

**Everman Independent School District**  
**Hommel Elementary**  
**2021-2022 Goals/Performance Objectives/Strategies**

# Mission Statement

Everman ISD, in partnership with parents and the community, will provide innovative instructional programs for students to inspire a passion for lifelong learning, to develop responsibility and character and to achieve academic excellence and college readiness enabling them to compete in an ever-changing global community.

## Vision

*One Goal: One Purpose, Student Success*

## Core Beliefs

1. Everman ISD manifests unity of vision and mission with goals for academic achievement.
2. Educators hold high expectations for all students to achieve through academic and behavioral support.
3. Everman ISD's culture of success depends on personal responsibility and accountability.
4. Continuous improvement occurs through sustained professional/earning, collaboration among all stakeholders and ongoing leadership development.
5. The District appreciates and embraces diversity and the resulting contributions to local and global communities.
6. The district actively encourages participation from all stakeholders.

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# Goals

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 1:** To increase the percentage of all student groups, including all ethnicities, meeting or exceeding passing standards to reach 90% success on all State assessments by 2021.

**Evaluation Data Sources:** 85% passing rates on all State assessments





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Continue using I Station program. <b>Strategy's Expected Result/Impact:</b> Increase each Tier level in I Station by 20%. <b>Staff Responsible for Monitoring:</b> Teachers <b>Funding Sources:</b> - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue highly effective lesson plan activities that match TEKS verbs <b>Strategy's Expected Result/Impact:</b> 8 out of 10 Data Walks show evidence of correct Lesson Plans <b>Staff Responsible for Monitoring:</b> Principals Instructional Specialist Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Implement supplemental materials, including technology, to improve instruction of the TEKS in all content areas. <b>Strategy's Expected Result/Impact:</b> Lesson Plans <b>Staff Responsible for Monitoring:</b> Principal <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> - Local, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Implement supplemental writing materials to increase writing across the curriculum, as well as increase STAAR Writing test scores. <b>Strategy's Expected Result/Impact:</b> Purchase orders, lesson plans 85% passing State assessments <b>Staff Responsible for Monitoring:</b> Principal Redesign Grant Shepard <b>Funding Sources:</b> - Title I-A	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Implement 4th grade writing boot camp and interventions to increase STAAR writing scores <b>Strategy's Expected Result/Impact:</b> Lesson Plans and writing samples 85% passing State assessments <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Instructional Specialist <b>Funding Sources:</b> - Title I-A	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Perform 1st-5th grade level inventories of classroom materials and purchase materials to make classrooms equitable. <b>Strategy's Expected Result/Impact:</b> Inventory List <b>Staff Responsible for Monitoring:</b> Instructional Specialist	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 2:** To develop an assessment program that includes elements for student success in 1st-5th with an emphasis on college and career readiness

**Evaluation Data Sources:** TPRI/Tejas Lee, HMH, STAAR results, and Istation.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Monitor students reading levels using DRA for 3rd and 4th, STAAR for 3rd-5th, TPRI/TL for 1st-2nd, HMH level readers 1st-5th grade.</p> <p><b>Strategy's Expected Result/Impact:</b> Reading scores on all reading assessments show student growth by 10% from previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Specialist Teachers</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 3:** To develop and implement strategies of research based interventions to meet the needs of individual students

**Evaluation Data Sources:** RtI referrals, RtI documentation, 8-2 intervention LPs, AVID strategies

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use PLC process to analyze data and revise intervention plans to meet the needs of all students</p> <p><b>Strategy's Expected Result/Impact:</b> Meeting SAMs Lesson plans 80% passing on CBAs</p> <p><b>Staff Responsible for Monitoring:</b> Principals Instructional Specialist Teachers</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide SIS services to students in need of academic interventions</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule SIS student scores commensurate with all student group</p> <p><b>Staff Responsible for Monitoring:</b> Principals Instructional Specialist SIS teachers</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title III, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide tutorials outside of school day during fall and spring semesters</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule Tutorial student scores commensurate with all student group</p> <p><b>Staff Responsible for Monitoring:</b> Principals Instructional Specialist SIS teachers Teachers</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title III, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Continue Response to Intervention and provide training during PLCs</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule SIS student scores commensurate with all student groups</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title III, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>





Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Provide instructional services to homeless students <b>Strategy's Expected Result/Impact:</b> Purchase orders Homeless student scores commensurate with all student group <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor <b>Funding Sources:</b> - Local, - Title I-A, - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Implement Spanish SIS materials <b>Strategy's Expected Result/Impact:</b> Purchase orders LEP student scores commensurate with all student group <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Title I-A, - Title I-A, - SCE, - Title III	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
<span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span>			



**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 4:** To create a clearly articulated curriculum that is aligned with TEKS





**Evaluation Data Sources:** Teacher Lesson Plans in Google Drive, PLC sign ins

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement spiral math program to help with math review 1st-5th. <b>Strategy's Expected Result/Impact:</b> 60% score above GLE in math application problems <b>Staff Responsible for Monitoring:</b> Teachers Instructional Support <b>Funding Sources:</b> - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue using TEKS Resource System <b>Strategy's Expected Result/Impact:</b> PLC Lesson Plans 20% increase on STAAR <b>Staff Responsible for Monitoring:</b> Principal Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Implement physical education and music materials and equipment to promote a well-rounded education and to support teaching the Physical Education and Music TEKS. <b>Strategy's Expected Result/Impact:</b> Increased student engagement in PE and Music TEKS instruction by less discipline referrals and report card grades <b>Staff Responsible for Monitoring:</b> Principal, PE Teacher, Music Teacher	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Provide Educational Field Trips that are aligned with the TEKS. <b>Strategy's Expected Result/Impact:</b> Hands on activities <b>Staff Responsible for Monitoring:</b> Principal Teachers	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 5:** To implement instructional technology to support student learning





**Evaluation Data Sources:** Istation usage reports, School City assessment data.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide training in order to integrate technology into core subject areas of instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans 6/10 Data Walks show evidence of technology usage</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Specialist Teachers Campus Tech</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement interactive instructional devices for special education and pull-out</p> <p><b>Strategy's Expected Result/Impact:</b> Inventory 6/10 Data Walks show evidence of technology usage</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Integrate Tech TEKS in lesson plans</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson plans 6/10 Data Walks show evidence of technology usage</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Principal Assistant Principal Instructional Coach</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Professional development for technology integration through school district.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Sheets for Technology Trainings</p> <p><b>Staff Responsible for Monitoring:</b> Principal SIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 1:** To develop and maintain open lines of communication using varied methods to reach all stakeholders.




**Evaluation Data Sources:** 4 communications monthly between home and school- Facebooks, Twitter, Class Dojo, Flyers, website updates, emails, parent phone calls, and Peach Jar.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Promote and follow-up on parent survey to ensure parents are able to participate. <b>Strategy's Expected Result/Impact:</b> 100 parents participate in survey <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Campus Technology Coordinator	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Parent Conferences with report cards after 2nd six weeks report cards and after 4th six weeks report card. <b>Strategy's Expected Result/Impact:</b> 100% participation <b>Staff Responsible for Monitoring:</b> Assistant Principal CIS Instructional Coach	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Purchase electronic communication tools (e.g. telephone, printer, laptop, etc.) to facilitate parent communication. <b>Strategy's Expected Result/Impact:</b> Communicate with all families and case manage 88 families regarding student and family needs (academic, emotional, community resources, etc.) <b>Staff Responsible for Monitoring:</b> Campus Principal Chief of Elementary Education Redesign Grant Shepard CIS	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 2:** To offer training/ learning opportunities to all EISD families and community members





**Evaluation Data Sources:** Curriculum Night, Dual Language Parent Info Night, Parent Night, Open House, Science Night, STAAR Night.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Hold Family Reading, Math and Science Nights</p> <p><b>Strategy's Expected Result/Impact:</b> Meeting SAMs sign in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
<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:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 3:** To develop measures and accountability between parent, teachers, students and administration to ensure student success

