

Bonham Elementary School
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Overview and Background

Bonham Elementary was founded in 1986, almost ready to celebrate 40 years. We serve around 575 students ranging from Kindergarten through fifth grade. We are a Title I school with about 44% economically disadvantaged with a diverse population that serves more than 7 languages. In 2022 after reflection of being considered the “keeper of all the knowledge” it was evident that success can only go so far when one person is leading it. This sparked seeking out staff to become leaders growing the impact on our campus toward high levels of student success. In turn, staff knew they needed to develop student leaders to stretch far and wide on campus. A learning organization was what was necessary to re-energize and thrive in our environment. This school year I am proud to report we are rocking our progress!

Focus Area

Rita Pierson said “Kids don’t learn from people they don’t like”! This is the basis for student success and just as important from an adult standpoint. Flip Flippin, founder of Capturing Kids Hearts, says “If you have a child’s heart..you have a child’s mind! Our focus has been on Article V Organizational Transformation where excellence emerges from a shared commitment to values and standards, high levels of engagement, and strong leadership development at all levels. The first step to becoming a united Rattler family of students, parents, and staff developing leaders on campus was to create a shared commitment. Our guiding coalition made up of parents, community members, and staff, created this mission statement to drive our commitment: To create respectful and responsible lifelong learners that will contribute to society positively! For this to be true we must empower students and teachers by focusing on leadership opportunities inside and outside the classroom to create ownership across the campus.

The Work

Once the mission was in place, we created a Tier 1 team of 6 teachers who will lead our campus through the incredible building of a solid social emotional behavior system that stretches campus wide. Alongside this team is our process champion team made up of 3 teachers and 2 paraprofessionals that lead the Capturing Kids Hearts process. Together these teams train all staff on collective commitments of how we will implement these processes as well as how we will be held accountable. The teams visit classrooms to gain data to figure out next steps for training as well as areas to lift up mastery. As part of the CKH process, students are trained to be ambassadors that greet students, introduce all visitors to the social contract, and even lead good things. Teachers also earn badges that go along with our campus goals. Student work is pulled off the walls for Snakelet Spotlight to motivate students to have pride in their work. Teachers lead a program called R.A.G.E (Rattlers Are Great Examples) where students have jobs such as raising/lowering flags, greeting cars at dropoff, and delivering and

returning breakfast carts daily. We have Bonham Ambassadors where students keep the campus clean, write positive affirmations to staff, create spirit posters around the school, and provide input on rewards for students. A paraprofessional, who serves my stem classes, has created robotics teams that compete in events outside school hours. Our PE teacher and music teacher are leading by creating events monthly to get our families involved. We are now thriving with almost 20 staff taking on leadership roles. Students are taking initiative of their own learning by tracking data and leading their own conferences with parents sharing all of their progress.

Results

The greatest result is that no staff member or student has to wonder about expectations academically or behaviorally because it is campus wide with a focus on acknowledging vs correcting, starting and ending the day positively, celebrating behavior and academics, and accountability because so many staff are leading this process alongside the administrators. Student led conferences began in grades 2-5 this year with students using data folders to track assessments and progress. Students set goals relating to growth in their groups as well. Student growth is happening as teachers are utilizing the specified time for MTSS as well as ensuring students are in intervention and progressing. Pep rallies and PTO meetings celebrate our students who shine in the area of character traits and earn a Remarkable Rattler sign to post in their yard. Students who shine in citizenship receive the Rockin Rattler sign to post in their yard. This creates unity in the community. Learning comes to life as teacher leaders develop highly engaging lessons where students feel success in their learning and behavior. Students earn brags to fill class bragboards and in turn we fill campus bragboards. These brags let us know how we are doing with our social contracts and being safe, respectful, and responsible. Teachers are able to target specific behaviors and positively reinforce and celebrate routinely. Our behavior team is able to keep our severe behaviors in class and functioning so that staff and students are not afraid and classrooms are not disrupted! Panorama survey data overall shows that Bonham is a place that students and teachers want to be. The student-teacher relationship fell in the 99th percentile among other schools like us and the school climate was strong in the 80th percentile. The campus has become a cohesive community of learners with a mindset of continuous improvement.

As we continue to elevate this work of creating leaders, we will pursue deeper into Article IV focusing on assessment and specifically meeting students where they are with schoolwide intervention as we help students develop accountability of their learning.