

LIBBY EL

Campus Improvement Plan 2023/2024

*Learn. Grow. Lead.
#TheLibbyWay*



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LIBBY EL

Mission

Libby Elementary School will create and support a learning environment where students feel safe, welcomed, and respected. Our learning community will maintain high expectations, promote academic excellence for all students, and foster lifelong learning.

Vision

Learn - Grow - Lead

Nondiscrimination Notice

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

LIBBY EL Site Base

Name	Position
Davis, Staci	Principal
Caver, Karen	Teacher - Third Grade; Instructional Coordinator
Andrus, Belinda	Business Owner
Durham, Nick	Director of Music
Russell, Sherrie	Campus Level Professional Counselor
Clinton, Don	Community Member
Deason, Amanda	Campus Level Professional Nurse
Berry, Lee	Assistant Principal
Penner, Rachel	Teacher - Second Grade Team Leader
Dixon, Robin	Teacher - 3rd Grade - Instructional Coordinator
Parks, Courtney	Paraprofessional
Barber, Tate	Business Owner
Stacy, Cindy	Community Member
Ritter, Misti	Parent Representative
Andrus, Amanda	Parent Representative
Joines, Karen	Teacher - 2nd Grade Representative

CISD Board Goals

- CISD will close the achievement gap to ensure that all students reach their academic potential by providing a high-quality curriculum and effective instruction.
- CISD will maintain a safe and secure environment and continue to build a positive school culture and relationships with all stakeholders.
- CISD will recruit, develop, and retain highly qualified personnel by providing strong school leadership and effective, well supported teachers.
- CISD will improve student preparation for college and career.

LIBBY ELEMENTARY SCHOOL PRIORITIES

- Libby Elementary will close the achievement gap by providing high quality Tier 1 instruction and ensuring both intervention and enrichment are data supported and monitored.
- Libby Elementary teachers will utilize small group instruction daily that will be monitored for effectiveness and efficiency using multiple sources of data.
- Libby Elementary will support new teachers and returning teachers in need by providing strong school leadership and a mentor program focusing on routines, procedures, consistency, and quality Tier 1 instruction.
- Libby Elementary will improve and monitor the Gifted and Talented program by implementing student projects and/or field experiences each six weeks.
- Libby Elementary will maintain a safe and secure environment and continue to build a positive school culture as well as meaningful relationships with all stakeholders.

LIBBY EL

Goal 1. Libby Elementary will provide learning opportunities for teachers and staff, preparing students to be productive and successful citizens.

Objective 1. Libby Elementary staff will engage in meaningful, quality professional development.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize staff development opportunities offered through Region VII ESC. (Target Group: All) (Strategic Priorities: 2) (ESF: 5,5.1)	Assistant Principal, Instructional Coordinator, Paraprofessionals, Principal, Teacher(s)	Ongoing	(L)Local, (O)Other	Summative - Region VII ESC Staff Development Records
2. Provide on-campus staff development. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,2,2.1,5,5.1,5.2)	Assistant Principal, Instructional Coordinator, Principal	Ongoing	(F)Federal, (L)Local, (O)Other, (S)State	Summative - Improved student achievement data; Certificates of Completion; Sign-In Rosters
3. Utilize Region VII ESC staff to provide on-campus educational learning opportunities. (Target Group: All) (Strategic Priorities: 2,4)	Assistant Principal, Instructional Coordinator, Principal	Ongoing	(F)Federal, (F)Title I, (L)Local, (S)State	Criteria: Professional Development Reports
4. Access math curriculum training through Sharon Wells representatives. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.1,4,4.1)	Instructional Coordinator, Teacher(s)	Ongoing	(L)Local	Criteria: Summative - Improved Student Academic Achievement; Sign-in Records
5. Access specific learning opportunities through the online professional development platform, EduHero. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 1,1.1,2,2.1,5,5.1)	Assistant Principal, Counselor(s), Paraprofessionals, Principal, Teacher(s)	Ongoing	(L)Local	Criteria: Summative - Certificates of Completion

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Goal 2. Libby Elementary will close the achievement gap by providing high-quality Tier 1 instruction to all students and the necessary support for struggling learners through a data-driven RtI approach.

Objective 1. Libby Elementary staff will examine and create varied assessments to identify students at-risk and in need of early intervention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Collaborate bi-weekly as a grade-level and/or content team to examine data and evaluate and revise performance-based assessments as needed. (Title I SW Elements: 1.1,2.4,2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 1.2,4,4.1,5,5.1)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s)	Bi-Weekly	(F)Federal, (L)Local, (S)State	Criteria: Agendas; Sign-In Records; Student Performance
2. Contact Region VII representatives for additional help or resources. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, Instructional Coordinator, Principal, Region VII, Teacher(s)	As Needed	(F)Federal, (F)Title I, (L)Local, (S)State	Criteria: Region VII Records and Materials
3. Utilize Sharon Wells and SAVVAS curriculums for unit assessments and additional resources. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)		Ongoing	(L)Local, (S)State	Criteria: Assessments; Resources; Student Performance; Edcite; SAVVAS; Grades; DMAC Reports

LIBBY EL

Goal 2. Libby Elementary will close the achievement gap by providing high-quality Tier 1 instruction to all students and the necessary support for struggling learners through a data-driven RtI approach.