**Evaluation Data Sources:** At least one individual parent/school meeting per year for each EISD student, Curriculum Night, and collection of monthly parent contacts.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Schedule conferences with parents of students who are frequently tardy, absent or who have early dismissals</p> <p><b>Strategy's Expected Result/Impact:</b> Parent contact log one individual parent/school meeting</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Hold BOY and EOY meetings to discuss the parent involvement policy and parent compact</p> <p><b>Strategy's Expected Result/Impact:</b> Parent contact log one individual parent/school meeting</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> PEIMS clerk uses call-out system to call the parents of absent students.</p> <p><b>Strategy's Expected Result/Impact:</b> Call out system log 96% attendance</p> <p><b>Staff Responsible for Monitoring:</b> PEIMS Clerk Assistant Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Conduct home visits for students with excessive absences.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved attendance rate</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal CIS</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 4:** To develop programs and services to ensure true partnerships with parents, families, businesses, and the community that support student success as well as parent involvement and participation

**Evaluation Data Sources:** Increase PTO memberships by 20 (5%), Communities in Schools, and Student Council field trips to community.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Institute College Awareness <b>Strategy's Expected Result/Impact:</b> Calendar <b>Staff Responsible for Monitoring:</b> Principal Teachers CIS <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Increase volunteers to assist teachers and in the school in general. <b>Strategy's Expected Result/Impact:</b> Volunteer sign-in Increase volunteer hours <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Utilize communication system with school messenger with Remind, Class Dojo, SeeSaw, Facebook, Text, Blackboard, School Website, Peachjar, and Email <b>Strategy's Expected Result/Impact:</b> Committee SAMs PTO recommendation <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers PEIMS clerk <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Purchase supplies/materials to provide information on how parents can help their students be successful.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent receive information on how they can assist their students be academically successful.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>Funding Sources:</b> - Title I-A</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3:** To maintain a safe and secure environment for all students and staff.





**Performance Objective 1:** To maintain a safe and secure environment for all students and staff

**Evaluation Data Sources:** 10% decrease in incidents as reported on PEIMS 425

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Schedule conferences with parents of students with repeat discipline referrals</p> <p><b>Strategy's Expected Result/Impact:</b> Parent contact log Reduction of ISS and DAEP placements</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Teach bus behavior to students at beginning of school and monitor through out the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule 50% drop in reported bus referrals</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Assign students to Behavior Interventionist and Communities In School when necessary</p> <p><b>Strategy's Expected Result/Impact:</b> BI and CIS list of students Reduced ISS and DAEPs</p> <p><b>Staff Responsible for Monitoring:</b> Teachers BI CIS Assistant Principal</p> <p><b>Funding Sources:</b> - Local, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>



Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Teach PBIS procedures to all students and have consistent implementation <b>Strategy's Expected Result/Impact:</b> Schedule Reduction of ISS placements <b>Staff Responsible for Monitoring:</b> Counselor PBIS Committee All Campus Staff Assistant Principal <b>Funding Sources:</b> - Local, - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Educate students on anti-bullying program to promote safe schools <b>Strategy's Expected Result/Impact:</b> Lesson Plans Schedule Student Surveys Reduction in reports of bullying <b>Staff Responsible for Monitoring:</b> Counselor Principal Assistant Principal CIS BI <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Schedule Safe Haven/CIS presentations 1st-5th grade. <b>Strategy's Expected Result/Impact:</b> Documented reduction in discipline referrals for participating students. <b>Staff Responsible for Monitoring:</b> CIS Principal Assistant Principal	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Counselor will conduct social skills and character education lessons in the classroom. (1st-5th). <b>Strategy's Expected Result/Impact:</b> Documented reduction in discipline referrals for participating students. <b>Staff Responsible for Monitoring:</b> Counselor Assistant Principal CIS	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>





Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Put into action a campus-wide behavior reward system. <b>Strategy's Expected Result/Impact:</b> Electronic record of student points <b>Staff Responsible for Monitoring:</b> Counselor Assistant Principal CIS	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 2:** To provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens.

