

Huntsville Independent School District

Huntsville Elementary

2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

Our responsibility is to help each student develop an enthusiasm for learning, a respect for self and others, and the skills to become a creative, independent thinker and problem solver.

Vision

All students at HES will reach their optimal level of academic, social, and emotional success.

School Motto: It's All About Success at HES!!!!

We are on our WAY to being an "A"

Core Beliefs

HES Collective Commitments

1. **We will have honest dialogue and be proactive.**
2. **We will learn from one another and check in and change when necessary.**
3. **We will differentiate our instruction and check in and change when necessary.**
4. **We will backwards plan and design lessons based on essential standards.**
5. **We will collectively collaborate with data.**

Table of Contents

Our responsibility is to help each student develop an enthusiasm for learning, a respect for self and others, and the skills to become a creative, independent thinker and problem solver.	2
All students at HES will reach their optimal level of academic, social, and emotional success.	2
School Motto: It's All About Success at HES!!!!	2
We are on our WAY to being an "A"	2
HES Collective Commitments	3
We will have honest dialogue and be proactive.	3
We will learn from one another and check in and change when necessary.	3
We will differentiate our instruction and check in and change when necessary.	3
We will backwards plan and design lessons based on essential standards.	3
We will collectively collaborate with data.	3
Goals	5
Goal 1: ACADEMIC PERFORMANCE All students will achieve academic success and demonstrate growth.	5
Goal 2: SAFE SCHOOLS All schools will promote nurturing, safe and secure places for students, staff and parents.	12
Goal 3: COMMUNITY INVOLVEMENT The District will improve parent and community partnerships in an environment that promotes trust through effective communication.	15
Goal 4: RESOURCES The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.	19
Goal 5: STAFF The District will retain and recruit qualified staff that will maintain standards that foster student success.	22

Goals

Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 1: Increase the percent of students at each of the Approaches, Meets, and Masters Level on STAAR.

Evaluation Data Sources: All students will pass state mandated assessments.





Achievement gaps between student populations will be eliminated.

The percentage of students from all student groups achieving advanced academic performance will increase from prior year.

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will evaluate student achievement as evidenced by state level assessments, universal screeners, formative and unit assessments in math and reading for all student groups and provide research-based support through the Solution Tree Taking Action RTI model for interventions.</p> <p>Strategy's Expected Result/Impact: An academic plan for success can be developed for the campus that targets all student groups and individual students.</p> <p>Staff Responsible for Monitoring: Administration, Teachers, & Support staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Use a variety ways to recognize students for attendance.</p> <p>Strategy's Expected Result/Impact: Increased attendance</p> <p>9-weeks award recognition</p> <p>End of year drawings and award recognition.</p> <p>Staff Responsible for Monitoring: Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Collaboratively use data to plan Tier I instruction, Tier 2 classroom interventions/small groups, and Tier 3 interventions and/or enrichment.</p> <p>Strategy's Expected Result/Impact: Individual student needs will be able to be met as the data is disaggregated.</p> <p>Staff Responsible for Monitoring: Administration, Teachers, Interventionist</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Plan for monitoring student attendance.</p> <p>Registrar will make contact after 3 absences. Teacher also makes contact through classroom DOJO.</p> <p>Parent conferences set up after 10 absences with administrator.</p> <p>Strategy's Expected Result/Impact: Plan in place</p> <p>Frequent parent communication</p> <p>Staff Responsible for Monitoring: Administration, Teachers, Attendance Clerk.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Collaboratively monitor Response to Intervention (Rti) model and plans for academic and behavior needs of all student groups.</p> <p>Interventionists provide specific strategic support in the areas of math and reading as prescribed for individual students needs.</p> <p>Strategy's Expected Result/Impact: Rti Plans will be implemented with consistency and individually based on the needs of the student.</p> <p>Staff Responsible for Monitoring: Administration, SIT team, Teachers, Interventionists</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Additional Targeted Support Strategy</p> <p>Funding Sources: - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Continue Master schedule plan that includes Tier 2 intervention time for math and reading. Strategy's Expected Result/Impact: Time in Master schedule and schedules by grade.</p> <p>Will enhance the opportunities for students to follow their individual accelerated instruction plans. Staff Responsible for Monitoring: Administration , Teachers. Support staff Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - Additional Targeted Support Strategy Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Increase the number of opportunities for students to attend before or after school tutorials. Strategy's Expected Result/Impact: Individual student improvement on specified benchmarks and state assessments. Staff Responsible for Monitoring: Administrators, Teachers, Interventionists Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
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Strategy 8 Details	Reviews			
<p>Strategy 8: Provide core academic coaches to provide professional development, mentoring and modeling.</p> <p>Provide core academic specialists to increase student academic achievement .</p> <p>Provide research-based interventions and progress monitoring to identified students.</p> <p>Provide additional pull-out, before and after school assistance for at-risk students.</p> <p>Strategy's Expected Result/Impact: Increase student academic achievement through one-on-one teacher training.</p> <p>Increase student academic achievement through one-on-one student instruction.</p> <p>Increase student academic achievement through one-on-one personalized student interventions and instruction.</p> <p>Increase student academic achievement through one-on-one personalized student interventions and instruction through prescriptive tutorials.</p> <p>Staff Responsible for Monitoring: Director of C&I</p> <p>Principal</p> <p>Assistant Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 2: Increase the percent of students in all Special Programs scoring at each of the Approaches, Meets and Masters Level on STAAR.