Objective 2. Libby Elementary staff will identify and provide targeted instruction for students needing Accelerated Reading Instruction, Accelerated Math Instruction, SPED, Dyslexia, EB, and GT services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement ARI, AMI, small group, and one-on-one interventions using technology when appropriate. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All,ESL,EB,SPED,GT,AtRisk,Dys) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, Dyslexic Teacher, ESL Teacher, GT Teachers, IDEA Teachers, Instructional Coordinator, Paraprofessionals, Principal, Teacher(s)	Ongoing	(F)Title I, (S)Local Funds	Criteria: Intervention Schedules; Lesson Plans; Freckle Reports, STAR Reports, Universal Screeners, DMAC Reports
2. Implement the RtI process to provide strategies and support for struggling students. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All,ESL,EB,SPED,GT,AtRisk,Dys) (Strategic Priorities: 2) (ESF: 1.2,3.3,4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, Counselor(s), Instructional Coordinator, Principal, Teacher(s)	Daily	(F)IDEA Special Education, (F)Title I, (F)Title III Bilingual / ESL, (L)Local	Criteria: RtI Documentation, Data Sheets, Progress Monitoring Sheets
3. Implement extension activities for student enrichment. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.3,4,4.1,5,5.1,5.2,5.3)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s)	Daily	(F)Federal, (L)Local, (S)State	Criteria: Data Sheets, Progress Monitoring Tools, DMAC Reports, Freckle Reports, STAR Reports

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Goal 2. Libby Elementary will close the achievement gap by providing high-quality Tier 1 instruction to all students and the necessary support for struggling learners through a data-driven RtI approach.

Objective 3. Libby Elementary staff will increase the performance level of Special Education, Hispanic, African American, and At-Risk students in math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement a consistent progress monitoring system for Special Education, Hispanic, African American, and At-Risk students who do not meet state standards in math. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: H,AA,ESL,EB,SPED,AtRisk) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, ESL Teacher, IDEA Teachers, Instructional Coordinator, Math Interventionist, Principal, Teacher(s)	Weekly	(F)IDEA Special Education, (F)Title I, (F)Title III Bilingual / ESL, (L)Local	Criteria: Data Reports
2. Utilize instructional aides for small group math instruction. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: H,AA,ESL,EB,SPED,AtRisk) (Strategic Priorities: 2) (ESF: 3,3.3,4,4.1,5,5.1,5.2,5.3,5.4)	Instructional Coordinator, Math Interventionist, Paraprofessionals, Principal, Teacher(s)	Daily	(F)Title I, (L)Local	Criteria: Progress Monitoring Reports
3. Align math curriculum and instruction vertically with Carthage Primary School. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: H,AA,ESL,EB,SPED,AtRisk) (Strategic Priorities: 2) (ESF: 1,1.2,4,4.1,5,5.1,5.2,5.3,5.4)	Instructional Coordinator, Math Interventionist, Principal	Annually	(L)Local	Criteria: Curriculum documents, screeners, Renaissance Star, Freckle
4. Attend professional development specific to student needs such as technology webinars, district training, Sharon Wells training, EduHero training, and Region VII workshops. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: H,AA,ESL,EB,SPED,AtRisk) (Strategic Priorities: 1,2) (ESF: 1,1.2,2,2.1,3,3.3,4,4.1,5,5.1,5.2,5.4)	Assistant Principal, ESL Teacher, IDEA Teachers, Instructional Coordinator, Math Interventionist, Paraprofessionals, Principal, Teacher(s)	Ongoing	(L)Local	Criteria: Training Records, Certificates of Completion
5. Utilize computer programs such as Reflex Math, Freckle, and Moby Max to support instruction. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: H,AA,ESL,EB,SPED,AtRisk) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	ESL Teacher, IDEA Teachers, Instructional Coordinator, Math Interventionist, Paraprofessionals, Teacher(s)	Daily	(F)Title I, (L)Local	Criteria: Usage Reports, Progress Monitoring Data

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Goal 2. Libby Elementary will close the achievement gap by providing high-quality Tier 1 instruction to all students and the necessary support for struggling learners through a data-driven RtI approach.

