**Hispanic:** 353

**White:** 164

**African American:** 65

**American Indian:** 2

**2 or More Races:** 23

**Asian:** 1

Crosby Kindergarten is an Early Childhood campus that educates approximately 765 prekindergarten and kindergarten students including a pre-school program for children with disabilities (ECSE). Students are also served in our Bilingual Dual One and Two Way instruction. We serve students through Face to Face instruction. Our student population includes 25% white, 56% Hispanic, 14% African American, .27% Asian, .27% American Indian, and 4% multi-race. 70.95% of our enrollment is economically disadvantaged. 25.5% of our students are limited English proficient. At Crosby Kindergarten Center 4.3% of students are enrolled in our ECSE program.

Crosby Kindergarten currently has 12 Pre-Kindergarten teachers, 4 of those are bilingual and 23 Kindergarten teachers, 6 serve the Bilingual program. There are a total of 5 special education teachers. Of those, two are ECSE teachers, two are structured

learning teachers, and one is a special education inclusion teacher. There is one general education interventionist and one bilingual interventionist on campus. The school has one PE teacher and one music teacher. No teachers are new to the district this school year. The campus is supported by 10 special education paraprofessionals and 10 general paraprofessionals. There is one nurse and one nurse's aide. The office staff includes 1 receptionists, a bilingual administrative assistant, and a registrar/attendance clerk. The administrative team consists of one principal, one assistant principal, and one counselor.

### **Demographics Strengths**

Crosby Kindergarten Center is rapidly growing due to the many neighborhoods settling in Crosby. This is the first year Crosby Kindergarten serves two elementary schools rather than all four as in previous years. The students enrolling are from a variety of demographic and ethnic backgrounds. This diversity allows students and teachers to learn to interact together with students from different cultures and backgrounds. This prepares students for their future in a diverse society.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1 (Prioritized):** "Strategic Priority" District & Campus: (Local Strategic Priority - Attendance) Crosby Kindergarten Center's attendance rate falls below the district attendance expectation of 96%. **Root Cause:** Root Cause: Attendance policy needs adequate monitoring, organization, structure and implementation from the district and campuses.

**Problem Statement 2 (Prioritized):** Fast growth district creates Increasing population of student which increases class sizes for teachers and increased responsibilities. **Root Cause:** Plan accordingly for increased class sizes with a diverse population .

**Problem Statement 3 (Prioritized):** "Strategic Priority" District & Campus: (Building a Foundation in Reading/Math)At-Risk students across the district do not perform equal to their grade-level peers. **Root Cause:** Lack of targeted instructional teaching & interventions based upon individual and sub-group needs/gaps.

# Student Learning

## Student Learning Summary

For the 2022-23 school year, Crosby Kindergarten Center will administer the Developmental Reading Assessment to determine a kindergarten student's instructional level in reading at the end of each 9 weeks. The CLI Engage Assessment is a universal screener that will be administered to prekindergarten and kindergarten students three times a year. Students are given weekly checkpoints and progress monitoring is done twice per 9 week grading period. Multiple data points are collected and evaluated by teachers to formulate a learning plan for each student specific to their academic needs whether it is intervention or acceleration.

## Student Learning Strengths

Crosby Kindergarten Teachers are have become more familiar with the use of data to improve instruction and target the specific needs of individual students. Student data is reviewed by all teachers on a regular basis and twice per 9 weeks during data meetings. Students are provided with a well rounded overall teaching strategies for learning to read in addition to targeted specific interventions. Crosby Kindergarten Accelerated Instruction Plan for the 2022-2023 school year provides Tier 2 and Tier 3 intervention for students who need remediation and enrichment opportunities in the areas of reading and math.

