

Everman Independent School District
Townley 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 Academic Achievement for all student groups (with special emphasis on the current SPED subgroup) by 10%-20% above the set target on all STAAR assessments.

Evaluation Data Sources: Results on STAAR for Academic Achievement are 10%-20% above the set target on reading and math for all subgroups.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to conduct PLC meetings to disaggregate data to create effective instruction and assessment</p> <p>Strategy's Expected Result/Impact: 75% passing Unit Assessments.</p> <p>Staff Responsible for Monitoring: Principal Chief of Elementary Instructional Coach Teachers Include sped & support teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May

Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Train teachers in a variety of small-group instruction techniques.</p> <p>Strategy's Expected Result/Impact: 70% of Data Walks show evidence of varied grouping patterns</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach Instructional Specialist</p> <p>Funding Sources: - Local, - Title I-A, - Title II-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Curriculum documents to better assist with achievement of reading and math</p> <p>Strategy's Expected Result/Impact: TEKS guide, 70% passing on STAAR</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialists Math Consultant Chief Elementary Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Continue to adjust pull-out intervention roles to include 1st-5th interventions</p> <p>Strategy's Expected Result/Impact: Schedules, Close achievement GAP by 10%</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialist</p> <p>Funding Sources: - Title I-A, - Title II-A</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Continue funding for Supplemental Instructional Specialists to work with at-risk students.</p> <p>Strategy's Expected Result/Impact: Schedules, Close achievement GAP by 10%</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Implement campus driven writing camps and competitions to address revision and editing from 1st-5th grades.</p> <p>Strategy's Expected Result/Impact: 90%, 60%, 30%; approaches, meets, masters on Unit and benchmark Assessments.</p> <p>Staff Responsible for Monitoring: Principal Instructional Coaches Instructional Specialist Math Consultant Teachers</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May





Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Implement lesson design training for teachers.</p> <p>Strategy's Expected Result/Impact: The teachers will have a consistent lesson plan template that will impact the horizontal alignment.</p> <p>Staff Responsible for Monitoring: Instructional Coach Principal Assistant Principal</p>	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Tier students using Istation data for appropriate interventions.</p> <p>Strategy's Expected Result/Impact: Students will be placed in a group with peers that have similar skill levels for optimum growth at every level.</p> <p>Staff Responsible for Monitoring: Teachers Instructional Specialists</p>	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: Objective 2: To develop an assessment program in grades 1st- 5th that builds a solid foundation of reading comprehension and numeracy that will necessary for success in junior high school, high school, and post secondary education.

Evaluation Data Sources: Approximately 80% of the student body population will be reading at or above grade level by the end of the third grade.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue training in amplify ST Reading and Math for all teachers and School City to help with advanced reading levels for all Reading teachers</p> <p>Strategy's Expected Result/Impact: 70% approaching on grade level assessments.</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialists Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Purchase computer programs for students SchoolCity</p> <p>Strategy's Expected Result/Impact: 70% approaching standard on reading on grade level assessments</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialist Teachers</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Purchase materials for reading (leveled readers, LLI Kits etc.)</p> <p>Strategy's Expected Result/Impact: 70% reading on grade level</p> <p>Staff Responsible for Monitoring: Principal Chief of Elementary Education</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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





Performance Objective 3: Objective 3: To develop a menu of research based interventions to meet the needs of individual students

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide high dosage tutoring for all grades levels for the extended school day year.</p> <p>Strategy's Expected Result/Impact: 70% passing reading Unit Assessments</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialist Teachers</p> <p>Funding Sources: Provide snacks and lunch for participants. - Title I-A, - SCE, - Title I-A, - Title II-A, - Title III</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Purchase SIS materials as an academic intervention</p> <p>Strategy's Expected Result/Impact: Purchase orders, 80% reading on grade level</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialists Teachers</p> <p>Funding Sources: - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Serve identified dyslexic students a minimum of 120 minutes weekly</p> <p>Strategy's Expected Result/Impact: Schedule, Dyslexic student scores commensurate with all student group</p> <p>Staff Responsible for Monitoring: Principal Instructional Specialist SPED teachers Resource Teacher staff responsible for Dyslexia Teacher</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide instructional services to Homeless students</p> <p>Strategy's Expected Result/Impact: Purchase orders, Homeless student scores commensurate with all student group the the same equality as other students</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Funding Sources: - Local, - SCE, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Classroom guidance and social skills groups conducted during specials (PALS groups)</p> <p>Strategy's Expected Result/Impact: Reduction to 60% of BI's time reacting to situations</p> <p>Staff Responsible for Monitoring: Assistant Principal Behavior Intervention Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Provide snacks for after school care for students</p> <p>Staff Responsible for Monitoring: Principal</p>	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 4: Objective 4: To create a clearly articulated curriculum that is aligned with TEKS

