

Galena Park Independent School District

North Shore Elementary School

2023-2024 Improvement Plan

Accountability Rating: B



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Mission Statement

The mission of North Shore Elementary is to prepare our students to become productive citizens and lifelong learners in society.

Vision

The vision of North Shore Elementary is to create a safe campus that has high academic standards for all students and work collaboratively with teachers, parents, and students to make positive contributions to the community.

History/Core Beliefs

History

North Shore Elementary (NSE) was constructed in 1961. It is the largest of 15 elementary campuses in the Galena Park Independent School District. Located at 14310 Duncannon (on the corner of Woodforest and BlackRock). In the 2018-2019 school year, NSE opened the doors to its new building. The campus has been served by four principals: Jim Palmer (1961-1962); Lewis Zelenevitz (1962-1987); Joyce Weir (1987-2007); and currently, Esmeralda Perez.

North Shore Elementary is committed to the education and well-being of all our students. The following virtues will be used in order to guide our policies, procedures, programs, and day-to-day decisions.

Tolerance: We will work collaboratively and be open to each other's ideas to help promote students' success

Responsibility: We will promote and support both the campus and the district's mission and vision for academic achievement

Confidence: We will build students' belief in the self-achievement of their goals

Perseverance: We will create students that continue to strive to be lifelong learners even when faced with various obstacles

Discipline: We will provide a safe environment for all students, in which they are able to control their thoughts and actions in order to make good choices

Respect: We will treat one another with dignity and courtesy

Honesty: We will be straightforward in all conversations and actions

Compassion: We will demonstrate care and concern for the welfare of students, staff, and the community in order to promote a safe environment in which all students can learn

Friendliness: We will provide an environment in which we are considerate, kind, and generous to others in all aspects of our daily routines

Service: We will develop positive relationships with the school, staff, and community

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Comprehensive Needs Assessment

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Demographics

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North Shore Elementary (NSE) is the largest of 15 elementary campuses in the Galena Park Independent School District. Located at 14310 Duncannon (on the corner of Woodforest and BlackRock). We have a low mobility rate, 12.2%, which enables us to help track students from Pre-Kinder through 5th grade. We are able to make a difference and help students be successful. The demographics committee looked at the TAPR Reports, Skyward referral reports, Skyward enrollment counts, and Skyward attendance rates. The school services Pre-K (4year olds) to 5th grade. We have multiple special education programs (Life Skills, FOCUS, PASS, Resource, Co-Teach); Gifted & Talented; 504, Dyslexia, and Tiered

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Student Learning

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	Vqvcn"Uvwfgpvu	
North Shore Elementary School	142	82.52

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	Vqvcn"Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvgtu
North Shore Elementary School	123	86.99%	65.85%	44.72%

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North Shore Elementary School	135	45.90%

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	Vqvcn Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvgtu	Vqvcn Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvgtu
North Shore Elementary School	89	86.52%	50.56%	22.47%	77	59.74%	31.17%	14.29%

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	Vqvcn"Uvwfgpvu	
North Shore Elementary School	138	73.19%

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	Vqvcn Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvvgtu	Vqvcn Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvvgtu
North Shore Elementary School	111	77.48%	50.45%	26.13%	105	68.57%	39.05%	15.24%

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	Vqvcn"Uvwfgpvu	
North Shore Elementary School	144	65.97%

	Oc{4244"UVCCT" I tcfg"7" Ocvjgo cvkeu"Rtgnk o kpct {			
	Vqvcn"Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvvgtu
North Shore Elementary School	125	89.60%	60%	23.20%

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	Vqvcn"Uvwfgpvu	Rgtegpv"Ueqtg	Crrtqcejgu	Oggvu	Ocvvgtu
North Shore Elementary School	103	54.74%	51.46%	20.39%	4.85%

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	Vqvcn"Uvwfgpvu	
North Shore Elementary School	144	48.61%

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	Vqvcn"Uvwfgpvu	Crrtqcejgu	Oggvu	Ocvvgtu
North Shore Elementary School	153	66.01%	41.83%	13.73%

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Campus Instructional Coaches and Specialists serve students and teachers with instructional support/lesson modeling. Teachers focus on student growth in all content areas, Co-Teaching is implemented, low student retention rates, reading Master's level is increasing, math Master's level is also increasing, and teachers base instruction on student data. In addition, our teachers and students are becoming more comfortable using technology, and they are seeking more data-driven instructional planning.