## Needs:

- 74% of kindergarten students scored on grade level or above on the EOY DRA Reading Summative Assessment. The goal is to increase the percentage to 80% by June 2023.
- 80% of kindergarten students scored on grade level or above on the EOY TX-KEA Assessment in Mathematics. The goal is to increase the percentage from 80% to 82% by June 2023.
- 92% of Pre-Kindergarten students scored proficient on the EOY CLI Engage Circle PM Assessment in Emergent Literacy Reading. The goal is to increase the percentage from 92% to 94% by June 2023.
- 93% of Pre-Kindergarten students scored proficient on the EOY CLI Engage Circle PM Assessment in Emergent Mathematics. the goal is to increase the percentage from 93% to 95% by June 2023.

### **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1 (Prioritized):** "Strategic Priority" District & Campus: (Building a Foundation in Reading / Math) Improvement of Tier I instruction across the campus/district.

**Root Cause:** Training and ongoing support for all Tier I face-to-face instruction teachers to implement effective teaching strategies that are required by the district and/or campus, as well as alignment of instruction with state identified student learning expectations.

**Problem Statement 2 (Prioritized):** "Strategic Priority" District & Campus: (Building a Foundation in Reading/Math)At-Risk students across the district do not perform equal to their grade-level peers.

**Root Cause:** Lack of targeted instructional teaching & interventions based upon individual and sub-group needs/gaps.

**Problem Statement 3 (Prioritized):** "Strategic Priority" District & Campus: (Local Strategic Priority - Attendance) Crosby Kindergarten Center's attendance rate falls below the district attendance expectation of 96%.

**Root Cause:** Root Cause: Attendance policy needs adequate monitoring, organization, structure and implementation from the district and campuses.

**Problem Statement 4:** Criteria for Tier 2 and Tier 3 interventions are unclear. **Root Cause:** Not a clearly aligned program for identification and service of Tier 2 & 3 students.

# School Processes & Programs

## School Processes & Programs Summary

Crosby Kindergarten Center houses all of the Pre Kindergarten and Kindergarten students in Crosby ISD. Crosby Kindergarten has an on going commitment to excel at instructing the 21st century learner. Each teacher has been provided a MacBook, an Apple TV, and an ipad in an effort to provide quality instruction to our 21st century learners. The teachers are provided Professional Development opportunities on a regular basis that pertains to the prekindergarten and kindergarten curriculum. Teachers are also provided with resources to view additional trainings that are recorded and house in the Schoology system. Crosby Kindergarten Center has a general education and bilingual Interventionist to assist teachers with all of their curriculum, instruction, and planning needs. Each teaching team also has a team leader to assist with curriculum, instruction and planning needs. Each Grade level has a Department head to assist with curriculum, instruction and planning needs. Each new teacher to the district is assigned a mentor to assist with any needs a new teacher might have.

## School Processes & Programs Strengths

### Instructional

Crosby Kindergarten Center has two Interventionists. The positions provide instructional professional development and help to all teachers in the area of curriculum and instruction. The interventionists also provide targeted and prescriptive intervention based on the needs of the students. Team planning is held weekly that focuses on the weekly planning of lessons. Crosby Kindergarten Center implements regularly scheduled Professional Learning Communities. Teachers use the science of teaching reading for the language arts component of instruction. Teachers have many resources available: SAVVAS, GoMath, Reading A-Z, Journeys, BrainPop, Stemsopes are the primary sources of instructional materials. School ipads are provided to all Kindergarten students, allowing classrooms to be 1:1. All teachers utilize Remind to connect via text or email with parents. Campus Leadership uses social media and the CKC website to communicate schoolwide information to parents.

### Safety

Safety is the top priority at Crosby Kindergarten Center. We conduct monthly fire drills and other important drills; such as, lockout, lock down, and shelter in place in the event a threatening situation may happen. The implementation of safety drills ensures that the staff and students understand the safety expectations when a situation arises. At the beginning of the school year, all staff is trained on the procedures and expectations for each drill. The safety committee meets after each drill to discuss success and areas of improvement. The ffront office staff uses V-Soft Identification Program to verify visitors and notify the campus if a potential child predator is trying to enter the campus.

### Family Engagement Plan



Crosby Kindergarten Center has a Family Engagement Plan which offers parent education, family nights, school parties, and graduations for kindergarten students.

