

Huntsville Independent School District
Texas Online Preparatory School Middle School
2021-2022 Goals/Performance Objectives/Strategies

Table of Contents

Goals	3
Goal 1: ACADEMIC PERFORMANCE All students will achieve academic success and demonstrate growth.	3
Goal 2: SAFE SCHOOLS All schools will promote nurturing, safe and secure places for students, staff and parents.	8
Goal 3: COMMUNITY INVOLVEMENT The District will provide parent and community partnerships in an environment that promotes trust through effective communication.	12
Goal 4: RESOURCES The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.	15
Goal 5: STAFF The District will retain and recruit qualified staff that will maintain standards that foster student success.	17





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: Data from state assessments and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will successfully participate in PLCs to increase the number of students in the Meets and Masters performance levels.</p> <p>Strategy's Expected Result/Impact: The percent of students at Approaches, Meets and Masters will increase and the percent of students at Did Not Meets will decrease.</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 - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will participate in data driven instruction conversations monthly with campus administration with a focus on student data and instructional practices as evidenced through walkthroughs, student and teacher data.</p> <p>Strategy's Expected Result/Impact: Teachers are completing weekly data driven instructional analysis.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 1 Problem Statements:





Student Learning
<p>Problem Statement 3: Students across grade-bands and content areas fail to achieve at Meets and Masters on STAAR. Only 31% of students meet grade-level for math and only 10% master grade-level for math. Only 59% of students meet grade-level for reading and only 29% master grade-level for reading. Root Cause: Instructional focus centered on students at the basic instructional level and instruction for proficient and advanced students was not prioritized.</p>

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: Data from state assessments and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Hire additional staff to support at-risk students, including special programs students. Strategy's Expected Result/Impact: Increased percentage of passing scores on STAAR by students in special programs. Staff Responsible for Monitoring: Principal 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 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Problem Statements: Demographics 1 - Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>
Student Learning
<p>Problem Statement 2: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>





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.

Evaluation Data Sources: Data from state assessments and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement PLC planning with support of literacy and math coaches to ensure team is implementing standards based curriculum, effective teaching strategies for all learners, and creating common formative assessments at appropriate rigor.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students showing growth in math and ELA/reading</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 3 Problem Statements:





Demographics
<p>Problem Statement 1: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>
Student Learning
<p>Problem Statement 1: Students across grade-bands and subject-area fail to achieve growth YOY. Root Cause: Lack of intervention strategies to adjust instruction and monitor formative assessments have impacted failures in academic growth.</p>
<p>Problem Statement 2: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>

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).

Evaluation Data Sources: Data from state assessments and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: ELA teachers utilize MAP assessment data, including lexile levels, to target under-performing students. They will utilize TOPS instructional framework to determine supports for students via targeted small groups or RTI/Intervention efforts.</p> <p>Strategy's Expected Result/Impact: Raise 90% of underperforming students lexile scores by year's end.</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 - ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All reading interventionists will attend the Reading Academy as presented in Texas HB3.</p> <p>Strategy's Expected Result/Impact: Attending this academy will increase interventionists' and principals' knowledge and implementation of evidence-based practices to positively impact student literacy achievement</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 - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 2, 3 - School Processes & Programs 1</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>				

Performance Objective 4 Problem Statements:

Demographics
<p>Problem Statement 1: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>
Student Learning
<p>Problem Statement 1: Students across grade-bands and subject-area fail to achieve growth YOY. Root Cause: Lack of intervention strategies to adjust instruction and monitor formative assessments have impacted failures in academic growth.</p>
<p>Problem Statement 2: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>

Student Learning

Problem Statement 3: Students across grade-bands and content areas fail to achieve at Meets and Masters on STAAR. Only 31% of students meet grade-level for math and only 10% master grade-level for math. Only 59% of students meet grade-level for reading and only 29% master grade-level for reading. **Root Cause:** Instructional focus centered on students at the basic instructional level and instruction for proficient and advanced students was not prioritized.

School Processes & Programs





Problem Statement 1: The disparity on STAAR achievement between at-risk and not at-risk students meeting standard on 15% for 6th reading, 23% for 7th reading, 7% for 8th-grade reading and for math, it was 16% for 6th math, 41% for 7th math, 15% for 8th-grade math. **Root Cause:** Teachers need additional training and content expertise to breakdown the curriculum for struggling learners.

Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 5: Increase the percent of students meeting College, Career and Military Readiness criteria.

Evaluation Data Sources: Schedule of opportunities offered





Strategy 1 Details	Reviews			
<p>Strategy 1: Students in grades 6-8 will be presented with opportunities to explore careers and the career learning program monthly.</p> <p>Strategy's Expected Result/Impact: Students will be prepared to enroll in career learning courses and complete associated certification assessments once they enter high school.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college - ESF</p> <p>Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 and social and emotional well-being.