School Processes & Programs

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This year NSE has formed a committee that has the specific duty of ensuring that we have our curriculum tightly aligned with the standards and 21st Century Learning Skills. We ensure that teachers are implementing the district's curriculum by visiting classrooms regularly. NSE teachers are also held accountable for implementation with fidelity. A variety of assessments are used to assist in making instructional decisions that impact student academic success. The assessment data is also used to provide needed interventions and instructional planning. NSE teachers and instructional coaches collaborate to discuss the results of the data and the effectiveness of the implemented interventions (DDI).

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- Planning vertically and horizontally
- Data-driven decisions based on student achievement
- Making necessary interventions for student success
- Tutorials are offered in grades Kinder through 5th, with a special emphasis on the Meets to Masters student groups
- Math and Reading camps
- Math and Science Family Night
- STEM lab and ELA lab
- Increased intervention time with CICs and Specialists

Rtqdnq o "Uvcvg o gpvu"Kfgpvkh{kp i"UejqqnRtqeguugu" ("Rtqitc o u"Pggfu

Rtqdnq o "Uvcvg o gpv"3< Schedules and group size for maximizing student interventions are often difficult to create and maintain. **Tqqv"Ecwug<** Too few interventionists to implement scheduling for special populations (RtI, Special Education, dyslexia, ect.).

Perceptions

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North Shore Elementary is rich in culture and traditions and provides a friendly, diverse, and welcoming climate to families.

The School Culture and Climate Committee found that parent involvement has been very strong and responsive over the years. We know that increasing parent involvement in areas such as PTA would greatly improve our volunteerism and involvement in school activities and classroom support. We determined that by focusing on getting parents involved in monthly PTA meetings, providing them opportunities to serve in leadership roles on the PTA board, and including relevant school information at meetings, would encourage parents to join PTA and remain involved in their child(ren)'s education at NSE.

The students enjoy participating in our many programs that enrich our student's educational experience, which include the Fall Festival, Polar Express Day, Friendship Dance, Talent Show, Field Day, Pancakes for Parents, Donuts for Dads, Muffins for Moms, Grandparents Breakfast, 21st Century Program, monthly parent lunch days, Parent Pot-Luch with the Principal, and Parent training.

The School Culture and Climate Committee also examined discipline concerns and found that discipline problems occurred most frequently during dismissal procedures (in the

Priority Problem Statements

Goals

Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 1: Teach safety practices and protocols to 100% of students and staff

Uvtevgi{"3" Fgycknu	Tgxkgyu
Uvtevgi{"3" Teacher Orientation will be done during the beginning of the school year. Teachers will be taught all of our standard protocols and responses. The same Standard protocols will be taught to students during beginning of the fall	

Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 2: Maintain a healthy environment so staff and students thrive and are productive

Uvtcvgi{"3" Fgvcknu	Tgxky u	
Uvtcvgi{"3" < Promote the use of C.H.A.M.P.S. and Pony PRIDE strategies to manage student behavior. Uvtcvgi{"u" Gzrgevgf" TguwnvK o rcev < Effective Student Discipline Management Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi < Assistant Principals, All Staff	Hqt o cvkxg	Uw o o cvkxg





Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 3: All campuses will provide social and emotional support through various programs

Uvtevgi{"3" Fgvcku	Tgxkg y u
Uvtevgi{"3< Promote the use of our Social Emotional Learning Lessons, EAFK Character Lessons, Boy's Club, Girl's Club	

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 1: Increase the number of students who graduate college-ready in English and Math

Uvtevgi {"3" Fgvcknu	Tgxkgy u			
<p>Uvtevgi {"3< College Showcase: NSE staff members will showcase their attended college(s). College Trivia: College information will be shared during morning announcements in a Q/A format to expose students to different colleges. Host a College Spirit day each (Wednesday). Students and staff may wear college shirts and participate in college informational activities. Provide information to students and families regarding the importance of regular school attending and completing high school.</p> <p>Uvtevgi {"u"Gzrgevff" TguwvK o rcev< Students and families will gain college-readiness awareness and learn about the importance of attending school everyday and graduating from high school.</p> <p>Uvehh" Tgurqpukdng" hqt" Oqpkvqtpi< Principal, Assistant Principals , Counselors, All Teachers and Staff</p> <p>VGC" Rtkqtkvkgu< Build a foundation of reading and math</p>	Hqt o cvkxg			Uw o o cvkxg
	Ugrv	Fge	Hgd	Ocf
	N/A			
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



Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 2: Increase the number of students who graduate with an Associate's Degree or a Certificate of Technology

Uvtcvgi{"3" Fgvcknu	Tgxkgyu			
Uvtcvgi{"3" Conduct campus Geography Bee, Spelling Bee, Prose and Poetry, UIL Academic Meet, and Robotics to prepare for district competitions. Uvtcvgi{"Gzrgevfg" Tguwnvko rcev Students will gain knowledge as they prepare for competitions and will represent NSE at district level events. Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi Teachers, Campus Instructional Coaches, Assistant Principals, Principal	Hqt o cwxg			Uw o o cwxg
	Ug H S W	Fge	Hgd	Oc{
	N/A			
Uvtcvgi{"4" Fgvcknu	Tgxkgyu			

