

**Dickinson Independent School District**  
**Hughes Road Elementary School**  
**2025-2026 Campus Improvement Plan**



# **Mission Statement**

The mission of HRES is to ensure high levels of learning for **ALL** in a safe learning community.

## **Vision**

Together we will shape the future by inspiring and empowering lifelong learners.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Campus Profile:

- Enrollment: 584
- Grade Levels: Pre-k-3<sup>rd</sup> grade
- Demographics (by ethnicity, economically disadvantaged, ELs, SpEd):

Our student population comprises 46% Hispanic, 28% White, 20% African American, 2% Asian, and 4% Two or more races. 66% of our students are Free/ Reduced lunch, and 64% of our population is considered At-risk. Our staff is composed of 65% White, 13% African American, and 21% Hispanic.

Our average daily attendance rate for the 2024-2025 school year was 94.45 an increase from the previous year's rate of 93.4%

Hughes Road Elementary has the following percentages by special programs: 5% English Language Learner students, 5% students in the Gifted and Talented program, 1% students identified for 504 services, and 19% students are currently served through special education services with 7% considered as students identified as Dyslexic.

# Priority Problem Statements

**Problem Statement 1:** Hughes Road has a high number of students who are not reading at or above grade level at the end of third grade.

**Root Cause 1:** High quality instruction is not consistent across all grade levels

**Problem Statement 1 Areas:** Student Learning

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local benchmark or common assessments data
- Observation Survey results
- Prekindergarten Self-Assessment Tool
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

### **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records
- Violence and/or violence prevention records
- School safety data

### **Employee Data**

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

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

# Goals

**Goal 1:** HRES will provide effective teaching and learning experiences for all students resulting in continuous success.

**Performance Objective 1:** Improve the rigor of Tier I instruction across all grade levels to ensure student growth and success for all students

**High Priority**

**Evaluation Data Sources:** STAAR, TELPAS, MAP, MClass, IEP progress monitoring

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will follow the district literacy plan in order to provide targeted instruction in the classroom through the use of district resources and attend professional development designed to increase student reading comprehension and fluency.</p> <p><b>Strategy's Expected Result/Impact:</b> MCLASS ,CBAs, MAP, TELPAS, STAAR results</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, academic coach, teachers</p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Provide PD materials - 211-Title IA</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The academic coach will support in planning and professional development, and interventionists will assist in providing research-based interventions for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> All students will make one year of growth as indicated on MAP, mCLASS, and STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Academic coaches, instructional interventionists, administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>Funding Sources:</b> Academic Coach - 211-Title IA</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Response to intervention (RtI) meetings will be held once a month or as needed to address students struggling and falling behind in class.</p> <p><b>Strategy's Expected Result/Impact:</b> MCLASS, CBA, common assessments, MAP, STAAR, teacher data</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, academic coach and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> GT curriculum will be provided to identified students during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> MCLASS, CBA, common assessments, MAP, STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Academic Coach (GT Coordinator), Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** HRES will provide effective teaching and learning experiences for all students resulting in continuous success.

**Performance Objective 2:** Increase the performance of students in our High Focus groups to Meets and Masters by 10%

**High Priority**

**Evaluation Data Sources:** STAAR, TELPAS

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide differentiated classroom instruction to foster language development and provide accelerated learning opportunities</p> <p><b>Strategy's Expected Result/Impact:</b> Students show accelerated growth throughout the year to close the learning gap</p> <p><b>Staff Responsible for Monitoring:</b> Academic coaches, administrators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Progress monitor all student progress with BOY, MOY and EOY testing and provide targeted interventions during classroom small group time, WIN time, in class and pull out support with intervention staff members</p> <p><b>Strategy's Expected Result/Impact:</b> Accelerated learning for all students</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, academic coach, intervention/SPED staff members and teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** HRES will provide effective teaching and learning experiences for all students resulting in continuous success.