**Evaluation Data Sources:** 10% decrease in incidents as reported on PEIMS 425





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use character education materials.</p> <p><b>Strategy's Expected Result/Impact:</b> Announcements Counselor will do in-class character lessons Reduction of ISS placements</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Counselors CIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> PBIS-district wide character program</p> <p><b>Strategy's Expected Result/Impact:</b> Training Walk-throughs Reduction of ISS placements</p> <p><b>Staff Responsible for Monitoring:</b> Principal Asst. Prin. Teachers Counselor PBIS Committee</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Schedule a Career Day</p> <p><b>Strategy's Expected Result/Impact:</b> Event scheduled on calendar Sign-in sheet for committee meeting Career day flyer/agenda or schedule</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor Career Day Committee</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Continue Literacy Partners program with Baxter Jr. High. <b>Strategy's Expected Result/Impact:</b> 20% increase in students scores. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Specialist Teachers	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 3:** To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention.

**Evaluation Data Sources:** All schools will report 100% compliance with these educational programs





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Counselor visits classrooms to address substance abuse, suicide prevention and violence prevention</p> <p><b>Strategy's Expected Result/Impact:</b> Calendar Lesson plans Reduction of ISS placements</p> <p><b>Staff Responsible for Monitoring:</b> Counselor CIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Conduct Red Ribbon Week and bully prevention week and publicize on website and Facebook page.</p> <p><b>Strategy's Expected Result/Impact:</b> Calendar Lesson plans Reduction of ISS placements</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor CIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Schedule staff meetings to address discipline management and child abuse</p> <p><b>Strategy's Expected Result/Impact:</b> Calendar Lesson plans Reduction of ISS placements</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 4:** To achieve a dropout rate of less than 1% for all populations

**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Identify and provide services to all homeless students  <b>Strategy's Expected Result/Impact:</b> Purchase orders                      Homeless student scores commensurate with all student groups  <b>Staff Responsible for Monitoring:</b> Principal                      Counselor                      Assistant Principal                      CIS                      District Truancy Director  <b>Funding Sources:</b> - Local, - SCE, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide dual language, ESL or bilingual instruction to all LEP students  <b>Strategy's Expected Result/Impact:</b> Class and Staff rosters                      LEP student scores commensurate with all student groups  <b>Staff Responsible for Monitoring:</b> Principal                      Elementary EL Specialist  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide SIS services to students in need of academic interventions  <b>Strategy's Expected Result/Impact:</b> Schedule                      SIS student scores commensurate with all student groups  <b>Staff Responsible for Monitoring:</b> Principal                      Instructional Specialists                      SIS teachers                      Teachers                      Instructional Coach  <b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide SIS materials to students in need of academic interventions</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule SIS student scores commensurate with all student groups</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Specialists SIS teachers Teachers Instructional coach</p> <p><b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Create an attendance committee that includes teachers and meet every six weeks to talk about students with chronic attendance issues.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-in Parent contacts Attendance data</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor Attendance Committee District Director of Truancy</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 1:** To maintain 98% or higher attendance rate in all student populations

**Evaluation Data Sources:** Attain a 98% or higher attendance rate on TAPR report for all student populations





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Create an attendance committee that includes teachers and meets every six weeks to talk about students with chronic attendance issues.</p> <p><b>Strategy's Expected Result/Impact:</b> Agenda SAM Attendance rate above 98%</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal District Truancy Director CIS Counselor Attendance Clerk</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue to offer attendance incentives</p> <p><b>Strategy's Expected Result/Impact:</b> Perfect Attendance Certificates</p> <p><b>Staff Responsible for Monitoring:</b> Principal Attendance Committee Assistant Principal CIS Counselor</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 5:** To provide and maintain facilities in a quality, cost-effective manner.