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 3: Improve state test scores in all categories

Uvtevgi{"3'Fgvcknu	Tgxkgy u			
<p>Uvtevgi{"3< Implement a data-analysis system in which teachers may gain and implement knowledge of the TEKS rigor and how they are utilized to develop district and state assessments, through DDI meetings.</p> <p>Uvtevgi{"Gzrgevfg" TguwnvK o rcev< Teachers will establish data-driven conversations and make instructional decisions that will impact student learning through lesson plans and practice.</p> <p>Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi< Teachers, CICs, Principals, Assistant Principals</p> <p>VGC" Rtkqtkvkgu< Build a foundation of reading and math</p>	Hqt o cvkxg			Uw o o cvkxg
	Ugrv	Fge	Hgd	Oc{
	N/A			
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Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 4:





Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 5: Increase promotion and graduation rates

Goal 3: Wide Range of Student Opportunities

Goal 4: High Quality Staff

Performance Objective 1: Increase employee retention by 1% by recruiting, developing and supporting highly qualified staff

Uvtevgi {"3" Fgvcknu	Tgxkg y u			
Uvtevgi {"3" Create individual professional development plans based on T-Tess goals for all staff members. Uvtevgi {"u" Gzrgevfgf "TguwnvK o rcev" Support to current staff Uvchh "Tgurqpukdng" hqt "Oqpkvqtkpi" Administrators	Hqt o cvkxg			Uw o o cvkxg
	Ugrv	Fge	Hgd	Oc{
	N/A			
Uvtevgi {"4" Fgvcknu	Tgxkg y u			
Uvtevgi {"4" Provide support to new and struggling staff: (1) Lead Campus Mentor (2) Grade Level Mentor (3) CIC instructional supports Uvtevgi {"u" Gzrgevfgf "TguwnvK o rcev" New and struggling staff will be reinforced and reassured in areas they feel weak or lack expertise.	Hqt o cvkxg			Uw o o cvkxg
	Ugrv	Fge	Hgd	Oc{
	N/A			
<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: High Quality Staff

Performance Objective 2: Obtain an employee satisfaction rate of 80% or higher in regard to employee relations services

Uvtcvgi {"3" Fgvcknu	Tgxky u
Uvtcvgi {"3< Use staff surveys to provide needed/requested supports for Teachers. Uvtcvgi {"u"Gzrgevff" TguwnvK o rcev< Campus leaders are made aware and teachers receive the support they need.	

Goal 4: High Quality Staff

Performance Objective 3: Provide training to selected employees in order to prepare them for advancement

Uvtcvgi {"3" Fgvckmu	Tgxky u
Uvtcvgi {"3< Have a campus leadership team consisting of aspiring counselors, administrators, and teacher leaders. Each member will create personalized development goals that the campus leaders will facilitate. Uvtcvgi {"u"Gzrgevfg" TguwnvK o rcev< Training for career advancement. Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi<	

Goal 4: High Quality Staff





Goal 5: Excellent Operational and Fiscal Support and Responsibility

Performance Objective 1: Ensure efficient and effective use of District resources in order to best support students and staff

Uvtevgi{"3" Fgyeknu	Tgxkg y u
Uvtevgi{"3< Staff will inform administrators and office staff of campus facilities concerns and school dude request will be	

Goal 5: Excellent Operational and Fiscal Support and Responsibility

Performance Objective 2: Ensure fiscal soundness in future years and maintain organizational capacity sufficient to support progress towards fulfilling the District mission

Uvtevgi{"3" Fgvcknu	Tgxkgyu			
Uvtevgi{"3" The principal will maintain a budget plan to meet the yearly needs of the campus. Uvchh" Tgurqpukdng" hqt" Oqpkvtlpi < Principal, Financial Clerk	Hqt o cvkxg			Uw o o cvkxg
	Ugrv	Fge	Hgd	Oc{
	N/A			
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Goal 5: Excellent Operational and Fiscal Support and Responsibility

Performance Objective 3: The operational department will have life cycle replacement plans to ensure GPISD can maintain excellent facilities and equipment

Uvtcvgi{"3" Fgvckmu	Tgxky u
Uvtcvgi{"3" The principal will make sure the campus maintains a capital outlay plan to meet the long-term needs of the cam Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi< Principal, Assistant Principals	

Title I

1.1: Comprehensive Needs Assessment

After reviewing our campus needs assessment survey, our focus areas for the school year 23-24 are our Sped population and TELPAS in the areas of listening and speaking. Growth has been made in Reading and Writing on TELPAS, but as a campus we were unable to reclassify any of our emergent bilinguals due to listening and speaking on TELPAS. We met to review as a committee on May 16, 2023.