**Performance Objective 3:** Provide prevention and intervention activities for all students to build capacity and accelerate learning

**High Priority**

**Evaluation Data Sources:** STAAR, mCLASS, MAP testing, teacher formative assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All students will have weekly access to Brain Boost activities once a week as well as multiple opportunities in the classrooms and library.  <b>Strategy's Expected Result/Impact:</b> Improved STAAR scores  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Recess will be provided to all students every day.  <b>Strategy's Expected Result/Impact:</b> Promote healthy living through daily exercise  <b>Staff Responsible for Monitoring:</b> Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Students will music and art classes as part of their specials rotation.  <b>Strategy's Expected Result/Impact:</b> To encourage student interest in and promote awareness of the fine arts.  <b>Staff Responsible for Monitoring:</b> Fine Arts Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** HRES will provide a physically and emotionally safe, healthy, and equitable environment.

**Performance Objective 1:** Create safe and secure learning environments which promote social emotional learning, physical safety and academic success

**Evaluation Data Sources:** Discipline referrals, attendance data, SEL lesson documentation

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide weekly guidance lessons with the campus counselor <b>Strategy's Expected Result/Impact:</b> Reduction in discipline referrals, increase in student attendance, increase in positive behavior and self-regulation <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use of school wide discipline plan to provide a positive, safe learning environment. <b>Strategy's Expected Result/Impact:</b> Decrease office referrals <b>Staff Responsible for Monitoring:</b> Administrators, Cafeteria staff, Custodial staff, Teachers, Academic Coaches, Counselor, Librarian	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide counseling, materials, clothing and transportation to identified homeless students so they are able to attend school on a daily basis. <b>Strategy's Expected Result/Impact:</b> Documented services and materials supplied to students, increase in student attendance <b>Staff Responsible for Monitoring:</b> Counselor, District Social Worker, Homeless liaison	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Teachers will complete trainings on sexual abuse prevention and recognition of maltreatment of children and child abuse reporting within time required by district and state. <b>Strategy's Expected Result/Impact:</b> Documentation of trainings and achievement of certification in a timely manner. <b>Staff Responsible for Monitoring:</b> Teacher, Administrators, Campus Secretary	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</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 2:** HRES will provide a physically and emotionally safe, healthy, and equitable environment.

**Performance Objective 2:** Improve overall student attendance rate to 95%

**Evaluation Data Sources:** Daily attendance tracking, attendance data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Involve parents when student attendance becomes a problem through teacher contact, attendance letters and parent conferences <b>Strategy's Expected Result/Impact:</b> Improved student attendance and student academic success <b>Staff Responsible for Monitoring:</b> Teachers, administrators, registrar	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Celebrate student attendance throughout the year with various incentives <b>Strategy's Expected Result/Impact:</b> Improved student attendance and student academic success <b>Staff Responsible for Monitoring:</b> Councilor, administrators, teachers, Communities in Schools	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</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 2:** HRES will provide a physically and emotionally safe, healthy, and equitable environment.

**Performance Objective 3:** Students will demonstrate age-appropriate physical fitness levels, as measured by the state-mandated fitness assessment (FitnessGram), through increased participation in structured physical activity programs.

**Evaluation Data Sources:** FitnessGram

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Align PE instruction with national and state fitness standards. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement on the FitnessGram <b>Staff Responsible for Monitoring:</b> PE coaches, Athletic Coordinators, Administrators	Formative			Summative
	Nov	Jan	Mar	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 3:** HRES will make family and community partnerships a priority.

