



# JOHN F. KENNEDY ELEMENTARY SCHOOL

## CAMPUS IMPROVEMENT PLAN

### 2020-2021



MARCY DAVIS  
PRINCIPAL

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ASSISTANT PRINCIPAL



*WHERE OUR LEARNING ADVENTURE BEGINS!*

JOHN F. KENNEDY ELEMENTARY SCHOOL  
CAMPUS LEADERSHIP TEAM



*Marcy Davis*  
*Principal*

*Roxanna Martinez*  
*Asst. Principal*

*Brenda Cavazos*  
*Counselor*

*Adrianna Quezada*  
*Librarian*



# JOHN F. KENNEDY ELEMENTARY SCHOOL

## CAMPUS IMPROVEMENT PLAN



### VISION:

Embrace real world education to ensure self-reliant and socially responsible citizens.

### MISSION:

Enrich and build a progressive school community through relevant and diverse opportunities. Students will explore and identify career interests and pathways.

### JFK BELIEVES:

- parents/guardians are the child's first and best teachers
- in the strength of business, community, and higher education partnerships
- students' confidence and self-awareness grows through personalized learning environments
- in open, constructive, and mutually respectful communication between all school community members
- in the power of problem-solving, creativity and perseverance, preparing students for an ever changing world

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# DEMOGRAPHICS



## SUMMARY:

*John F. Kennedy is a Title I Elementary School, which serves approximately 490 students from Pre-K – 2nd grade. 95% are classified as economically disadvantaged as we are located in a low socio-economic area of the city.*

*Our demographic make-up consists of Hispanic (88%), African American (7%), Caucasian (4%), and Native American (1%) students. 12% of our student population is served by Special Education and 11% are English Language Learners.*



## COMPREHENSIVE NEEDS ASSESSMENT

**GOAL ONE:** JFK will provide a safe, healthy, and nurturing environment for all.

### STRENGTHS:

- Free Lunch Program
- Breakfast in the classroom
- P.E. Program
- Backpack Program (Food Bank donations)
- Teachers care for students
- Safety trainings with clear procedures
- Administration creates an open and friendly environment
- Counselor responsive to the needs of the students
- Communities in Schools
- Behavior support personnel
- Police officers on campus

### NEEDS:

- Virtual-health information (Dental Screenings)
- Virtual parent ESL & GED classes
- Police officers on campus daily
- Sanitation corners throughout the campus
- Virtual social activities for students at home
- Small group mental health socialization

**GOAL TWO:** JFK will broaden and strengthen connections with families and community to achieve a culture of excellence.

**STRENGTHS:**

- JFK Facebook
- Field based teaching
- iHeart tutors
- CIS
- Drive-In Reading Restaurant
- Online open house
- Fish for Life
- Shop with a Cop
- Angel Tree
- Virtual instruction
- Field Day (limited classes outside)
- PTO-online
- Splash Day (limited classes outside)
- Parent Meeting (online)

**NEEDS:**

- Parent Education
- Parent orientation per grade level for academic expectations
- Parent meeting (RSVP 10 limit in person)



**GOAL THREE:** JFK will implement a dynamic curriculum based on effective teaching and learning practices that are responsive to students' needs.

**STRENGTHS:**

- Collaboration
- Technology integration
- Professional Development
- Aligned curriculum – TEKS Resource
- Tutors
- Summer planning for reading and math
- Differentiated online resources
- One to One devices by 2021
- More parent engagement and awareness due to remote learning (parents are truly partnering with schools for at home learners)

**NEEDS:**

- Reading specialist
- Tutor training/planning
- Support to meet needs of remote and face to face learners
- Provide hands-on experiences with covid-19 restrictions and for at home learners
- Acceleration/remediation strategies that are sensitive to current circumstances
- Parent technology education
- All kids to have devices and wifi
- Comprehensive training for all teachers
- Summer planning for all subjects

**GOAL FOUR:** JFK will offer advanced coursework, field experiences, and extra- curricular activities in preparation for Post-graduation college and career pathways.