Evaluation Data Sources: Professional development delivered will result in implementation of differentiated instruction, engaged learners, technology as learning tools, and teachers as leaders of learners.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide time for collaborative vertical planning, alignment, and the unpacking of standards for teachers through a collaborative planning time.</p> <p>Strategy's Expected Result/Impact: A deeper understanding of the Readiness and Supporting Standards. Teachers will meet and assist in aligning readiness TEKS. Resources to be used for the implementation of TEKS will be discussed to ensure the consistent use of resources provided.</p> <p>Staff Responsible for Monitoring: Administration and Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
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



Strategy 2 Details	Reviews			
<p>Strategy 2: ESF/RPA Element: 5.3</p> <p>Targeted Element: Teachers will use data to drive instruction through well designed lesson plans and progress monitoring of small groups and interventions. The goal is to plan student by student/skill by skill.</p> <p>Strategy's Expected Result/Impact: 1. Acad. coaches will model and support the individual components of Balanced Literacy and Balanced Math in the classrooms. This will allow for teachers to fluidly work with intervention groups.</p> <p>2. Conduct learning walks to monitor the implementation of the RTI model.</p> <p>3. District "look fors" are provided to teachers and monitored to help support classroom literacy/math environments.</p> <p>4. Conduct Book Studies for all relative staff: Daily 5 (as needed) Daily Cafe (required) Taking Action (RTI Model) required</p> <p>5. Promote and monitor the implementation of critical writing across all grade levels and content areas.</p> <p>6. Implement and monitor the use of interactive journaling prompts based on student interest in all subjects.</p> <p>7. Data is disaggregated and growth is measured in the areas of reading and math.</p> <p>8. Data PLC's are held monthly and student progress is monitored.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Academic coaches</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Upgrade and/or provide teachers with current focused materials that target the STAAR state assessment for use during after-school tutorials and TIER II interventions.</p> <p>Strategy's Expected Result/Impact: Improved performance on STAAR.</p> <p>Targeted instruction based on the individual needs of the student as evidenced on their benchmark results throughout the year.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program - \$18,000</p>	Formative			Summative
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Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 3: Increase the percent of students meeting or exceeding growth in Mathematics and ELA/Reading on STAAR.