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Training in overview of curriculum documents Reading writing & Math Resource Guide in Reading and Math.</p> <p>Strategy's Expected Result/Impact: Stamp</p> <p>75% passing on STAAR Math</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialist Math Consultant Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Include higher order thinking and provide a book study for cultural for thought and relevance training</p> <p>Strategy's Expected Result/Impact: Lesson Plans,</p> <p>80% of lesson plans identify higher order thinking</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Purchase supplemental instructional materials to support all subject areas, including Social Studies and Science.</p> <p>Strategy's Expected Result/Impact: Hands-on labs and activities are observed during walk-throughs. Students master TEKS through hands-on activities.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4</p>	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 5: To implement instructional technology to support student learning to reach 75% passing.

Evaluation Data Sources: 75% passing rates on all state assessments

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide SIS small group instruction with technology for students who experience difficulty with mastery of content</p> <p>Strategy's Expected Result/Impact: Schedules , 60% passing unit and benchmark assessments</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - Local, - SCE, - Title I-A, - Title III</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Purchase technology devices and technology supplies to increase student engagement.</p> <p>Strategy's Expected Result/Impact: POs, inventory, Data Walks show evidence of technology usage</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Schedule technology training for teachers with the service provider and district personnel for chromebook and panel usage during instruction.</p> <p>Strategy's Expected Result/Impact: The teachers will be able to incorporate technology in the lesson plans and institute small</p>	Formative		
	Nov	Feb	May

group testing and interventions.

Staff Responsible for Monitoring: Principal
Instructional Coach
District Personnel



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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Hold required parent and teacher meetings. Strategy's Expected Result/Impact: Parent Involvement Increase 20% Staff Responsible for Monitoring: Principal Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Update the school web page monthly. Strategy's Expected Result/Impact: Web pages; Help Parent Involvement Increase 20% Staff Responsible for Monitoring: Principal Campus Tech. Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Schedule BOY, MOY, EOY parent/teachers conferences. Strategy's Expected Result/Impact: Calendar AESOP Parent Involvement Increase 20% Staff Responsible for Monitoring: Principal Teachers Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
 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: 3 training/learning opportunities per year

Strategy 1 Details	Formative Reviews		
Strategy 1: Offer Curriculum night for parents with emphasis on Reading, Science & Math Strategy's Expected Result/Impact: 100% for parents participation at each event. Staff Responsible for Monitoring: Principal , Assistant Principal & all staff	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Continue with partnership with churches & businesses in the community Strategy's Expected Result/Impact: 2 visits per semester Staff Responsible for Monitoring: Principal. Assistant Principal, Counselor, BI & school Liaison	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 face-to-face parent/school meeting per year for each child.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Schedule beginning and end of year meetings to discuss parent/ school compact and parental involvement plan in English and Spanish</p> <p>Strategy's Expected Result/Impact: Written communications Phone logs,</p> <p>90% attendance at parent conferences</p> <p>Staff Responsible for Monitoring: Principal, Assistant principal, Parent Liaison</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Grade level orientation for parents- Meet the Teacher Night</p> <p>Strategy's Expected Result/Impact: 70% attendance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal & Parent Liaison</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Distribute a volunteer survey at Meet The Teacher & clearly articulate volunteer opportunities & expectations.</p> <p>Strategy's Expected Result/Impact: Survey, 10 additional volunteers</p> <p>Staff Responsible for Monitoring: Principal, assistant Principal & Parent Liaison</p>	Formative		
	Nov	Feb	May
 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 number of parents and business partners by 2.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Invite parents and community to participate in College Day, Red Ribbon Week, Million Father March , career day , All Pro dads, Black History Reading day, Day of the dead and other family and community engagement activities.</p> <p>Strategy's Expected Result/Impact: Written communications Phone logs,</p> <p>Average 10 parent or community members per event</p> <p>Staff Responsible for Monitoring: Counselor/ All school staff</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Invite community & business members to become apart of Townley school through volunteering and serving on committees.</p> <p>Strategy's Expected Result/Impact: Written Communications, Phone logs, Average 2 community members per event</p> <p>Staff Responsible for Monitoring: All school staff</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: To develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning.