**STRENGTHS:**

- UIL
- GT Program
- Career Day (STEM)
- Girl & Boy scouts (virtual)
- PLTW
- STEM camp
- Code.org

**NEEDS:**

- Parent and Staff involvement in extracurricular activities
- More guest speakers throughout the year (virtual)
- More educational extracurricular activities (virtual)
- College Day (parent opportunity)
- More career info (both college and trade)

**GOAL FIVE:** JFK will attract, develop, support, and retain highly qualified staff.

**STRENGTHS:**

- Relationships with TAMUCC
- Paraprofessionals who are majoring in education
- Job Fairs
- Grow your own grant
- Teacher Mentors
- Lead teacher support
- Summer Curriculum for Reading and Math

**NEEDS:**

- Competitive pay and benefits
- SPED Stipend
- Reducing Paraprofessional requirements to 30 college hours
- Recruitment of highly qualified substitute teachers
- Summer Curriculum for all subjects

**GOAL SIX:** JFK will generate fiscally and ethically sound decisions that address current and future needs.

**STRENGTHS:**

- Money for day tutors
- Employee raises
- Amazon gift cards
- Mentor stipends
- Bilingual stipends

**NEEDS:**

- JFK curriculum specialist
- Funding to align math, science, and social studies curriculum grades K-8
- Grade level instructional paraprofessionals
- Additional Grade level tutors
- Bilingual paraprofessional
- More IT staff

**GOAL ONE: JFK will provide a safe, healthy, and nurturing environment for all.**

Strategy	Measurable (Formative and Summative Evaluation)	Resources	Responsible (Person/s)	Time-Bound
K-2nd will participate in 45 minute P.E.	100% of the physical education TEKS will be taught during the 2020-2021 school year.  Student attendance will serve as documentation.	<ul style="list-style-type: none"> <li>• Full time certified PE coach</li> <li>• Two paraprofessionals</li> </ul>	Principal  Certified Coach  Paraprofessionals	August 2020-May 2021
Pre-K will participate in 30 minute P.E.	100% of the Pre-K guidelines, physical development domain for gross motor activities will be taught during the 2020-2021 school year.  Student attendance will serve as documentation.	<ul style="list-style-type: none"> <li>• Full time certified PE coach</li> <li>• Two paraprofessionals</li> <li>• Certified Teachers</li> <li>• PK paraprofessionals</li> </ul>	Principal  Certified Teachers and Coaches  PE & PK Paraprofessionals	August 2020-May 2021
Guidance lessons in character education will be taught throughout the year.	Each class will receive nine-character education lessons per year. Student attendance will serve as documentation.	<ul style="list-style-type: none"> <li>• Full time counselor</li> <li>• Grade level character education curriculum</li> </ul>	Principal  Counselor	October 2020-May 2021
Partner with the food bank of Corpus Christi to host drive thru food distributions in the JFK parking lot. Families will be informed via social media outlets including Facebook, Twitter, and West Oso ISD website.	Participation in events.	<ul style="list-style-type: none"> <li>• CIS Coordinator</li> <li>• Free Donation (Food Bank)</li> </ul>	CIS Coordinator	Fall & Spring Dates TBD

