



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: January 18, 2023

Agenda Section: Discussion/Possible Action

Agenda Item Title: 2022-203 Campus Improvement Plans

From: Millicent Marcha, Chief Academic Officer

Additional Presenters if Applicable:

Description: District and campus administration teams conducted comprehensive reviews of accountability summaries, federal & state compliance report, budget and program allotments, technology inventories and security reviews. Finding of the comprehensive needs analysis at each campus led to the identification of key actions to address priorities in the District and Campus Improvement Plans.

Historical Data: District reviews and revises the district and campus improvements plans on an annual basis. The plans are presented to the Board of Trustees for approval at a regular board meeting each year.

Recommendation: Approve the 2022-2023 Campus Improvement Plans

Purchasing Personnel and Approval Date: N/A

Funding Budget Code and Amount: N/A

South San Antonio Independent School District
Neil Armstrong Elementary School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

We, the Armstrong family, believe in providing a safe learning environment, and high quality instruction in collaboration with the community including students, parents, and each other. At Armstrong Elementary School, we are stronger together. "

Vision

ArmSTRONG! Strength through Unity and Commitment

Core Beliefs

We believe the school campus, in partnership with families and the community, will create and foster an environment that is safe, nurturing, and respectful for all.

We believe, as an innovative community, we create relevant and enjoyable learning experiences with home & school connections that result in motivated learners.

We believe our school, students, and their families model behavioral and academic expectations that allow students to embrace and achieve their future goals.

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Goals





Goal 1: Neil Armstrong Elementary School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, students' scores at approaches, meets, and masters will increase by 5% in Reading, Math, and Science STAAR results.

HB3 Goal

Evaluation Data Sources: Common Assessments, District Benchmark Assessments, and State Assessments






Strategy 1 Details		Reviews			
Strategy 1: Teachers will incorporate engaging high-yield strategies and high quality instructional materials that are TEKS-based to positively impact Tier I instruction. Strategy's Expected Result/Impact: Increased results in formative, district, and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Teachers. Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Funding Sources: - 211 Title I, Part A		Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Teachers will use instructional materials, activities, resources, programs, and technology made available to assist students, in all Tiers, to make gains and meet state and academic standards. Strategy's Expected Result/Impact: Increased student academic achievement Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Instructional Coach Title I: 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 - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Funds for Tutoring - 211 Title I, Part A		Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Address the learning loss that economically disadvantaged students experienced as a result of the negative impact of Covid-19. Strategy's Expected Result/Impact: Increase in student academic achievement Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Counselor, and Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: - 211 Title I, Part A		Formative			Summative
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Goal 1: Neil Armstrong Elementary School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: Implement an assessment program to measure student achievement.

Evaluation Data Sources: Assessment program evaluations





Strategy 1 Details	Reviews			
Strategy 1: Students will participate in campus, district, and state assessments. Strategy's Expected Result/Impact: Increase in assessment results Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 2: Neil Armstrong Elementary School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: 100% of administrators and instructional staff will be provided with quality professional development opportunities during the 2022-2023 academic school year.

HB3 Goal





Evaluation Data Sources: Walkthroughs, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
Strategy 1: Teachers and administrators will be provided opportunities for professional development to improve instruction. Strategy's Expected Result/Impact: Teacher effectiveness positively impacting student growth Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, and CILT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: - 211 Title I, Part A	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Teachers in grade 2-3 will attend a year-long Reading Academy to increase teacher knowledge in the Science of Teaching Reading. Strategy's Expected Result/Impact: Student gains from the Reading Universal screener Staff Responsible for Monitoring: Administration and Instructional Coach Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 2: Neil Armstrong Elementary School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: Establish a system that provides consistent and ongoing feedback immediately after walkthroughs in support of all instructional initiatives.