Crosby Kindergarten Center will provide a safe, respectful, and nurturing environment where families learn from each other and ensure opportunities for continuous participation in school-wide events. Examples of events and support include:

- Meet the Teacher Night
- Book Fair
- Site based Decision-Making Team
- Turkey Trot
- Bilingual Parent Nights
- Parent/Teacher Conferences
- Classroom Parties
- Musical Programs

Crosby Kindergarten Center Family Engagement Plan develops partnerships with community agencies and faith-based organizations to establish resources that provide services to students and parents. Some of the resources will be:

- Backpack Buddy Program to provide weekend meals to needy students
- Toys for Tots
- Food Drive for St. Vincent De Paul
- Lions Club

Crosby Kindergarten promotes family participation in decision-making. Their contributions are vital to a well-rounded and well thought out plan that will facilitate support for all stakeholders and impact positive student achievement. Parents will be invited to participate and serve in:

- Campus Site Based Decision Making Committee
- LPAC Campus Representative

Crosby Kindergarten Center educators value the family involvement in the education of their child. For this reason, parents will be provided resources at family nights to enhance and extend learning. Examples of how Crosby Kindergarten Center equips families with tools to enhance and extend learning include:

- Parent/ Teacher Conferences
- Report Cards & Progress Reports available online through Parent Portal
- Campus Website and Apps
- Facebook
- Marquee
- Weekly Newsletters
- Email
- Remind

## Needs:

Continued training in the areas of accelerated instruction, guided reading, and shared read. Needs identified in math are professional development in number fluency and hands on learning.

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1 (Prioritized):** Fast growth district creates Increasing population of student which increases class sizes for teachers and increased responsibilities. **Root Cause:** Plan accordingly for increased class sizes with a diverse population .

**Problem Statement 2 (Prioritized):** "Strategic Priority" District & Campus: (Building a Foundation in Reading / Math) Improvement of Tier I instruction across the campus/district. **Root Cause:** Training and ongoing support for all Tier I face-to-face instruction teachers to implement effective teaching strategies that are required by the district and/or campus, as well as alignment of instruction with state identified student learning expectations.

**Problem Statement 3:** Criteria for Tier 2 and Tier 3 interventions are unclear. **Root Cause:** Not a clearly aligned program for identification and service of Tier 2 & 3 students.

# Perceptions

## Perceptions Summary

Crosby Kindergarten has an instructional program designed to develop the whole child with emphasis on the unique strengths and needs of each individual. Teachers build strong relationship with both students and parents. The teachers communicate regularly with parents to promote a partnership in the education of each child. Social skills as well as academics are an important part of the early childhood process. Opportunities for social skills lessons are available to all students by the counselor.

## Perceptions Strengths

Crosby Kindergarten Center is seen by parents and students alike as a school that educates the whole child through fun engaging activities. We stress the importance of learning and how to be a successful member of a diverse society.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Parent participation is lacking in the area of volunteers. **Root Cause:** Volunteer opportunities are scheduled and some parents can't commit.

# Priority Problem Statements

**Problem Statement 1:** "Strategic Priority" District & Campus: (Local Strategic Priority - Attendance) Crosby Kindergarten Center's attendance rate falls below the district attendance expectation of 96%.

**Root Cause 1:** Root Cause: Attendance policy needs adequate monitoring, organization, structure and implementation from the district and campuses.

**Problem Statement 1 Areas:** Demographics - Student Learning

**Problem Statement 2:** "Strategic Priority" District & Campus: (Building a Foundation in Reading / Math) Improvement of Tier I instruction across the campus/district.

**Root Cause 2:** Training and ongoing support for all Tier I face-to-face instruction teachers to implement effective teaching strategies that are required by the district and/or campus, as well as alignment of instruction with state identified student learning expectations.

**Problem Statement 2 Areas:** Student Learning - School Processes & Programs

**Problem Statement 3:** "Strategic Priority" District & Campus: (Building a Foundation in Reading/Math) At-Risk students across the district do not perform equal to their grade-level peers.