Strategy	Measurable (Formative and Summative Evaluation)	Resources	Responsible (Person/s)	Time-Bound
Partner with the Food Bank of Corpus Christi to provide weekend snack packs for our neediest families.	All teachers will be surveyed to find out the number of students who need assistance.	<ul style="list-style-type: none"> <li>• CIS Coordinator</li> <li>• Partnership with the food bank.</li> <li>• Backpacks</li> <li>• Food Packs</li> </ul>	Principal  Teachers  CIS Coordinator	Every Friday November 2020 – May 2021
Record & post informational videos for parents and students.	CIS coordinator will record a minimum of 6 videos in the 2020-2021 school year to review topics such as attendance, fire safety, positive self-talk, anti-bullying, online safety, veteran’s day.	<ul style="list-style-type: none"> <li>• Video Equipment</li> <li>• CIS coordinator</li> <li>• JFK School Counselor</li> </ul>	CIS Coordinator  JFK School Counselor	September 2020- May 2021
Arrival and Dismissal procedures will be put in place to ensure social distancing of students due to Covid-19. Two student drop off and pick up locations will be used. Pre-K & Kinder will be dropped off and picked up through the gymnasium door. 1 <sup>st</sup> and 2 <sup>nd</sup> grade students will be dropped off and picked up under the covered top on the right side of the school. Students will have their temperature checked before they are walked to class.	Administrators will monitor entrances/exits to ensure compliance with procedures.	<ul style="list-style-type: none"> <li>• Walkie Talkies</li> <li>• Google Doc (student names)</li> <li>• All Staff</li> <li>• Dots in hallway</li> </ul>	All JFK Staff	August 2020 – May 2021

Strategy	Measurable (Formative and Summative Evaluation)	Resources	Responsible (Person/s)	Time-Bound
Breakfast and lunch will be served in classrooms as a precaution due to Covid-19.	Administrators will monitor entrances/exits to ensure compliance with procedures	<ul style="list-style-type: none"> <li>• Ice chests</li> <li>• Insulated bags</li> <li>• Tray racks</li> <li>• Cafeteria Workers</li> </ul>	Cafeteria Manager  Cafeteria Staff  Teachers  Paraprofessionals	August 2020 – May 2021
All students will wear a mask, get a temperature check when they get on the bus and/or when they arrive at school. They will have desk barriers in the classroom and will be required to hand wash throughout the day.	100% of the students and staff will comply with COVID-19 safety guidelines.	<ul style="list-style-type: none"> <li>• Thermometers</li> <li>• Hand sanitizer</li> <li>• Desk barriers</li> </ul>	All staff  All students	August 2020 – May 2021

**GOAL TWO:** JFK will broaden and strengthen connections with families and community to achieve a culture of excellence.

**Title One Element 3.2:** Campus shall offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with funds provided by Title I, Part A, transportation, child care, or home visits, as such services relate to parental involvement.

Strategy	Measurable (Formative and Summative Evaluation)	Resources	Responsible (Person/s)	Time-Bound
Parents K-2nd will receive a packet of grade level foundational skills (phonological awareness, phonics, sight words)	At least 75% of parents will digitally sign off on weekly sight word practice.	<ul style="list-style-type: none"> <li>• Copies of sight words by 6 weeks</li> <li>• Organizational sheet in to be signed by parents.</li> </ul>	Principal Classroom Teachers	Weekly August 2020 to May 2021
JFK will sponsor a virtual community science day.	At least 24 community groups will participate in STEM Career Day.	<ul style="list-style-type: none"> <li>• TAMUCC Professor</li> <li>• Schedules</li> <li>• Local STEM funds and Citgo monies</li> </ul>	Committee members, Principal Executive Director of Academics	March, 2021
JFK will host family and community events that promote literacy.	<p>100% of students will participate face to face or virtually.</p> <p>Each class will have two reading volunteers. Sign-in sheets will be used as evidence.</p>	<ul style="list-style-type: none"> <li>• Community volunteers (Breakfast local budget)</li> <li>• Books for students to take home</li> <li>• Title I Budget</li> </ul>	Librarian  Campus administrators,  DEAR day committee	DEAR day will be held on March 2, 2021.  Reading Restaurant will be held on March 25, 2021.
Google classroom training for parents.	Google classroom training offered to parents in August 2020 and September 2020.		Instructional Technology Coordinator	Training offered in August 2020 and September 2020.



**GOAL THREE:** JFK will implement a dynamic curriculum based on effective teaching and learning practices that are responsive to students' needs.