Evaluation Data Sources: Student attendance, student engagement

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS will develop monthly focus areas to support student behavior in the online school. These will include general engagement habits, including attendance to live class connects, utilizing web camera to interact with teachers, and to follow prescribed due dates in the platforms. These focus areas will be facilitated via weekly meetings with the homeroom teacher and in newsletter communication from administration.</p> <p>Strategy's Expected Result/Impact: The expectations for participation, attendance, and behavior whilst enrolled in the online school will become commonplace and will result in more engagement via web camera, live attendance, and passing rates.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create targeted support for increased parent involvement of at-risk students.</p> <p>Strategy's Expected Result/Impact: Increased engagement of at-risk students.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1, 2 - Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Create a support plan for at-risk students by adding staff, resources, and programs to facilitate positive student behaviors and mental health.</p> <p>Strategy's Expected Result/Impact: Increased engagement of at-risk students.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1, 2 - Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: The percentage of At-Risk learners on our campus has increased by 11% from previous year. **Root Cause:** Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.

Problem Statement 2: TOPS Middle school enrollment has grown in a short amount of time. October of 2019, the enrollment was 1100 students. October of 2020, the enrollment was 1,795 students. August 2021 the enrollment is 2,237 and still quickly increasing. **Root Cause:** Pandemic has impacted enrollment.

Student Learning

Problem Statement 2: The percentage of At-Risk learners on our campus has increased by 11% from previous year. **Root Cause:** Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.

Perceptions





Problem Statement 1: Parents and external stakeholders have limited ability to interact with one another and staff. 23% of parents of students that withdrew in the 20-21 school year reported lack of socialization as the primary reason for withdrawal. **Root Cause:** The method of delivery of regular school communications, which can help to foment school norms and culture, is hampered by the online school and can be seen as impersonal.

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: Internal Student Escalations Tracker; Discipline or behavior reports from state testing sites.

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop, monitor, and continuously improve the crisis prevention plan within the online school. This should include more timely responses to students in crisis, as well as proactive implementation of systems to support students who respond to staff with mental health concerns.</p> <p>Strategy's Expected Result/Impact: Students in crisis will be referred to proper authorities; students identified and exhibiting mental health concerns will be provided tools and supports within 30 days of school start.</p> <p>Staff Responsible for Monitoring: Head of School</p> <p>Title I Schoolwide Elements: 2.6, 3.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>
Student Learning
<p>Problem Statement 2: The percentage of At-Risk learners on our campus has increased by 11% from previous year. Root Cause: Due to the pandemic a large percentage of students did not take the STAAR test in 20/21SY or did not meet standard.</p>





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: Student attendance to sessions led by counseling staff for character education

Strategy 1 Details	Reviews			
<p>Strategy 1: Review character education program for improvements and enhancements. Ensure that each month has a consistent focus and offers students multiple opportunities to attend, interact, and engage with curriculum and topic. All teachers presented with training in month's focus and provided with tools to engage students in ongoing weekly conversations in homeroom class connect sessions. Reinforce focus by utilizing marketing tools, social media, and common language across campus.</p> <p>Strategy's Expected Result/Impact: Learning community will have a more balanced understanding of the positive culture espoused by the mission, vision, and values.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June

 0% No Progress
 100% Accomplished
 Continue/Modify
 Discontinue

Performance Objective 3 Problem Statements:





Perceptions
<p>Problem Statement 1: Parents and external stakeholders have limited ability to interact with one another and staff. 23% of parents of students that withdrew in the 20-21 school year reported lack of socialization as the primary reason for withdrawal. Root Cause: The method of delivery of regular school communications, which can help to foment school norms and culture, is hampered by the online school and can be seen as impersonal.</p>

Goal 3: COMMUNITY INVOLVEMENT

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

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

Evaluation Data Sources: Pulse Check Surveys sent to students and families, attendance to virtual and in-person outings

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS will continue to foster parent and community involvement by holding quarterly Town Hall meetings to update and collaborate on school process and spirit. TOPS has fully launched a Learning Coach Community within the K12 App for TOPS-only families to connect with each other and the school.</p> <p>Strategy's Expected Result/Impact: Attendance to Learning Coach orientation sessions, Attendance to Town Hall and other parent meetings, Increased family satisfaction on pulse check surveys.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	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>				

Performance Objective 1 Problem Statements:





Perceptions
<p>Problem Statement 1: Parents and external stakeholders have limited ability to interact with one another and staff. 23% of parents of students that withdrew in the 20-21 school year reported lack of socialization as the primary reason for withdrawal. Root Cause: The method of delivery of regular school communications, which can help to foment school norms and culture, is hampered by the online school and can be seen as impersonal.</p>

Goal 3: COMMUNITY INVOLVEMENT

The District will provide 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: Family/student pulse check, TOPS social media platforms

Strategy 1 Details	Reviews			
<p>Strategy 1: Build stronger relationships with students and families by utilizing a Champion teacher to ensure that the Learning Coach and teacher are partnering.</p> <p>Strategy's Expected Result/Impact: Build strong relationships via strong communication between Champion teacher and home will help ensure student success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Perceptions
<p>Problem Statement 1: Parents and external stakeholders have limited ability to interact with one another and staff. 23% of parents of students that withdrew in the 20-21 school year reported lack of socialization as the primary reason for withdrawal. Root Cause: The method of delivery of regular school communications, which can help to foment school norms and culture, is hampered by the online school and can be seen as impersonal.</p>





Goal 3: COMMUNITY INVOLVEMENT

The District will provide 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 and family engagement in the education of their children.