Evaluation Data Sources: Administrators, CILT, and Instructional Coach

Strategy 1 Details	Reviews			
Strategy 1: Provide timely feedback after conducting campus walkthroughs, visioning walks, and formal observations. Strategy's Expected Result/Impact: Implementation of recommended strategies to improve teacher effectiveness. Staff Responsible for Monitoring: Principal, Assistant Principal, and Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 3:

Neil Armstrong Elementary School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Establish an ongoing partnership with the Middle School Academies.

HB3 Goal

Evaluation Data Sources: Fifth grade student acceptance to the academies.

Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for the students to experience going on educational field trips and visit the middle school choice academies. Strategy's Expected Result/Impact: Students will become aware of possible career paths that align with district programs. Staff Responsible for Monitoring: Administration, Counselor, and Teachers Title I: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will sponsor academic clubs for students to provide enrichment opportunities and a well-balanced education. Strategy's Expected Result/Impact: Weekly meetings and performances Staff Responsible for Monitoring: Teachers and Administration Title I: 2.5 - TEA Priorities: Connect high school to career and college Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 3:






Neil Armstrong Elementary School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Develop College and Career readiness skills through learning activities for 100% students in grades PK-5.

HB3 Goal

Evaluation Data Sources: Increase in Academy Choice acceptance

Strategy 1 Details		Reviews			
Strategy 1: Counselor will provide lessons and surveys to promote the importance of higher education and career interests. Strategy's Expected Result/Impact: Awareness of the importance of Post Secondary education. Staff Responsible for Monitoring: Counselor Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Promote College Day on Wednesdays Strategy's Expected Result/Impact: College Awareness and options. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Title I: 2.4 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Award and Completion ceremonies will be held. Strategy's Expected Result/Impact: Increased student interest in continuing education Staff Responsible for Monitoring: Administration and Counselor Title I: 2.5		Formative			Summative
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Goal 4: Neil Armstrong Elementary School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: By establishing a welcoming, positive, and safe environment, student attendance will increase by 5%.

Evaluation Data Sources: Daily attendance report, Skyward referral counts.






Strategy 1 Details	Reviews			
Strategy 1: Create a school-wide attendance plan to include various incentives and activities such as dances, movie days, and field trips. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: The Counselor will conduct Guidance Counseling lessons to all grade levels. Strategy's Expected Result/Impact: Decrease in campus referrals and Level 1 offenses. Promote positive well being for all students. Staff Responsible for Monitoring: Counselor and Administration Title I: 2.6, 4.1 - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Funding Sources: - 211 Title I, Part A	Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Implement the new safety, including bullying, and emergency protocols and maintain the upkeep of playground and classroom equipment. Strategy's Expected Result/Impact: Communication Safety and improved attendance Staff Responsible for Monitoring: Administration, Staff, and Teachers Title I: 2.5		Formative			Summative
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Goal 4: Neil Armstrong Elementary School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: Identify developmentally appropriate and culturally inclusive instructional practices including emotional and social play and learning experiences for student success during recess periods.





Evaluation Data Sources: School Counselor logs, Discipline Referrals, CIS data

Strategy 1 Details	Reviews			
Strategy 1: Students will play with age appropriate items to aid in building social and emotional skills that were underdeveloped due to Covid. Strategy's Expected Result/Impact: Students will gain necessary social skills to aid in establishing positive peer interactions; good sportsmanship, empathy, kindness, and sharing. Staff Responsible for Monitoring: Administration, Teachers, Staff, and Counselor Title I: 2.5 Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 5: Neil Armstrong Elementary School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

Evaluation Data Sources: Flyers, agendas, and sign-in sheets






Strategy 1 Details	Reviews			
Strategy 1: Conduct a variety of parent meetings throughout the school year to keep parents informed of school business to provide opportunities for two-way communication and educate families on new initiatives and resources. Meetings will include monthly Parent Cafecitos, Cultivar-Convivios, Back to School-Meet the Teacher, Open House/Title I, and STAAR information meetings. Strategy's Expected Result/Impact: Increase in parent/campus participation. Staff Responsible for Monitoring: Principal, Counselor, Principal's Secretary, and Parent Liaison Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Funding Sources: Incentive items for attendees, courtesy items such as food and drinks - 211 Title I, Part A	Formative			Summative
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Goal 5: Neil Armstrong Elementary School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Ensure constant two-way communication and collaboration between families and school staff by utilizing a variety of communication and feedback sources.