**Root Cause 3:** Lack of targeted instructional teaching & interventions based upon individual and sub-group needs/gaps.

**Problem Statement 3 Areas:** Demographics - Student Learning

**Problem Statement 4:** Fast growth district creates Increasing population of student which increases class sizes for teachers and increased responsibilities.

**Root Cause 4:** Plan accordingly for increased class sizes with a diverse population .

**Problem Statement 4 Areas:** Demographics - School Processes & Programs

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus/District improvement plans (current and prior years)

## Student Data: Assessments

- Local benchmark or common assessments data
- Running Records results
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data

## Student Data: Student Groups

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Class size averages by grade and subject

## Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

## Support Systems and Other Data





- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Study of best practices

# Goals

**Goal 1:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 1:** Crosby Kindergarten Center teachers will offer rigorous coursework while keeping the individual needs of students in mind.





**Evaluation Data Sources:** Student performance on campus and district assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will integrate technology into the classroom to enhance student learning.  <b>Strategy's Expected Result/Impact:</b> Teachers will use programs and devices to deliver instruction  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> A universal screener will be utilized three times a year for all kindergarten students.  <b>Strategy's Expected Result/Impact:</b> Progress Monitoring  <b>Staff Responsible for Monitoring:</b>                      Principal                      Assistant Principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Science of Teaching Reading strategies will be implemented in all classrooms.  <b>Strategy's Expected Result/Impact:</b> Students will read at grade level expectancy  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </p>				

**Goal 1:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 2:** Crosby Kindergarten Center will monitor student performance throughout the year to ensure progress on assessments for all students.





**Evaluation Data Sources:** Progress and pass rates of students on campus and district assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will meet throughout the year to discuss data, review strengths, and address areas of concern.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Conduct daily learning walks to ensure fidelity of programs, instructional practices, and district expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will enter lesson plans in Eduphoria.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<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:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 3:** Crosby Kindergarten Center will provide meaningful professional development opportunities for all staff.

**Evaluation Data Sources:** Staff successfully attends and implements strategies taught in the PD sessions.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> New Teachers will be assigned mentors  <b>Staff Responsible for Monitoring:</b> Principal                      New Teachers                      Mentors                      Counselor</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Professional Learning Communities will meet regularly according to the school calendar.  <b>Strategy's Expected Result/Impact:</b> Student Achievement                      Staff Retention  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principal</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will participate in the Reading Academy.  <b>Strategy's Expected Result/Impact:</b> Enrolled staff members will successfully complete Reading Academy training.  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principal</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				



**Goal 1:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 4:** The overall campus goal for the students to be first grade ready in reading, with an emphasis on phonological awareness for all students.





**Evaluation Data Sources:** DRA Reading assessment data, Accelerated Instruction weekly assessments, TX-KEA.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will receive individualized, strategic small group instruction in class.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Progress &amp; Achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 5:** All student groups taking the End-of-Year Math Assessment will increase their performance by 5% from the Beginning-of-Year assessment.





**Evaluation Data Sources:** EOY Math Assessment Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Meet after assessments to discuss and compare student growth</p> <p><b>Strategy's Expected Result/Impact:</b> Student Achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students who struggle will be provided small group instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 6:** Attendance will be 96% in the 2022 - 2023 school year by monitoring attendance with weekly attendance reports and following the districts attendance policy.

**Evaluation Data Sources:** The attendance will be noted on the state accountability records.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor attendance with daily reports. All teachers will reach out to parents of student who miss two or more days.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student face to face attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Attendance Clerk</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Reward classrooms who have the highest attendance rate.</p> <p><b>Staff Responsible for Monitoring:</b> Attendance Clerk Receptionist Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Crosby Kindergarten Center will make academic achievement and student performance its priority.

**Performance Objective 7:** Students with specific needs will receive individualized support from teacher and interventionists.