Strategy 1 Details	Reviews			
<p>Strategy 1: Implement RtI and Interventions with fidelity across all campus grade levels.</p> <p>Track students across all 3 Tiers via progress monitoring and the development of Accelerated Instruction Plans (AIP).</p> <p>Strategy's Expected Result/Impact: 1. Clearly define the roles of teacher, academic coach and interventionists in the RtI process. Provide professional development for teachers and staff through PLCs to establish a clear understanding of the RTI process, including the development and understanding of all three (3) Tiers. 2. Introduce progress monitoring for all students (reading levels, STAAR, unit assessments, benchmarks). 3. Acad. coaches, principal and teachers collaborate to determine the interventions for each/individual student and design effective/leveled student groups. 4. Clarify the RTI process and monitor to ensure implementation with fidelity. (Behavior/Academic) 5. Student goal-setting. 6. Compare 2019 STAAR to district's program assessments. Are assessments predictive of STAAR performance? 7. Students able to evaluate their own learning data from previous year's STAAR results. Are district program assessments predictive of student growth?</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Academic Coaches Counselor Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
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Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 4: Increase the percent of students on track for Reading(PK-K) or reading on grade level (1-8).





Strategy 1 Details	Reviews			
<p>Strategy 1: Continue implementation of the Balanced Literacy/Math Models for all grade levels and supply appropriate training/reading materials.</p> <p>Continue training and support of the Daily 5/3 Model.</p> <p>Continue training and support of the CAFE Model (student conferring system).</p> <p>Strategy's Expected Result/Impact: All students reading on expected PM levels.</p> <p>Staff Responsible for Monitoring: Administrators, Interventionists and Academic Coaches</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS

All schools will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 1: Implement procedures and systems that promote and support positive behaviors.

Evaluation Data Sources: Trend data charts will reflect a decline in the number of referrals by all student groups.





Strategy 1 Details	Reviews			
<p>Strategy 1: Continued implementation of the campus-wide Positive Behavior Support plan.</p> <p>Provide student incentives: Positive Office Referrals, Buzzy Mobile Store, Buzzy Brag Tags, Office Shout-Outs, Lunch with the Principals.</p> <p>Strategy's Expected Result/Impact: Decreased campus discipline issues.</p> <p>Increased positive campus culture and morale for staff and students.</p> <p>Staff Responsible for Monitoring: Administration, Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement PBIS and TIER I Behavior interventions that will help create a positive campus culture.</p> <p>Strategy's Expected Result/Impact: Improve student social skills and decrease discipline referrals as evident in the Big 5 Data.</p> <p>Staff Responsible for Monitoring: Administration, School Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS

All schools will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 2: Monitor and assess the effectiveness of the district health, safety and emergency plans.

Evaluation Data Sources: Trend data charts of student placement in OSS, ISS and DAEP indicates a decrease in total repeat placements.





Strategy 1 Details	Reviews			
<p>Strategy 1: Develop, provide, and review Crisis Management plan for all areas of need to ensure safety for entire school.</p> <p>Strategy's Expected Result/Impact: Plans in place, Drills: Fire, Weather and Active Shooter.</p> <p>Improved safety for the campus in all areas.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: SAFE SCHOOLS

All schools will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 3: Provide and reinforce character education opportunities to increase positive interactions among and between students and staff.

Evaluation Data Sources: All plans in place and conducted by staff as needs arise.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide prevention and intervention programs for identified areas of need such as: Social Skills, Self Esteem, Character Education , and Bullying. Kelso's Choice will be implemented.</p> <p>Strategy's Expected Result/Impact: Plans in place and Dates of programs.</p> <p>District is exploring the use of the "Why Try? Program".</p> <p>Staff Responsible for Monitoring: Administration, Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide staff training on the social, cultural, and developmental needs of students and how they impact behavior and academic success.</p> <p>Strategy's Expected Result/Impact: Agendas and Sign Ins Provide for professional development opportunities</p> <p>Students begin to develop necessary skills to deal with difficult social situations and pressure from peers.</p> <p>Staff Responsible for Monitoring: Administration, Counselor and Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 3: COMMUNITY INVOLVEMENT

The District will improve parent and community partnerships in an environment that promotes trust through effective communication.

Performance Objective 1: Provide opportunities for parent and community involvement which promotes academic achievement and school spirit.