HB3 Goal







Evaluation Data Sources: Data analytics, parent surveys

Strategy 1 Details	Reviews			
Strategy 1: Utilization of Blackboard messaging system, flyers, parent surveys, campus calendars, Seesaw, Class Dojo, campus website, and social media to increase communication. Strategy's Expected Result/Impact: Increased communication with campus community. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, CIS, and Head Start Parent Liaison Title I: 2.5 - TEA Priorities: Improve low-performing schools Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 5: Neil Armstrong Elementary School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 3: Provide families with the resources, necessary to help them maximize their child's education and build stronger families and communities.





Evaluation Data Sources: Agenda and sign-in sheets

Strategy 1 Details	Reviews			
Strategy 1: Offer varying parent classes for families in the Head Start program. Strategy's Expected Result/Impact: Parent engagement Staff Responsible for Monitoring: Administration and Head Start Facilitator Title I: 4.2 - TEA Priorities: Improve low-performing schools	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Conduct Head Start parent home visits for all students in the early childhood program. Strategy's Expected Result/Impact: Parent engagement Staff Responsible for Monitoring: Administration, Head Start Facilitator, and Teachers Title I: 4.2 - TEA Priorities: Improve low-performing schools	Formative			Summative
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Goal 6: Neil Armstrong Elementary School will provide supplemental support and resources to low performing students.

Performance Objective 1: Assist students with core content support in Math and Reading through small group tutoring sessions, increasing student overall performance on Diagnostic and STAAR assessments by 15%.

Evaluation Data Sources: TAPR, Universal Screener Data, Benchmarks, Common Assessments, teacher observations.

Strategy 1 Details	Reviews			
Strategy 1: Hire part-time tutors to provide small group instruction and targeted interventions in math and reading. Strategy's Expected Result/Impact: Increase in student's reading and math scores. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, and Teacher Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: - 211 Title I, Part A	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Create intervention/tutoring groups that will be conducted by teachers/staff after school. Strategy's Expected Result/Impact: Increased student performance. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy Funding Sources: - 211 Title I, Part A	Formative			Summative
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South San Antonio Independent School District
Athens Elementary School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Dream it. Believe it. Achieve it.

Vision

Together, igniting action, inspiring growth.

Value Statement

We believe that:

1. All of us must be bold, student-focused advocates, making collaborative decisions to ensure a united vision that enhances educational opportunities.
2. Trust is an active process and essential to ensure the academic wellness, safety, and success of our students, staff, and community.
3. All of us deserve to be cherished, challenged, and stretched to reach our highest level of contribution.
4. All of us must take responsibility for our learning journey to achieve the goals we set for ourselves.
5. Authentic transformation requires being comfortable with being uncomfortable.

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Goals

Goal 1: Athens will close the gap between Student populations and increase academic achievement for all Students.

Performance Objective 1: Establish a system that provides consistent and ongoing feedback in support of reading and math instructional initiatives, that result in a 15% increase in benchmark scores.

Evaluation Data Sources: STAAR data, Common Assessments, District Benchmarks, Teacher Observations, RTI, BOY, MOY, EOY universal screeners in Reading and Math.