Evaluation Data Sources: No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide PBIS training for all teachers and students in order to establish classroom behavior intervention program. Strategy's Expected Result/Impact: No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population. Staff Responsible for Monitoring: Assistant Principal Counselors Behavior Interventionist Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Restructure students seeing behavior interventionist for interventions Strategy's Expected Result/Impact: BI log no more than 5-10% of incidence reported on PEIMS 425 for the entire student body population. Staff Responsible for Monitoring: Assistant Principal Teachers BI Funding Sources: - Local, SCE .45 FTE (\$10,000) - SCE</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create Bully Prevention Plan and week and educate parents on bullying. Strategy's Expected Result/Impact: The number of reports referencing bullying will decrease by 90%. Staff Responsible for Monitoring: Assistant Principal Counselor BI</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 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>Strategy 1: Continue service learning opportunities</p> <p>Strategy's Expected Result/Impact: No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principals Teachers Behavior Interventionist</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Continue behavior RTI plan</p> <p>Strategy's Expected Result/Impact: Written plan,</p> <p>No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor BI Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: PBIS- Positive Behavior intervention & support</p> <p>Beginning of year orientation for staff</p> <p>Strategy's Expected Result/Impact: PBIS Plan, No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal BI</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Schedule Safe Haven visits for counseling and bullying prevention.</p> <p>Strategy's Expected Result/Impact: The number bullying reports and office referrals decrease by 80%.</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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>Strategy 1: Provide required child abuse and discipline management training to staff</p> <p>Strategy's Expected Result/Impact: No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principal , Assistant Principal Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: . Provide required suicide prevention, violence prevention and substance abuse information to students</p> <p>Strategy's Expected Result/Impact: Schedule,</p> <p>No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide additional support services for students that have experienced loss.</p> <p>Strategy's Expected Result/Impact: Schedule,</p> <p>No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May





Strategy 4 Details	Formative Reviews		
Strategy 4: Schedule Safe Haven visits for counseling & bullying prevention. Strategy's Expected Result/Impact: The number of bullying reports & office referrals decrease by 80% Provide resources for community & school Staff Responsible for Monitoring: Principal, assistant principal, Counselor & Parent Liaison	Formative		
	Nov	Feb	May
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Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

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

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide small group instruction for students who experience difficulty with mastery of content</p> <p>Attendance incentives</p> <p>Strategy's Expected Result/Impact: 70% passing unit assessments/STAAR</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal Instructional Coach Teachers</p> <p>Funding Sources: - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Purchase SIS materials as an academic intervention</p> <p>Strategy's Expected Result/Impact: Purchase orders, 75% passing unit assessments/STAAR</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Teachers</p> <p>Funding Sources: - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	Formative		
	Nov	Feb	May





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide dual language and/or bilingual instruction to LEP students</p> <p>Strategy's Expected Result/Impact: Class rosters LEP student scores for 3rd & 4th grade to commensurate those for gen ed.</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialist Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide instructional services to Homeless students</p> <p>Strategy's Expected Result/Impact: Purchase orders, Homeless student scores commensurate with all student group</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide instructional services to Homeless students</p> <p>Strategy's Expected Result/Impact: purchase orders Homeless student scores commensurate with all student groups</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal & Parent Liaison</p>	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Home visit for tardy & absent students</p> <p>Strategy's Expected Result/Impact: All students in school</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal & school Liaison</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 2: To maintain 97 or higher attendance rate in all student categories

Evaluation Data Sources: Maintain a 97% or higher attendance rate on TAPR report for all student populations.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement active attendance committee to especially address all grade level attendance.</p> <p>Strategy's Expected Result/Impact: Attendance report,</p> <p>97% attendance rate on all grade levels</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Attendance Clerk Teachers Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: More administrative role involved in attendance</p> <p>Strategy's Expected Result/Impact: Attendance report,</p> <p>97% attendance rate on all grade levels</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create attendance motivation and incentives program.</p> <p>Strategy's Expected Result/Impact: 97% attendance rate on all grade levels</p> <p>Attendance Meeting every 3 weeks</p> <p>Teachers Calling after 3 absences</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Attendance Clerk Teachers</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 3: To increase communication among district stakeholders in identifying and aiding at-risk students.