Evaluation Data Sources: Increased community involvement in all operations of the district.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide students and families information on programs and resources to use outside of school to support learning.</p> <p>Strategy's Expected Result/Impact: Host parent literacy nights.</p> <p>Provide parent resources for literacy at home.</p> <p>Establish Lil Hornets Reading Program.</p> <p>Continue Book Fair at least 1x per year.</p> <p>Provide parent survey.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program - \$2,500</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop committees to help plan events to celebrate accomplishments and share learning with parents and community.</p> <p>Strategy's Expected Result/Impact: Establish a Parent/Community involvement committee.</p> <p>Campus Advisory Committee meets 1x per month.</p> <p>Promote an active PTO.</p> <p>Staff Responsible for Monitoring: Committees</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Provide a variety of ways to recognize students and staff accomplishments. Strategy's Expected Result/Impact: Events Provide survey 1x per year to assess. Increase campus climate among all students and staff. Staff Responsible for Monitoring: Administration Funding Sources: - LOCAL	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: COMMUNITY INVOLVEMENT

The District will improve parent and community partnerships in an environment that promotes trust through effective communication.

Performance Objective 2: Provide a variety of communication methods to share information with parents, students and community stakeholders.

Evaluation Data Sources: Completed list of communications shared with all stakeholders.


Strategy 1 Details	Reviews			
<p>Strategy 1: Use a variety of resources to increase communication with families to promote awareness, and a sense of unity.</p> <p>Strategy's Expected Result/Impact: Publications and increased awareness</p> <p>Campus website, social media, parent newsletter, BlackBoard, Classroom Dojo, weekly take-home folders/planners.</p> <p>Staff Responsible for Monitoring: Administration and staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				


Goal 3: COMMUNITY INVOLVEMENT


The District will improve parent and community partnerships in an environment that promotes trust through effective communication.


Performance Objective 3: Provide district and campus opportunities which encourage and support parent involvement in the education of their children.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide the Latino Family Literacy Program. Strategy's Expected Result/Impact: Sign in Sheets Schedule of meetings Held in the Spring semester Pot Luck Supper</p> <p>Foster and build relationships with our Latino parents. Staff Responsible for Monitoring: Administrators, Teacher Program Facilitators Title I Schoolwide Elements: 2.6, 3.1, 3.2 Funding Sources: - 263 - Title III, Part A - \$1,800</p>	Formative			Summative
	Oct	Jan	Mar	June

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 100% Accomplished

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



Goal 4: RESOURCES

The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

Performance Objective 1: Implement a budget development process that ensures resources are identified, prioritized, aligned and allocated to reflect the district's mission and core belief statements.

Evaluation Data Sources: Completed reviews of studies related to effectiveness completed and findings implemented.

Strategy 1 Details	Reviews			
<p>Strategy 1: Maintain the Ten Components of a School-wide Campus as a Title I school. Strategy's Expected Result/Impact: Campus Plan Staff Responsible for Monitoring: Administration Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Improve low-performing schools - Additional Targeted Support Strategy Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Allocate resources to provide professional development focused on needs of students and staff. Strategy's Expected Result/Impact: Improved student achievement and staff quality. Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - Additional Targeted Support Strategy Funding Sources: - 211 - Title I, Part A, Improve Basic Program - \$6,500</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Allocate funds to continue to purchase technology devices and programs that engage students and staff in purposeful learning. Strategy's Expected Result/Impact: Increased use of devices in lessons and activities that have a positive impact on student achievement. Staff Responsible for Monitoring: Administration and Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6 Funding Sources: - 211 - Title I, Part A, Improve Basic Program - \$12,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Allocate funds for grade level Field trips to enrich the curriculum and make connections to learning and the real world. Strategy's Expected Result/Impact: Events planned Staff Responsible for Monitoring: Principal and staff Title I Schoolwide Elements: 2.4 - TEA Priorities: Improve low-performing schools Funding Sources: - LOCAL - \$2,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Allocate funds that continue to provide specific parental engagement activities that will continue to support student programs.</p> <p>Strategy's Expected Result/Impact: Positive parent partnerships</p> <p>Staff Responsible for Monitoring: Administration, teachers, parents</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program - \$5,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Allocate funds to continue to support the after-school tutorial program.</p> <p>Strategy's Expected Result/Impact: Increase student achievement by focusing on specific TEKS as evidenced by benchmark data.</p> <p>Staff Responsible for Monitoring: Administrators, Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program - \$5,000</p>	Formative			Summative
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Goal 4: RESOURCES

The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

Performance Objective 2: Develop and implement a plan to maintain and/or improve the educational environment and capabilities of our facilities.