Strategy 1 Details	Reviews			
Strategy 1: Utilize screeners using MClass/MAP/Circle to provide data that will help determine efficiency and literacy skills at the beginning, middle and end of year. Strategy's Expected Result/Impact: Composite score improvement by 5 points between BOY, MOY and EOY. Staff Responsible for Monitoring: Classroom Teachers, Instructional Coach, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Establish and implement Education Galaxy, Prodigy, MClass, and Eureka Math to provide data and progress measures for the beginning, middle, and end of the year. Strategy's Expected Result/Impact: Increase percentage score from BOY to EOY by 15% Staff Responsible for Monitoring: Classroom Teachers, Instructional Coach, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Use leveled, bilingual books to support Emergent Bilingual and Dual Language Students in Reading. Strategy's Expected Result/Impact: Monitor ELL and DL student progress using leveled reading text and move students from A level to D level. Staff Responsible for Monitoring: Teacher, IC, Admin, and Reading Teacher. TEA Priorities: Build a foundation of reading and math -	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Discuss, consider, and purchase instructional resources as recommended by CILT and CLT Committees. Lessons will be more successful and have a higher positive impact on Student growth. Strategy's Expected Result/Impact: Increase student knowledge and scores through lessons in all subject, especially reading and math. Staff Responsible for Monitoring: Teachers, IC, admin, Reading teacher, librarian, counselor. TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: - 199 PIC 30 State Comp, - 211 Title I, Part A	Formative			Summative
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Goal 2: Athens will recruit, develop, support, and retain effective Administrators, Teachers, and Support Staff.

Performance Objective 1: Quality professional development during the 2022-2023 school year will be provided to 100% of instructional staff ensuring student success.

HB3 Goal





Evaluation Data Sources: PD Evaluation Forms and Feedback, PD Agendas, Sign in Sheets, Eduphoria/Strive, and PLC's.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will participate in Professional Learning and Development sessions provided by South San ISD, Region 20, PreK4SA, Branching Minds, CRIMSI, and other content associated programs. Unless attended previously, all K-through-3rd Grade Teachers will participate in and complete Reading Academy Modules. Strategy's Expected Result/Impact: 100% of teachers who want to attend PD will have that opportunity. Staff Responsible for Monitoring: Teachers, ICs, Admin, Campus Secretary TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
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Goal 2: Athens will recruit, develop, support, and retain effective Administrators, Teachers, and Support Staff.

Performance Objective 2: Obtain Instructional Staff and ensure no positional vacancies exist. One Hundred Percent of Campus Staff must meet State certification requirements for Grade Levels and focus area(s) taught.

Evaluation Data Sources: HR Audit Documents






Strategy 1 Details	Reviews			
Strategy 1: Recruit and retain high-quality teachers who are fully certified in the grade level. Strategy's Expected Result/Impact: 100% of teachers will be highly qualified in their grade level. T-Tess evaluations will be used. Staff Responsible for Monitoring: Admin, Recruiting Committee, HR TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Recruit part time certified or degreed employees to assist with tutoring during the day to help improve overall student scores. Strategy's Expected Result/Impact: Student scores will be increased and show growth in data. Staff Responsible for Monitoring: Admin, Recruiting Committee, Instructional Coach, HR TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: - 211 Title I, Part A	Formative			Summative
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Goal 2: Athens will recruit, develop, support, and retain effective Administrators, Teachers, and Support Staff.

Performance Objective 3: Quality conferences and trainings during the 2022-2023 school year will be provided for admin, teachers and school leadership during the summer as well as during the year.

HB3 Goal

Evaluation Data Sources: Conference Agenda, Sign In Sheets, Admin Portfolio





Strategy 1 Details	Reviews			
Strategy 1: Admin, teachers and school leadership will attend conferences such as TEPSA, Lead4ward, and other similar events. Strategy's Expected Result/Impact: Conference opportunities will be available for admin and school leadership. Staff Responsible for Monitoring: Administration, Campus Secretary TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Additional Targeted Support Strategy Funding Sources: - 199 PIC 30 State Comp, - 211 Title I, Part A	Formative			Summative
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Goal 3: Athens will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: All Students will learn about different career opportunities by participating in Career on Wheels, Endorsement Showcases, Career Explorations, Guest Speakers, and Field Trips.