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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Hold annual parent teacher conferences in English and Spanish</p> <p>Strategy's Expected Result/Impact: Written communications Phone logs,</p> <p>70% attendance at parent conferences</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Hold parent curriculum/student assessment meetings BOY/MOY/EOY.</p> <p>Strategy's Expected Result/Impact: Parents will have a better understanding of their students' skill set and how to provide assistance at home. The number of tier 3 students will decrease by 20% by the MOY; and 50% by EOY.</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach Instructional Specialists SPED Teacher Teacher</p>	Formative		
	Nov	Feb	May
 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 4: To recruit outstanding faculty, staff and administrators





Evaluation Data Sources: Maintain 100% HQ instructional staff.

Strategy 1 Details	Formative Reviews		
Strategy 1: Teacher mentoring program. Strategy's Expected Result/Impact: 90% Teacher retention rate Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach Counselor	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 1: To pursue discretionary funding through avenues such as grant writing, business/community partnerships and corporate underwriting employee

Evaluation Data Sources: Secure 1 discretionary grant funding source.

Strategy 1 Details	Formative Reviews		
Strategy 1: Explore grant opportunities for funding to provide additional instructional technology Strategy's Expected Result/Impact: completed application for one additional funding source One additional funding source Staff Responsible for Monitoring: Principal, Assistant Principal	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 2: 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>Strategy 1: Implement Managed Printing Solution/Dentech</p> <p>Strategy's Expected Result/Impact: Budget Reduced printing costs</p> <p>Staff Responsible for Monitoring: All school staff</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Review budget monthly</p> <p>Strategy's Expected Result/Impact: Calendar, Stay in budget</p> <p>Staff Responsible for Monitoring: Principal Campus Secretary</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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		
Strategy 1: Assign Team lead from each grade level to assist new teachers Strategy's Expected Result/Impact: 5% higher retention rate Staff Responsible for Monitoring: Leadership Team Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: A committee will be involved in the interview process for hiring teachers and other campus faculty/staff. Strategy's Expected Result/Impact: Interviews 5% higher retention rate Staff Responsible for Monitoring: Principal Teachers Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Implement an effective team strategies to build building morale Strategy's Expected Result/Impact: Program 5% higher retention rate Staff Responsible for Monitoring: Leadership Team Funding Sources: - Local	Formative		
	Nov	Feb	May
 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 specialized research-based professional development for every district employee.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct PLC meetings with an emphasis on data inform instruction</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students approaching, meeting, or mastering student expectations on STAAR assessment.</p> <p>Staff Responsible for Monitoring: All school staff</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide Technology Integration training in all content areas.</p> <p>Strategy's Expected Result/Impact: 80% of Data Walks show evidence of technology use</p> <p>Staff Responsible for Monitoring: All school staff</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide Differentiated Instruction training</p> <p>Strategy's Expected Result/Impact: Data Walks show evidence of differentiated instruction</p> <p>Staff Responsible for Monitoring: All school staff</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Develop a flow chart and discipline management plan.</p> <p>Strategy's Expected Result/Impact: 80% of Data Walks show evidence of discipline management plan implemented</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal BI</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide opportunities for teachers and principals to attend training opportunities and conferences to learn innovative instructional and behavioral strategies that can be implemented during professional development and in the classroom.</p> <p>Strategy's Expected Result/Impact: Innovative strategies that positively affect students' academic and behavioral performance are observed in classrooms.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative		
	Nov	Feb	May
 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: Professional development or action plan to address lowest evaluation domain for each employee classification.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide discipline management training to staff (PBIS) and consistency with consequences</p> <p>Strategy's Expected Result/Impact: Training, No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor BI</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Continue professional development with teachers</p> <p>Strategy's Expected Result/Impact: Training ,</p> <p>Teachers increase from 2 EEs on Domain 1 to 4 EEs Data walks</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue to provide training on content specific subjects internally and through outside consultants.</p> <p>Strategy's Expected Result/Impact: Data walks show evidence of differentiated instruction resulting in increased scores on formative and summative assessments.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Continue classroom management and PBIS training</p> <p>Strategy's Expected Result/Impact: No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal BI Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
 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 10%.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assign a grade level mentor to each new teacher and new to grade level</p> <p>Strategy's Expected Result/Impact: Emails Retention rate of 90%</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement a positive school culture and morale plan</p> <p>Strategy's Expected Result/Impact: Increased teacher retention rate.</p> <p>Staff Responsible for Monitoring: Leadership team</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			