Objective 4. Libby Elementary staff will increase the performance level of Hispanic, African American, and Special Education students in reading.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement a consistent progress monitoring system for Special Education, Hispanic, and African American students who do not meet state standards in reading. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: H,AA,EB,SPED) (Strategic Priorities: 2) (ESF: 1,1.2,3,3.3,4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, ESL Teacher, Instructional Coordinator, Principal, Reading Interventionist, Teacher(s)	Weekly	(F)Title I, (L)Local, (S)State	Criteria: Progress Monitoring Reports, DRA, Renaissance STAR Reports, Freckle, TPRI
2. Utilize instructional aides for small group reading instruction. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: H,AA,EB,SPED) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Instructional Coordinator, Paraprofessionals, Principal, Reading Interventionist, Teacher(s)	Daily	(F)Title I, (L)Local, (S)State	Criteria: Student Progress Reports, Paraprofessional Schedules
3. Utilize programs such as Project Read, Moby Max, Edmark, Accelerated Reader, Freckle, and Haggerty Bridge the Gap programs to increase student performance in reading. (Title I SW Elements: 1.1,2.5) (Target Group: H,AA,EB,SPED) (Strategic Priorities: 2) (ESF: 1,1.2,3,3.3,4,4.1,5,5.1,5.2,5.3,5.4)	Assistant Principal, Instructional Coordinator, Paraprofessionals, Principal, Reading Interventionist, Teacher(s)	Daily	(F)Title I, (L)Local, (S)State	Criteria: Program Usage Reports, Student Progress Monitoring Data

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Goal 2. Libby Elementary will close the achievement gap by providing high-quality Tier 1 instruction to all students and the necessary support for struggling learners through a data-driven RtI approach.

Objective 5. Libby Elementary staff will utilize various means of instruction to improve student performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize various means of technology and applications to increase digital literacy. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 5,5.1,5.2,5.3,5.4)	Paraprofessionals, Teacher(s)	Daily	(L)Local	Criteria: Lesson Plans; Usage Reports; Progress Monitoring Reports
2. Implement school-wide systems including but not limited to lesson plans, coaching visits, student and teacher attendance, data disaggregation, discipline, and community awareness. (Title I SW Elements: 1.1,2.1,2.2,2.5,2.6,3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,3,3.4,4,4.1,5,5.1,5.2)	Assistant Principal, Paraprofessionals, Principal, Teacher(s)	Ongoing	(F)Federal, (L)Local, (S)Local Funds	Criteria: Lesson Plans; Coaching Visits and Comments; Remind; Home-School Connections, The Libby Messenger Newsletter
3. Utilize Google Classroom as a supplement to instruction. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Teacher(s)	Daily	(F)Federal, (L)Local, (S)State	Criteria: Google Lessons, Student Data Reports

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Goal 3. Libby Elementary will positively promote the district by providing information to the community highlighting successful programs, activities, and information about upcoming events.

Objective 1. Libby Elementary will highlight school-wide activities and achievements through various means.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Send home monthly newsletters regarding school activities. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4) (ESF: 3.4)	Principal	Monthly	(L)Local	Criteria: Newsletters
2. Provide a paper copy of the online Student Handbook if requested. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3.4)	Assistant Principal, Principal	August - May	(F)Federal, (L)Local, (S)State	Criteria: Parent Requests/Website
3. Send home progress reports, SPED Reports, RtI Reports, Dyslexia Progress Reports, Report Cards, Renaissance Reports, student work, and discipline referral forms. (Title I SW Elements: 1.1,2.5,3.1) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 3.3,3.4)	Assistant Principal, Principal, Teacher(s)	3-Week, 6-Week, Daily	(F)Federal, (L)Local, (S)State	Criteria: Various Student Reports
4. Hold various activities on campus including Meet The Teacher, Open House, Fall Festival, Book Fair, End of the Year Celebration, PALS Meetings, Parent Night Meetings, Fire Prevention Week, Red Ribbon Week, Musical Performances, Art Walk, Pumpkin Decorating Contest, Read Across America, Bulldog Buddies, and Bulldogs Beyond the Bell. (Title I SW Elements: 1.1,3.1) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 3.4)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s)	Ongoing	(F)Federal, (L)Local, (S)State	Criteria: Sign-In Sheets; Agendas
5. Send home weekly Home-School Connections. (Title I SW Elements: 1.1,2.5,3.1) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 3.4)	Teacher(s)	Weekly	(L)Local	Criteria: Home-School Connection Newsletters
6. Promote UIL Academics. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 2,2.1,3.4)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s), UIL Coaches	Ongoing	(F)Federal, (L)Local, (S)State	Criteria: UIL Student Participation
7. Utilize the Libby Elementary "PALS" organization to increase parent volunteers. (Title I SW Elements: 1.1,3.1) (Target Group:	Principal, Teacher(s)	Ongoing	(L)Local	Criteria: Parent Communications

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Goal 3. Libby Elementary will positively promote the district by providing information to the community highlighting successful programs, activities, and information about upcoming events.