ESF Essential Action: Curriculum and interim assessments aligned to TEKS with a year-long scope and sequence

ESF Essential Action: Objective-driven daily lesson plans with formative assessments

**TEA PRIORITIES TWO:** Build a Foundation of reading and math

Title One Element 2.4: will provide opportunities for all children, including each of the subgroups of students (economically disadvantaged students, students from major racial and ethnic groups, children with disabilities and English learners [Sec 1111(c)(2)]) to meet the challenging State academic standards

Title One Element 2.5: will use methods and instructional strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education;

Title One Element 2.6 will address the needs of all students in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

Performance Objectives:

1. The percent of K students that score on grade level or above in Reading as measured by STAR testing will increase from 37% to 40% by June 2021.
2. The percent of 1st students that score on grade level or above in Reading as measured by STAR testing will increase from 38% to 42% by June 2021
3. The percent of 2nd grade students that score on grade level or above in reading will increase from 52% to 55% by June 2021.
4. The percent of kindergarten, first and second grade students achieving at the meets level of 75% or above on all the math grade level readiness TEKS will be 40% in 2021.

Strategy	Measurable (Formative and Summative Evaluation)	Resources	Responsible (Person/s)	Time-Bound
<p>All students have daily instruction that includes: foundational skills, mini-lessons, academic vocabulary, handwriting, spelling, language and conventions, writing workshop, and guided reading.</p> <p>Students have daily sustained silent reading.</p>	<p>Lesson plans, walk-throughs and formal T-TESS evaluations.</p>	<p>Pearson ELAR adoption components. Success maker Learning A-Z Library books, AR Testing Title I paid for Learning A to Z, and STAR. EMAT paid for ELAR adoption</p>	<p>Principal Instructional Facilitator Classroom teachers Librarian</p>	<p>August 2020 to May 2021</p>
<p><a href="#"><u>Progress Monitoring for Fluency and Reading Levels</u></a></p>	<p>1<sup>st</sup> and 2<sup>nd</sup> grade teachers do weekly fluency checks for students below grade level and every three weeks for students on or above grade level.</p> <p>Weekly formative assessments on reading comprehension and track progress on TEKS mastery.</p> <p>1<sup>st</sup> and 2<sup>nd</sup> grade teachers use STAR reading online assessment to track students' reading levels 2<sup>nd</sup> 6 weeks, 4<sup>th</sup> &amp; 6<sup>th</sup> 6 weeks.</p>	<p>Texts for fluency and comprehension assessment. (Pearson adoption)</p> <p>When the majority of student do not master the TEKS taught, a 5 question min assessment is created after the TEK has been retaught.</p> <p>Students have access to STAR program.</p>	<p>Principal Instructional Facilitator Classroom teachers Librarian</p>	<p>August 2020 to May 2021</p>

Strategy	Measurable (Formative and Summative Evaluation)	Resources	Responsible (Person/s)	Time-Bound
Progress Monitoring for Fluency and Reading Levels	<p>K, 1, and 2 teachers use guided reading to formatively assess students' current reading level.</p> <p>All teachers PK - 2<sup>nd</sup>, track sight word knowledge.</p>	<p>Running records are used to accurately place students on their instructional reading level.</p> <p>Students are tested on sight word recognition each 6 weeks.</p>	<p>Principal Instructional Facilitator Classroom teachers Librarian</p>	<p>August 2020 to May 2021</p>
Use strategies in mathematics that differentiates instruction to meet the needs of all learners.	<p>85% of teachers consistently implement the guided math model for instruction.</p> <p>All teachers do formative assessments on grade level math skills and track progress on TEKS mastery every three weeks.</p> <p>When the majority of student do not master the TEK taught, a 5 question min assessment is created after the TEK has been retaught</p>	<p>Guided math station activities and materials-purchased with grade level and local STEM monies.</p> <p>Technology and software (3 year contract - purchased with EMAT)</p>	<p>Principal Assist. Principal Instructional Facilitator Classroom teachers</p>	<p>August 2020-May 2021</p>
Teachers use formative and summative assessments to track student progress.	<p>Teachers use Learning Farm to determine students' exact skill levels in order to provide intervention and acceleration support.</p>	<p>Technology and software access.</p> <p>EMAT funding</p>	<p>Principal Instructional Facilitator Executive Director of Academics Classroom teachers</p>	<p>December 2020-May 2021</p>