Evaluation Data Sources: All facilities capable of meeting the needs of student learners.

Strategy 1 Details	Reviews			
<p>Strategy 1: Upgrade classrooms by providing more flexible furniture that focuses on engaging all students and that caters to specific learning styles.</p> <p>Continue to upgrade furniture based on campus replacement plan.</p> <p>Strategy's Expected Result/Impact: Leveled furniture caters to specific student needs/learning styles.</p> <p>Replace broken/old desks.</p> <p>Provide for flexible arrangements that will facilitate small group instruction/stations.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Funding Sources: - LOCAL - \$18,000</p>	Formative			Summative
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



Goal 5: STAFF

The District will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 1: Hire and retain qualified personnel using district developed processes and procedures.

Evaluation Data Sources: Data charts reflect a decline in teacher turnover rate.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide a variety of ways to support a new teacher including an assigned mentor. Strategy's Expected Result/Impact: Monthly meetings with administrators and mentors. Staff Responsible for Monitoring: Administration and Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue committees that provide the staff the opportunity to help with campus decisions and promote unity and ownership. Strategy's Expected Result/Impact: Various committees include: Campus Advisory Climate Parent Involvement PBIS Emergency Response Staff Responsible for Monitoring: Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide opportunities for continued education for certifications for special groups such as GT, ESL, and Dyslexia. Strategy's Expected Result/Impact: More staff with supplemental certifications. Staff Responsible for Monitoring: Administration Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - Additional Targeted Support Strategy Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide opportunities to recognize staff in a variety of ways.</p> <p>Provide team-building opportunities throughout the year.</p> <p>Provide additional planning opportunities when and where possible both horizontally and vertically.</p> <p>Provide staff surveys that allow for feedback.</p> <p>Strategy's Expected Result/Impact: Opportunities for staff feedback and input</p> <p>Staff daily shout-outs</p> <p>Staff luncheons and recognitions</p> <p>Staff Responsible for Monitoring: Administrators Counselor</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Continue New Teacher Academy 2x per month for all 0-2 year teachers.</p> <p>Strategy's Expected Result/Impact: Provide mentors for all 0 year teachers.</p> <p>Meetings are held bi-monthly.</p> <p>Relevant book studies are conducted at the rate of 1 per semester.</p> <p>Staff Responsible for Monitoring: Administration, Teachers</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - 211 - Title I, Part A, Improve Basic Program</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: STAFF

The District will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 2: Increase recruiting of qualified teachers for all positions with an emphasis on critical needs areas such as, math, science, bilingual education and other foreign languages.





Evaluation Data Sources: All positions filled with highly qualified, competent educators prepared to meet the needs of student learners.

Goal 5: STAFF

The District will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 3: Refine a plan to provide high-quality professional development that fosters growth, and includes tiered support for all teachers and staff.

Evaluation Data Sources: Number of certified ESL staff will increase in the system.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide opportunities for training and certification for ESL, G/T, etc. Strategy's Expected Result/Impact: Number of teachers with certification. Staff Responsible for Monitoring: Administration Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers Funding Sources: - LOCAL</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for professional development that supports social and emotional learning as well as mental health. Strategy's Expected Result/Impact: Increase student(s) overall sense of well-being and foster positive relationships with school staff. Staff Responsible for Monitoring: Counselor TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide opportunities for teachers to receive professional development in small group, student-centered instruction as needed. Strategy's Expected Result/Impact: Supports overall teacher pedagogy and enhances the instructional process. Staff Responsible for Monitoring: Campus leadership team TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				