Evaluation Data Sources: Attendance to Learning Coach University sessions

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS will deliver monthly Learning Coach University sessions to further encourage collaboration and involvement of parents in the daily routines and activities of their students in the online school.</p> <p>Strategy's Expected Result/Impact: Parents will take a more direct role in counseling students on study habits, as well as become more familiar with the online school's processes and practices.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 3 Problem Statements:





Perceptions
<p>Problem Statement 1: Parents and external stakeholders have limited ability to interact with one another and staff. 23% of parents of students that withdrew in the 20-21 school year reported lack of socialization as the primary reason for withdrawal. Root Cause: The method of delivery of regular school communications, which can help to foment school norms and culture, is hampered by the online school and can be seen as impersonal.</p>

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 districts mission and core belief statements.

Evaluation Data Sources: Monthly Finance meetings; SOX compliance





Strategy 1 Details	Reviews			
<p>Strategy 1: Develop budget alongside K12 Finance, Vice President, and Human Resource officer. Ensure cost-allocations are appropriate, as well as aligned to district's projections with regard to funding.</p> <p>Strategy's Expected Result/Impact: Fiscal year close will result in favorable usage of monies aligned to cost-allocations across departments and campuses.</p> <p>Staff Responsible for Monitoring: Head of School</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	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 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: Monthly asynchronous course reviews by admin

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS will ensure that learning platforms are operational and that regular maintenance, upkeep, and technical support are offered throughout the school year.</p> <p>Strategy's Expected Result/Impact: TOPS platforms will continue to improve in functionality, and K12 will continuously provide enhancements to both curriculum and platform.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: Student Learning 1, 3 - School Processes & Programs 1</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: Students across grade-bands and subject-area fail to achieve growth YOY. Root Cause: Lack of intervention strategies to adjust instruction and monitor formative assessments have impacted failures in academic growth.</p>
<p>Problem Statement 3: Students across grade-bands and content areas fail to achieve at Meets and Masters on STAAR. Only 31% of students meet grade-level for math and only 10% master grade-level for math. Only 59% of students meet grade-level for reading and only 29% master grade-level for reading. Root Cause: Instructional focus centered on students at the basic instructional level and instruction for proficient and advanced students was not prioritized.</p>
School Processes & Programs
<p>Problem Statement 1: The disparity on STAAR achievement between at-risk and not at-risk students meeting standard on 15% for 6th reading, 23% for 7th reading, 7% for 8th-grade reading and for math, it was 16% for 6th math, 41% for 7th math, 15% for 8th-grade math. Root Cause: Teachers need additional training and content expertise to breakdown the curriculum for struggling learners.</p>





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: Training completions and attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training and professional development support to a large number of new staff to meet the explosive enrollment.</p> <p>Strategy's Expected Result/Impact: Newly hired teachers will be proficient in virtual instructional strategies.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> <p>Problem Statements: Demographics 2</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 1 Problem Statements:





Demographics
<p>Problem Statement 2: TOPS Middle school enrollment has grown in a short amount of time. October of 2019, the enrollment was 1100 students. October of 2020, the enrollment was 1,795 students. August 2021 the enrollment is 2,237 and still quickly increasing. Root Cause: Pandemic has impacted enrollment.</p>

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 need areas such as, math, science, bilingual education and foreign languages.

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

Strategy 1 Details	Reviews			
Strategy 1: Increase recruiting efforts via social media platforms and overall marketing campaign. Strategy's Expected Result/Impact: All students will be supported by a certified teacher in critical need areas. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning Problem Statements: Demographics 2	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 2: TOPS Middle school enrollment has grown in a short amount of time. October of 2019, the enrollment was 1100 students. October of 2020, the enrollment was 1,795 students. August 2021 the enrollment is 2,237 and still quickly increasing. Root Cause: Pandemic has impacted enrollment.</p>





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: training completions and attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: Create Professional Development for teachers ensuring they are adequately trained to work with students and provide ongoing training as needed. Math and reading coaches, as well as teacher trainers, will provide support with critical content knowledge, instructional strategies, and professional development.</p> <p>Strategy's Expected Result/Impact: Student growth will increase from SY20-21 as a result of the professional development and content support.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2</p>	Formative			Summative
	Oct	Jan	Mar	June

 0% No Progress
 100% Accomplished
 Continue/Modify
 Discontinue

Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 2: TOPS Middle school enrollment has grown in a short amount of time. October of 2019, the enrollment was 1100 students. October of 2020, the enrollment was 1,795 students. August 2021 the enrollment is 2,237 and still quickly increasing. Root Cause: Pandemic has impacted enrollment.</p>