Strategy	Measurable (Formative and Summative Evaluation)	Achievable	Responsible (Person/s)	Time-Bound
<p>Online learning platforms have been added to support our virtual students.</p> <p>K-2<sup>nd</sup> grade teachers will use Learning Farm, Moby Max, Code.org, Success Maker, and Learning A-Z to provide online reading and math instruction.</p> <p>Pre-K teachers will use Starfall.com, &amp; Head Sprout so support reading.</p>	<p>Teachers get weekly reports to assess progress. The reports show amount of time engaged as well as performance by TEKS.</p>	<p>Access to technology</p> <p>Programs purchased using EMAT as well as Title I funding.</p>	<p>Classroom teachers</p>	<p>August 2020 – May 2021</p>
<p>Select teachers will participate in summer curriculum planning for reading and math</p> <p>Teachers created lesson plans and end of unit assessments for the upcoming school year.</p>	<p>Instructional Facilitators monitored curriculum writing to ensure consistent quality products were created.</p>	<p>\$500 stipend per teacher</p> <p>Stipend for curriculum facilitator</p> <p>State Compensatory Education funds</p>	<p>K-2<sup>nd</sup> Reading and Math teachers.</p> <p>Curriculum facilitator</p>	<p>June &amp; July 2020</p>

**GOAL FOUR:** JFK will offer advanced coursework, field experiences, and extra-curricular activities in preparation for post-graduation college and career pathways.

**TEA PRIORITIES THREE:** Connect high school to career and college

Strategy	Measurable (Formative and Summative Evaluation)	Achievable	Responsible (Person/s)	Time-Bound
STEM curriculum will be taught Pre-K – 2 <sup>nd</sup>	<p>100% of classroom teachers Pre-K – 2<sup>nd</sup> will teach PLTW STEM modules in the 2020 – 2021 school year.</p> <p>Administrators will monitor through walk-thrus.</p> <p>Students artifacts will be used to document task completion and quality of work.</p>	<p>PLTW training for all new teachers</p> <p>PLTW curriculum</p> <p>STEM kits</p> <p>Training provided through Title IV funds</p> <p>Site license and curriculum provided by Citgo grant.</p>	<p>Campus PLTW trainers</p> <p>Executive Director of Academics</p>	<p>Training: November 2020</p> <p>Modules taught throughout the year</p>
Develop after school clubs based on student interest (virtual/F2F)	<p>Four clubs will begin in January of 2021.</p> <p>Music/Dance, Gardening, Reading Club, STEM Club</p> <p>A minimum of sixty students will participate in after school clubs. (virtual and F2F)</p>	<p>Teachers</p> <p>Funding to pay teachers</p> <p>Materials based on the needs of the club</p> <p>Title I funds</p>	<p>Campus principal</p> <p>Staff</p>	<p>Beginning in January of 2021 and extending to May of 2021</p>
Expand STEM Camp from three to six classes.	<p>Sixty students will participate in STEM Camp.</p>	<p>Teachers</p> <p>Funding to pay teachers</p> <p>STEM materials purchased with STEM budget</p>	<p>Campus Principal</p> <p>Director or Advanced Academics</p> <p>Teachers</p>	<p>June of 2021</p>

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Career Day (virtual)	All students will listen to guest speakers from various career fields	Local Professionals Technology for Zoom Career Day Schedule	Campus Principal School Counselor CIS Coordinator	Spring 2021