**Performance Objective 1:** Provide parent and family engagement activities throughout the year

**High Priority**

**Evaluation Data Sources:** Increased student, parent and community participation in school activities

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide parents with timely information regarding the district and campus, information on their child's assessment results, and opportunities to participate in various campus activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be knowledgeable of their students' progress and supports provided</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Hold family academic nights to promote the importance of academics as well as a STAAR night for parents. Provide parents with information regarding how they can support their child at home academically.</p> <p><b>Strategy's Expected Result/Impact:</b> Analysis of parent surveys, attendance sheets, copy of newsletters/informational sheets sent home</p> <p><b>Staff Responsible for Monitoring:</b> Academic coaches, administrators, teachers, administrators</p> <p><b>Funding Sources:</b> Parent Involvement snacks - 211-Title IA - \$200</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Opportunity for parents to attend &amp; participate in conferences, ARD's, LPAC's, 504's, RTI's as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers, SPED staff</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** HRES will make family and community partnerships a priority.

**Performance Objective 2:** Use multiple forms of media to keep parents and family members informed

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus web page, email, social media and other district communication tools will be updated to keep parents informed as well as a weekly parent update from the principal</p> <p><b>Strategy's Expected Result/Impact:</b> Improved parent/school relationships</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers, office staff</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** HRES will recruit, develop, and retain a diverse and effective staff committed to personal and professional growth focusing on student success.

**Performance Objective 1:** Provide opportunities for professional development for teachers and paraprofessionals on effective strategies to address varying student needs

**Evaluation Data Sources:** Training agendas, classroom walkthroughs, student assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> New teachers and second year teachers will participate in the district provided new staff trainings with support from a mentor teacher on the campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in turnover rate and improved Tier 1 instruction</p> <p><b>Staff Responsible for Monitoring:</b> District director, mentor teachers, administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrators will provide tiered interventions designed to assist teachers who experience difficulty in meeting district and state standards in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> TTESS, walk-throughs and scheduled appraisals - increase in retention of new teachers</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teacher mentors, academic coaches</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** HRES will recruit, develop, and retain a diverse and effective staff committed to personal and professional growth focusing on student success.

**Performance Objective 2:** Foster a high level of faculty/staff morale that promotes positivity, collaboration, high expectations, and continued professional learning

**Evaluation Data Sources:** Staff surveys, teacher attendance rate

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Celebrate teachers throughout the year. <b>Strategy's Expected Result/Impact:</b> Improved morale <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide professional development to address campus needs, including at-bat opportunities for teachers. <b>Strategy's Expected Result/Impact:</b> Improved teacher efficacy <b>Staff Responsible for Monitoring:</b> Administration, academic coach	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</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 5:** DISD will provide operational services to support the success of student learning.

**Performance Objective 1:** Technology will be incorporated into instruction in 100% of the classrooms

**Evaluation Data Sources:** Usage reports from various programs

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will learn to use technology applications to enhance learning to type and use of academic programs across all grade levels in their classrooms and during the computer specials rotation.</p> <p><b>Strategy's Expected Result/Impact:</b> Students learn to use technology academically and for testing</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, academic coach, teachers, technology liaison, and technology paraprofessional</p> <p><b>Funding Sources:</b> Chrome books and programs - 211-Title IA</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Use reading incentive programs to foster a love for reading and teach students to collaborate with other readers</p> <p><b>Strategy's Expected Result/Impact:</b> All students reading on level at the end of the third grade</p> <p><b>Staff Responsible for Monitoring:</b> Librarian, academic coach, administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</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 5:** DISD will provide operational services to support the success of student learning.

**Performance Objective 2:** Utilize campus personnel, campus custodial staff and district operations and facilities to maintain the operational and aesthetic condition of the campus.

**Evaluation Data Sources:** Work order completions

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Inspect building through door sweeps, checks for equipment safety and overall cleanliness and building presentation <b>Strategy's Expected Result/Impact:</b> Safe and inviting learning environment <b>Staff Responsible for Monitoring:</b> all staff	Formative			Summative
	Nov	Jan	Mar	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>				

# Campus Funding Summary

211-Title IA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Provide PD materials		\$0.00
1	1	2	Academic Coach		\$0.00
3	1	2	Parent Involvement snacks		\$200.00
5	1	1	Chrome books and programs		\$0.00
<b>Sub-Total</b>					<b>\$200.00</b>