2.1: Campus Improvement Plan developed with appropriate stakeholders

Our campus improvement plan was discussed and reviewed with our CPAC committee. The graph below displays our current 23-24 CPAC committee.

ERCE"Og o dgt	Ec o r wu"Chhknkcvkqp	ERCE"Tgr"Rqukvkqp	G o ckn
Esmeralda Perez	Principal	Principal	eperez@galenaparkisd.com
Kenneth Loving	Assistant Principal	Assistant Principal	kloving@galenaparkisd.com
Sara Deniz	Assistant Principal	Assistant Principal	sdeniz@galenaparkisd.com
Lindsey Arenales (2)	Teacher	K Teacher	lhood@galenaparkisd.com
Mayra Lazcano	Teacher	1st grade Teacher	mlazcano@galenaparkisd.com
Keri Giacona	Teacher	2nd grade Teacher	kgiacona@galenaparkisd.com
Cassandra Martinez	Teacher	3rd grade Teacher	Clmartinez@galenaparkisd.com
Mariela Rodriguez	Teacher	4th grade Teacher	Marodriguez@galenaparkisd.com
Jordan Santos	Teacher	5th grade Teacher	Jsantos@galenaparkisd.com
Josean Hernandez	Teacher	Resource Teacher	Jhernandezlorenzo@galenaparkisd.com
Manuel Rojas	Interventionist	Interventionist	mrojas@galenaparkisd.com
Rosa De Leon	ELA District Specialist	ELA District Specialist	Rdeleon@galenaparkisd.com
Jennifer Rios	Parent	Parent	
Julianna Flores	Community Partner	Community Partner	
Isabel Torres	Parent	Parent	
Carmelita Cabral	Parent	Parent	
Sarah Faughtenbery	Business partner	Business partner	

4.1: Develop and distribute Parent and Family Engagement Policy

The school counselor presents and sends out information concerning the Parent and Family Engagement Policy to the parents at the beginning of the school year and at PTA meetings. The Parent and Family Engagement Policy was approved by the CPAC during the September 27th meeting.

4.2: Offer flexible number of parent involvement meetings

A variety of meetings are held throughout the year for parent involvement. (All subject to change as we adhere to national, state and district health regulations)

- House Bill 4545 Parent Meetings (May 24-27)
- Meet the teacher (Aug. 6th)
- Grandparents Breakfast (Sept 9th)
- National Fathers Take Your Child To School Day (Sept. 30th)
- Literacy Night (Sept 29th)
- Pancakes for Parents (Oct 3rd & 4th)
- Principal's Potluck (Sept. 28th)
- Parents have lunch with their child (Oct 10th)
- College Night (Oct 24th)
- Thanksgiving Parent Lucheon (Nov 15th-17th)
- Book Fair Family Night (Nov 15)
- GT Night for lower/upper grades
- Math and Reading nights
- TELPAS informational meetings
- STAAR informational meetings
- PTA meetings
- STREM Night (Feb. 2nd)
- Parent Trainings
- College Readiness activities

5.1: Determine which students will be served by following local policy

N/A

2023-2024 Campus Site-Based Committee

Eq o o kvvgg" Tqng	Pc og	Rqukvkqp
Administrator	Esmeralda Perez	Principal
Administrator	Sara Deniz	Assistant Principal
Administrator	Kenneth Loving	Assistant Principal
Classroom Teacher	Lindsey Arenales	Classroom Teacher
Classroom Teacher	Mayra Lazcano	Classroom Teacher
Classroom Teacher	Keri Giacona	Classroom Teacher
Classroom Teacher	Cassandra Martinez	Classroom Teacher
Classroom Teacher	Mariela Rodriguez	Classroom Teacher
Classroom Teacher	Jordan Santos	Classroom Teacher
Classroom Teacher	Josean Hernandez	Classroom Teacher
Classroom Teacher	Manuel Rojas	Classroom Teacher
District-level Professional	Rosa DeLeon	Bil District Specialist
Parent	Jennifer Rios	Parent
Community Representative	Julianna Flores	Community Partner
Parent	Isabel Torres	Parent
Parent	Carmelita Cabral	Parent
Business Representative	Sarah Faughtenbery	Business partner
Business Representative	Armando De Los Santos	Business partner
Community Representative	Dawnn Guerrero	Community Partner
Campus Professional Staff	Carmela Garcia	Professional staff