**GOAL FIVE:** JFK will attract, develop, support, and retain highly qualified staff.

**ESF Essential Action:** *Recruit, select, assign, induct, and retain a full staff of highly qualified educators*

**TEA PRIORITIES ONE:** Recruit, support and retain teachers and principals

Strategy	Measurable (Formative and Summative Evaluation)	Achievable	Responsible (Person/s)	Time-Bound
Staff Recognition	Every six weeks, all staff will be recognized for their hard work and dedication through a treat provided by the campus administrators.	Treats, usually food or small token of appreciation donated by school administrators, local businesses, PTO, or purchased with local funds.	Campus Administrators  Administrative Assistant	Each 6 Weeks 2020-2021 school year
Attend job fairs	Campus administration will attend 2 job fairs a year, one in the fall at TAMUK and one in the spring at TAMUCC.	District provides transportation costs, registration for each event, and small WOISD giveaways using local funds	Central Administration  Select Campus Principals	Fall 2020  Spring 2021
All teachers assigned to a teacher candidate will encourage, support, and adhere to all rules, regulations, and deadlines set by TAMUCC. Teacher Candidates will graduate highly qualified to begin their career.	Complete paperwork.  Placement in certified teaching positions.	Supportive Cooperating Teachers	Campus Principal  Executive Director of Academics  TAMUCC Site Professor	Fall 2020 for Clinical Teachers  Spring 2021 for Clinical Teachers and Teacher Candidates.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable (Resources Needed)	Responsible (Person/s)	Time-Bound
Hire “Grow Your Own Candidates” for teacher vacancies	All vacancies for the 2020 – 2021 school year were filled by Grow Your Own Candidates.	Grow Your Own students  TAMUCC Partnership	Campus Principal	Fall 2020
Provide Mentors for all first year teachers	All 1 <sup>st</sup> year teachers are provided a mentor teacher to help navigate their first year of teaching. All mentor teachers provide checklists each month to monitor progress.	Mentor teachers who have at least 3 years of teaching experience.	Campus Principal  Grade level Section Leaders  Mentor Teachers	August 2020 – May 2021
Continue Summer Curriculum Writing	Continue K-2 <sup>nd</sup> grade reading and math summer curriculum writing and add science and social studies.	Teacher stipends  TEKS Resource YAG  Stipends paid by SCE	Campus Principal  Instructional Facilitators  Executive Director of Academics	Summer 2021



**GOAL SIX:** JFK will generate fiscally and ethically sound decisions that address current and future needs.

Strategy	Measurable (Formative and Summative Evaluation)	Achievable	Responsible (Person/s)	Time-Bound
Hire an early childhood Reading Specialist for PK – 2 <sup>nd</sup> .	Hiring paperwork and satisfactory evaluations.	Reading Specialist Salary Paid for by Early Childhood Allotment	Executive Director of Academics  Human Resources Director	January 2021 – May 2021
Hire grade level paraprofessionals to assist with face to face and virtual learning.  Teacher assistance is needed daily to manage virtual learning and face to face instruction.	Hiring paperwork and satisfactory evaluations.	Local funding for Grade level paraprofessionals	Executive Director of Academics  Human Resources Director	January 2021 – May 2021
Hire a bilingual paraprofessional for Kinder – 2 <sup>nd</sup>  A bilingual paraprofessional can assist all bilingual teachers with testing, planning, and teaching.	Hiring paperwork and satisfactory evaluations.	Funding for 1 Bilingual paraprofessional.	Executive Director of Academics  Human Resources Director	January 2021 – May 2021

APPENDIX A:

CAMPUS ADVISORY TEAM MEMBERS

*Members of Campus Advisory Team*

*Administrator: Marcy Davis*

*Administrator: Roxie Martinez*

*Counselor: Brenda Cavazos*

*Librarian: Adriana Quezada*

*CIS: Mayra Arellano*

*Para professional: Amy Padia*

*Parent: Trisha Torres*

*Parent: Victoria Hernandez*

*Central Admin: Kim Moore*

*2nd Grade: Sara Velasquez*

*1st Grade: Maranda Vela*

*Kinder: Cynthia Moya*

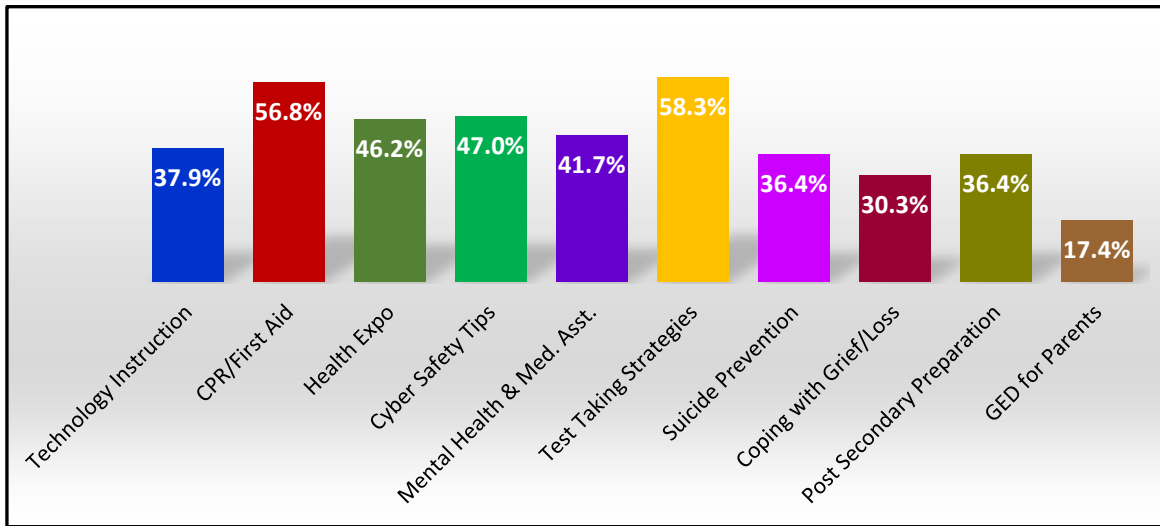
*Pre-K: Linda Perkins*

*Special Education: Illiana Rodriguez*

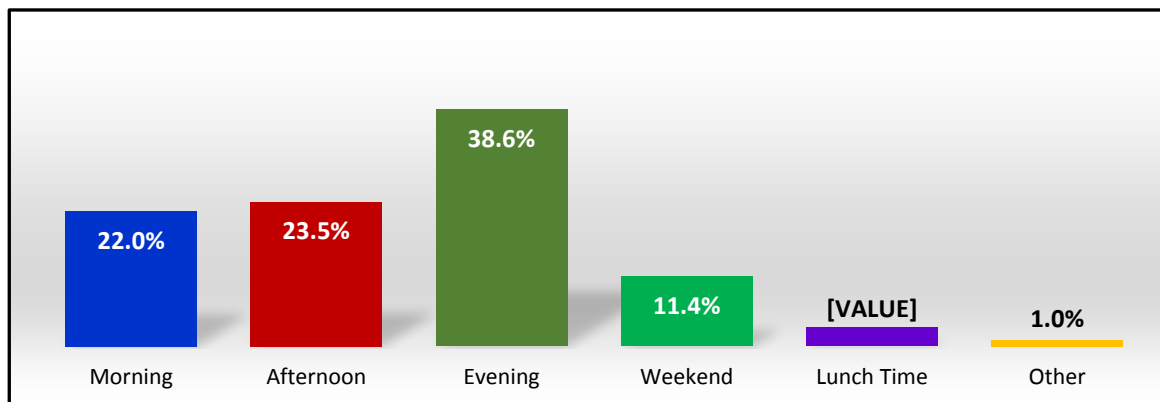
*Business: Los Torros*