Objective 1. Libby Elementary will highlight school-wide activities and achievements through various means.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
All) (Strategic Priorities: 2,4) (ESF: 3.3,3.4)				

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- Goal 3.** Libby Elementary will positively promote the district by providing information to the community highlighting successful programs, activities, and information about upcoming events.
- Objective 2.** Libby Elementary will provide opportunities for the learning community to be actively engaged in school programs and activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide incentives and publicize awards for the Accelerated Reader Program and Reflex Math. (Title I SW Elements: 1.1,2.2,3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.3,3.4)	Assistant Principal, Instructional Coordinator, Principal, Teacher(s)	Each Grading Period	(O)Other	Criteria: Student Awards and Recognition
2. Publicize the schedule of events for Texas Public Schools Week, Red Ribbon Week, and Constitution Week in the local newspaper, monthly newsletter, campus website, and on the electronic marquee. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3.2,3.3,3.4)	Assistant Principal, Principal	August - May	(L)Local, (S)State	Criteria: Year-at-a-Glance; Newsletters; Website; Facebook
3. Provide incentives for students such as "Spirit Tags" - A Honor Roll, AB Honor Roll, Math Superstar, Master Reader, AR Star, Terrific Tickets, and Math Milestone Awards. (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.1,1.2,3,3.2,3.3,3.4)	Assistant Principal, Principal, Teacher(s)	Ongoing	(L)Local	Criteria: Student Awards
4. Recognize Libby STAR Students and present each of them with a Star Student Yard Sign. (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.4)	Principal, Teacher(s)	Monthly	(F)Federal, (L)Local, (S)State	Criteria: Libby STAR Students
5. Recognize Terrific Kids in conjunction with Carthage Kiwanis Club. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.4)	Community Partners, Principal, Teacher(s)	4th, 5th & 6th Six Weeks	(L)Local	Criteria: List of Terrific Kid Certificates

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Goal 4. Libby will ensure a safe and secure environment for all district campuses and facilities, continuing to evaluate the safety and security plan that addresses facilities, technology, and personnel.

Objective 1. Libby Elementary will provide a safe and secure campus for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct various drills throughout the year to promote safety - Fire, Tornado, Lock Down, Hazmat, Evacuation, and Soft Lockdown. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.2,3,3.1,3.2)	Assistant Principal, Principal, Safety Director	Ongoing	(L)Local	Criteria: Drill Reports
2. Utilize the Raptor system to screen all visitors entering the building. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1)	Assistant Principal, Attendance Clerk, Principal	Daily	(L)Local, (S)State	Criteria: Raptor Usage
3. Lock all exterior doors and front foyer security doors at all times throughout the school day. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.2,3,3.2)	Assistant Principal, Attendance Clerk, Principal	Daily	(L)Local	Criteria: Door Check Monitoring Logs
4. Require visible name hangers in every car picking up a student in the car rider line. (Title I SW Elements: 2.2,2.3) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.2,3.4)	Assistant Principal, Paraprofessionals, Principal, Teacher(s)	Daily	(F)Federal, (L)Local, (S)State	Criteria: Monitoring by Car Duty Personnel and Administration
5. Require faculty and staff to wear official CISD ID badges while on campus. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1)	Assistant Principal, Principal	Daily	(F)Federal, (L)Local, (S)State	Criteria: Administration Monitoring
6. Continue training staff on Crisis Prevention Intervention strategies. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.2,2.2.1)	Assistant Principal, Principal, Safety Director, Special Education Director, Teacher(s)	Annually	(L)Local	Criteria: Training Records
7. Utilize campus security cameras as an additional safety measure. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.2,3,3.1)	Assistant Principal, Principal	Daily	(L)Local	Criteria: Administration Monitoring
8. Meet with all campus and district-level administrators to determine safety and security needs, share ideas and concerns, and discuss safety and security plans at the campus and district level. (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1)	Assistant Superintendent, Principal, Superintendent	Ongoing	(F)Federal, (L)Local, (S)State	Criteria: Campus and District Emergency Operations Plans
9. Maintain the CISD Guardian Program	Administration	Ongoing	(F)Federal, (L)Local, (S)State	Criteria: List of Guardians;

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Goal 4. Libby will ensure a safe and secure environment for all district campuses and facilities, continuing to evaluate the safety and security plan that addresses facilities, technology, and personnel.

Objective 1. Libby Elementary will provide a safe and secure campus for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
where armed staff members assist with the safety and security of the campus. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1)				Scheduled Meetings; Agendas; Sign-In Records
10. Provide monthly character lessons to all students. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,3,3.1)	Counselor(s)	Monthly	(L)Local	Criteria: Character Lesson Schedule