**Performance Objective 1:** To effectively utilize the district's resources including budget and facilities





**Evaluation Data Sources:** Maintain a superior FIRST rating from TEA

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue Managed Printing</p> <p><b>Strategy's Expected Result/Impact:</b> Managed printing services Reduced cost for ink and toner</p> <p><b>Staff Responsible for Monitoring:</b> Director of Technology Principal</p> <p><b>Funding Sources:</b> - Local</p>	Formative		
	Nov	Feb	May
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 1:** To recruit outstanding faculty, staff and administrators

**Evaluation Data Sources:** Maintain 100% HQ instructional staff





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Offer program for incentive for staff attendance and performance <b>Strategy's Expected Result/Impact:</b> Increase attendance rate and performance 96% or higher attendance for staff members <b>Staff Responsible for Monitoring:</b> Principal PTO <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Attend recruitment career fairs <b>Strategy's Expected Result/Impact:</b> Career Fairs Attendance 100% HQ staff <b>Staff Responsible for Monitoring:</b> Dir. of HR Principal <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Continue Hospitality Committee to improve campus climate by conducting monthly activities and celebrations. <b>Strategy's Expected Result/Impact:</b> Campus Morale <b>Staff Responsible for Monitoring:</b> Everybody!	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 2:** To provide the opportunity for job embedded research-based professional development for every district employee.

**Evaluation Data Sources:** Surveys from Region 11





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Require Professional development in technology, core subjects (math, ELAR, science, SS) and leadership.  <b>Strategy's Expected Result/Impact:</b> Training SAMs                      6/10 Data Walks show evidence of technology usage  <b>Staff Responsible for Monitoring:</b> Principal                      Campus Tech                      Teachers                      Instructional Coach                      Assistant Principal  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Use PLC process to analyze data and improve teaching strategies  <b>Strategy's Expected Result/Impact:</b> Meeting SAMs                      Lesson plans                      80% passing on CBAs  <b>Staff Responsible for Monitoring:</b> Principal                      Instructional                      Coach and Instructional Specialists                      Teachers  <b>Funding Sources:</b> - Local, - Title I-A, - Title II-A, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Professional development in classroom management  <b>Strategy's Expected Result/Impact:</b> Training SAMs                      Reduction in office referrals.  <b>Staff Responsible for Monitoring:</b> Principal                      Assistant Principal  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide Math training through an outside consultant for data analysis, lesson planning and coaching.</p> <p><b>Strategy's Expected Result/Impact:</b> Effective PLC's Intervention Blocks</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Support Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide refresher on existing resources to experienced teachers</p> <p><b>Strategy's Expected Result/Impact:</b> PLC's Intervention blocks</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialists</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Teachers and administrators will attend professional development opportunities outside of the district, such as conferences, Regional Service Centers, and seminars/workshops that pertain to academic or behavioral areas of need.</p> <p><b>Strategy's Expected Result/Impact:</b> Practices from professional development will be utilized in classrooms and/or campus.</p> <p>Expected results are increased academic performance on local and state assessments, or reduction in behavior referrals.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers Instructional Coach Instructional Specialists</p> <p><b>Comprehensive Support Strategy</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Provide coaching services to classroom teachers through district initiatives.</p> <p><b>Strategy's Expected Result/Impact:</b> Administrators will observe high-yield and engaging instructional strategies in classrooms resulting in increased scores on formative and summative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional coach.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 3:** To develop a plan to increase employee performance





**Evaluation Data Sources:** 10% decrease in employee turnover

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Assign team leader/committee to help with decision-making and representative at Roundtable Meeting</p> <p><b>Strategy's Expected Result/Impact:</b> Committee list PLC survey shows increased collegiality</p> <p><b>Staff Responsible for Monitoring:</b> Principal Lead Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide teachers with HMH strategies 1st-5th grades.</p> <p><b>Strategy's Expected Result/Impact:</b> Training SAMs 6/10 Data Walks show evidence of effective instructional strategies</p> <p><b>Staff Responsible for Monitoring:</b> Principals Instructional Coach 1st-5th grade teachers</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 4:** To develop a plan to increase employee retention rates

**Evaluation Data Sources:** Turn-over rate for teachers of less than 20%

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Peer observation opportunities and shared practices</p> <p><b>Strategy's Expected Result/Impact:</b> Guidelines SAMs Improved PLC's Effective intervention blocks</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers Instructional Coach Instructional Specialists</p> <p><b>Funding Sources:</b> - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			