**APPENDIX B:**  
**PARENTAL INVOLVEMENT SURVEY**

1. The kinds of resources and services you would like to see made available in the district.

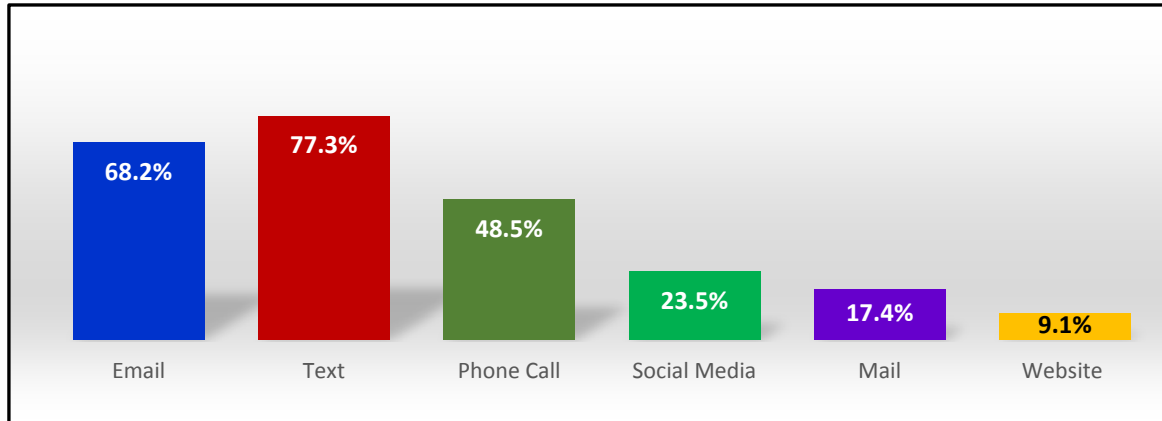


2. What is the best time of the day to offer the above topics?

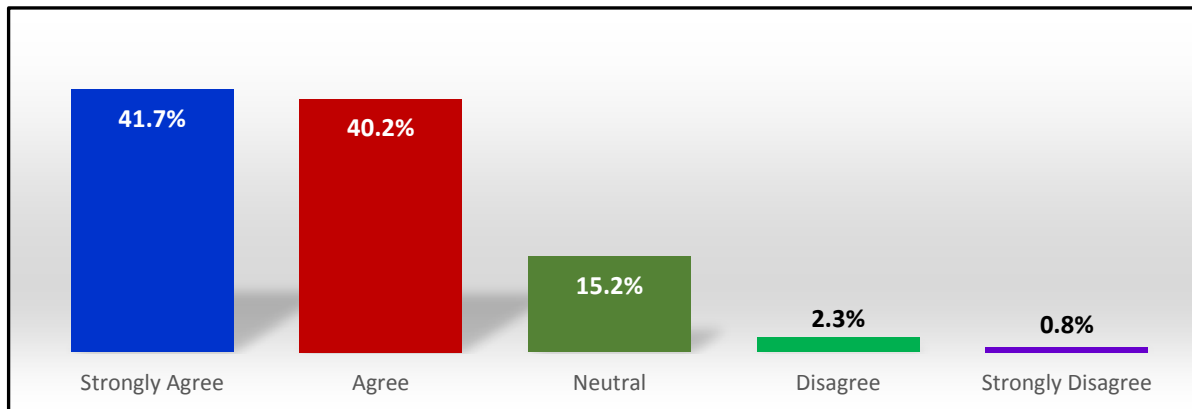


APPENDIX B:  
PARENTAL INVOLVEMENT SURVEY

3. What is your preferred method of communication?



4. The school has done a good job of keeping me informed about scheduled school events and activities.



APPENDIX B:  
PARENTAL INVOLVEMENT SURVEY

5. I feel comfortable reaching out to teachers and staff with questions and concerns.