**Evaluation Data Sources:** All students will perform successfully in class and on measures of evaluation.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will receive in class support through qualified staff to address their need.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Progress</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Inclusion Teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> RtI will be used for students who are identified using the universal screener. Students will receive small group instruction through interventionist or paraprofessionals.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Progress</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Interventionist</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Accelerated Instruction time will be specifically geared to meet students specific academic needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Evaluation of data regularly to meet needs of students</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

Interventionist  
Principal  
Assistant Principal

**TEA Priorities:**

Build a foundation of reading and math, Improve low-performing schools



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 2:** Human Capital: Crosby Kindergarten Center will recruit, hire, develop, and retain highly qualified and effective personnel.

**Performance Objective 1:** With the efforts of the Human Resources Department, Crosby Kindergarten Center seeks to create a culture of employee accountability at all levels with a shared direction among personnel.

**Evaluation Data Sources:** Recruitment and Retention of Highly Qualified campus staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> New teachers will meet weekly with their planning team to plan lessons.  <b>Strategy's Expected Result/Impact:</b> Staff retention and student achievement  <b>Staff Responsible for Monitoring:</b> Teachers                      Teacher Mentors</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> New teacher mentors will be assigned to support first year teachers and new to CISD teachers  <b>Strategy's Expected Result/Impact:</b> Retention of quality staff  <b>Staff Responsible for Monitoring:</b> Mentors                      Principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will be provided high quality training and leadership opportunities.  <b>Strategy's Expected Result/Impact:</b> Inspiring and motivating campus culture  <b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

Assistant Principal  
Coordinators

**TEA Priorities:**

Recruit, support, retain teachers and principals, Build a foundation of reading and math



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 2: Human Capital:** Crosby Kindergarten Center will recruit, hire, develop, and retain highly qualified and effective personnel.

**Performance Objective 2:** Interviews are done by committee of staff members dedicated to the success of CKC and knowledgeable about the programs of the campus.

**Evaluation Data Sources:** Interview committees are diverse but appropriate to the program for which the person is interviewing.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Interview committees are diverse but appropriate to the program for which the person is interviewing.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus buy in and feeling of ownership.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 3:** College or Career Ready Graduates of Crosby ISD will be prepared for success after high school by being adequately prepared for either college or work force success.

**Performance Objective 1:** Crosby Kindergarten Center will achieve a rating of Recognized or Exemplary in all areas evaluated under the Annual High Quality Early Childhood Program Self-assessment Rubric.





**Evaluation Data Sources:** Each area of the High Quality Early Childhood Program Self-assessment Rubric will be rated as Recognized or Exemplary.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will participate in college and career readiness activities, as defined by the High Quality Early Childhood Program Self-assessment Rubric.</p> <p><b>Strategy's Expected Result/Impact:</b> All areas evaluated with the High Quality Early Childhood Program Self-assessment Rubric will receive a recognized or exemplary rating.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** College or Career Ready Graduates of Crosby ISD will be prepared for success after high school by being adequately prepared for either college or work force success.

**Performance Objective 2:** Crosby Kindergarten Center students will be exposed to social skills lessons that will prepare them for high school, college and work force success.

**Evaluation Data Sources:** Teachers will model. Counselor will provide lessons.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The counselor will provide students with social skills lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> Student awareness of social norms and expectations.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** District-Wide Climate of High Expectation and Teamwork

Crosby Kindergarten Center will strive to value the input of all stakeholders while maintaining high expectations and a student-centered philosophy.

**Performance Objective 1:** Opportunities will be provided for parents to be informed of campus events and information.

**Evaluation Data Sources:** Information is provided on campus Facebook, Twitter, Instagram, and website. Parents are encouraged to actively engaged in student learning via campus and teacher newsletters. Parents are informed of events through a parent communication app from the teacher.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Crosby Kindergarten Center will hold regular events to showcase students talents. (following current COVID protocols)</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, specials Teacher.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** District-Wide Climate of High Expectation and Teamwork

Crosby Kindergarten Center will strive to value the input of all stakeholders while maintaining high expectations and a student-centered philosophy.

**Performance Objective 2:** Campus staff will investigate all reports of bullying.

**Evaluation Data Sources:** Crosby Kindergarten Center will address bullying in any form and provide information about bullying to parents.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The campus will implement an anti-bullying campaign.</p> <p><b>Strategy's Expected Result/Impact:</b> Number of students who report being victimized by a bully</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselors</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4: District-Wide Climate of High Expectation and Teamwork**

Crosby Kindergarten Center will strive to value the input of all stakeholders while maintaining high expectations and a student-centered philosophy.

**Performance Objective 3: Crosby Kindergarten Center will implement methods for addressing the needs of students with special programs.**





**Evaluation Data Sources:** Teachers and staff members will be aware of special issues that can affect students; such as, Backpack buddy.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus personnel will complete online training regarding child abuse, neglect, and suicide prevention.  <b>Strategy's Expected Result/Impact:</b> Counseling referrals for students in special situations or circumstances.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Positive Behavior Intervention and Supports (PBIS) will be implemented campus wide.  <b>Strategy's Expected Result/Impact:</b> Reduction of time students spend out of the classroom  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principal                      Counselor                      Teachers</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 5:** Crosby Kindergarten Center will partner Co-Curricular programs which enhance students' educational experiences, academic achievement, and school and community pride.

**Performance Objective 1:** Crosby Kindergarten Center will increase the opportunities for students to participate in school sponsored activities and events.





**Evaluation Data Sources:** Evaluate the number of school sponsored activities and events

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will have opportunities to participate in after school events, such as musicals.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will participate in after school events.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Music Teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<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:** Crosby Kindergarten Center will partner Co-Curricular programs which enhance students' educational experiences, academic achievement, and school and community pride.

**Performance Objective 2:** Crosby Kindergarten will achieve a rating of Recognized or Exemplary in all areas evaluated under the High Quality Early Childhood Program Self-Assessment Rubric.





**Evaluation Data Sources:** Each area of the High Quality Early Childhood Program Self-Assessment Rubric. will be rated as Recognized or Exemplary.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The HB5 evaluation tool will be completed by campus leaders for the purpose of planning activities.</p> <p><b>Strategy's Expected Result/Impact:</b> The campus will receive an exemplary or recognized rating on the HB5 evaluation.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<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:** Crosby Kindergarten Center will partner Co-Curricular programs which enhance students' educational experiences, academic achievement, and school and community pride.

**Performance Objective 3:** Crosby Kindergarten Center will invite Crosby High School School student organizations collaborate with prekindergarten and kindergarten students.

**Evaluation Data Sources:** Newsletters, social media posts

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Student groups will off support to prekindergarten and kindergarten students at events such as the Turkey Trot and student support at arrival and dismissal times.</p> <p><b>Strategy's Expected Result/Impact:</b> Student encouragement and student engagement</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				







**Goal 6: Community Relations**

Through communications and customer service Crosby Kindergarten Center will create an informative and responsive culture and a welcoming environment.

**Performance Objective 1:** The Crosby Education Foundation will be used as an avenue to enhance instruction and provide additional funding resources.

**Evaluation Data Sources:** Teachers will use tools funded by CEF.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will write grants and use the resources received from CEF grants.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will use newly granted tools to enhance instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6: Community Relations**

Through communications and customer service Crosby Kindergarten Center will create an informative and responsive culture and a welcoming environment.

**Performance Objective 2:** Communication will enhance and encourage community involvement at Crosby Kindergarten Center.

**Evaluation Data Sources:** Increased participation will be recognized in social media, as well as attendance at school events.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All phone calls and emails will be returned within 24 hours.</p> <p><b>Strategy's Expected Result/Impact:</b> Community response and participation will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6: Community Relations**

Through communications and customer service Crosby Kindergarten Center will create an informative and responsive culture and a welcoming environment.

**Performance Objective 3:** Crosby Kindergarten Center will achieve a rating of Recognized or Exemplary in all areas evaluated under High Quality Early Childhood Program Self-Assessment Rubric.





**Evaluation Data Sources:** Each area of the Local Evaluation Rubric will be rated as Recognized or Exemplary.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students and stakeholders will participate in Community and Parental involvement activities as defined by the CISD Local Evaluation Rubric.</p> <p><b>Strategy's Expected Result/Impact:</b> All areas evaluated under the HB5 rubric will receive a recognized or exemplary rating.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 7:** Crosby Kindergarten Center will be a good steward of taxpayers' money

**Performance Objective 1:** Crosby Kindergarten Center will have a balanced budget by utilizing funds to maximize staff training and student academic success.





**Evaluation Data Sources:** Balanced budget

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The campus principal will review each purchase to verify it is reasonable and necessary.  <b>Strategy's Expected Result/Impact:</b> Campus spending correlates to allocations for campus needs.  <b>Staff Responsible for Monitoring:</b> Principal                      CFO</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 7:** Crosby Kindergarten Center will be a good steward of taxpayers' money

**Performance Objective 2:** Crosby Kindergarten Center will maintain current inventories of classroom instructional supplies and furniture.





**Evaluation Data Sources:** Inventories are updated yearly.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Maintain current inventories of classroom furniture and instructional supplies.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain current inventories of classroom furniture and instructional supplies.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 8:** Crosby Kindergarten Center will maintain quality and safe facilities and adequately plan for future needs.

**Performance Objective 1:** All buildings will operate in a comfortable and safe atmosphere.





**Evaluation Data Sources:** Facilities will operate efficiently without interruption.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor and address building needs.  <b>Strategy's Expected Result/Impact:</b> Calls from concerned staff and parents will be minimized.  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principal</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Constables will be visible and assist as necessary.  <b>Strategy's Expected Result/Impact:</b> Proactive approach to patrolling  <b>Staff Responsible for Monitoring:</b> Principal                      School Resource Officer</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<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 8:** Crosby Kindergarten Center will maintain quality and safe facilities and adequately plan for future needs.

**Performance Objective 2:** Crosby Kindergarten Center buildings will be safe and secure for faculty, staff, students and community members.





**Evaluation Data Sources:** The number and type of incidents occurring that pose a disruption to the buildings, staff, students or the community will be minimized and/or eliminated.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Fire Marshall inspections will be conducted with a campus administrator prompting immediate compliance. <b>Strategy's Expected Result/Impact:</b> Areas of risk will be minimized or eliminated <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 8:** Crosby Kindergarten Center will maintain quality and safe facilities and adequately plan for future needs.

**Performance Objective 3:** Crosby Kindergarten Center will review safety procedures on campus regularly.

**Evaluation Data Sources:** Review of safety will be part of the beginning of year training each year. Drills will be done monthly on campus. Campus safety committee will meet after each drill.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish a campus safety committee that routinely meets to review required district and state safety protocols.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff awareness</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				







**Goal 9: Public Education Reform**

Crosby Kindergarten Center will support and/or participate in litigation and/or legislative efforts in support of a strong public education system.

**Performance Objective 1:** The principal will be aware and advocate for appropriate funding to benefit the students and stakeholders of Crosby ISD.

**Evaluation Data Sources:** Legislation passed that supports the efforts of public school students, particularly in Crosby ISD





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus administrators will advise campus staff and parents of legislation affecting public schools.</p> <p><b>Strategy's Expected Result/Impact:</b> Leadership Meeting Discussion</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 9: Public Education Reform**

Crosby Kindergarten Center will support and/or participate in litigation and/or legislative efforts in support of a strong public education system.

**Performance Objective 2:** Teachers and staff are encouraged to join teacher organizations of their choice.

**Evaluation Data Sources:** Staff involvement.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Information will be provided to teachers and staff about various organizations.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and staff gain knowledge about the various professional organizations and the requirements to join.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Interventionist	Interventionist	Title 1	1.00