HB3 Goal

Evaluation Data Sources: Campus Calendar, Campus Social Media





Strategy 1 Details	Reviews			
Strategy 1: Create opportunities for students to participate in Career on Wheels, Endorsement Showcases, Career Exploration, and Field Trips. Strategy's Expected Result/Impact: 100% of students will have an opportunity to participate in a career enhancement activity. Staff Responsible for Monitoring: Teachers, ICs, Counselor, Admin, CIS TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 3: Athens will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Develop College and Career readiness skills through collaboration and mentorship with UTSA and Palo Alto College.

HB3 Goal

Evaluation Data Sources: Math Data through Eureka and MClass, Benchmarks, STEM, Club Memberships





Strategy 1 Details	Reviews			
Strategy 1: Create partnerships with UTSA to have students visit and learn from other learning environments. Strategy's Expected Result/Impact: 100% of students will have opportunity to meet or visit with College and Career mentors. Staff Responsible for Monitoring: Teachers, ICs, Admin, Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 3: Athens will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 3: Students will be given tools and resources to help make them further competitive and challenge them to be creative innovators. Students will have access to advanced tools like the Cricut machine that will allow them to make creative designs for projects.

HB3 Goal





Evaluation Data Sources: Classroom projects, Fine Art projects, Research projects, Lesson Plans

Strategy 1 Details		Reviews			
Strategy 1: Students will manipulate both hands-on and online tools and resources to create designs that utilize their imaginations and expand their knowledge and skills. Strategy's Expected Result/Impact: Classroom Teachers and Librarian will add artistic elements to their curriculum, allowing students to be able to create graphs, charts, templates to augment their projects to reach their creative and imaginative limits. Staff Responsible for Monitoring: Classroom teachers, Fine Art Teacher, Librarian ESF Levers: Lever 5: Effective Instruction Funding Sources: 199 E11 6399 00 115 0 30 0 00 - 199 PIC 30 State Comp		Formative			Summative
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Goal 4: Athens establish and provide a learning environment that promotes the well being of Students.

Performance Objective 1: By May 2023, all Students will attend lessons, spearheaded by the School Counselor, that targets mental health awareness and improvement, anti bullying, safety, and alcohol/drug prevention.





Evaluation Data Sources: Discipline Referrals, School Counselor Log, Care Zone Referral, Behavioral Threat Assessment, and Behavioral Rtl.

Strategy 1 Details	Reviews			
Strategy 1: School counselor will provide lessons discussing resources available to curb mental health, bullying and other topics. Strategy's Expected Result/Impact: 100% of all students, K-5th, will have received guidance from school counselor. Staff Responsible for Monitoring: Counselor, Admin, Teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
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Goal 4: Athens establish and provide a learning environment that promotes the well being of Students.

Performance Objective 2: Athens will continue to maintain its partnership with CARE Zone to provide mental health services, family services, CIS, food pantry, clothing closet, etc. for our at-risk students to succeed in school.





Evaluation Data Sources: Teacher Selection Forms, Counselor Submittals, CARE Zone Activity Log

Strategy 1 Details	Reviews			
Strategy 1: Provide outreach programs for our Athens families to assist with mental health resources, bereavement assistance, clothing and food banks. Strategy's Expected Result/Impact: Increase enrollment into CIS and CARE Zone by 10% Staff Responsible for Monitoring: Counselor, CIS, Admin, Teacher ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 5: Athens will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity/award ceremony and campus events.

Evaluation Data Sources: Agendas and Sign In Sheets, Campus Social Media

Strategy 1 Details	Reviews			
Strategy 1: Create parent engagement opportunities to inform parents of Title 1 funds, academic nights, award ceremonies, cafecitos, book drives, and campus events, including events specifically targeted to the Bilingual Student population. Strategy's Expected Result/Impact: 90% of parents will have attended at least 1 parent engagement event. Staff Responsible for Monitoring: Teachers, Counselor, CIS, Head Start Facilitator, Administration, Librarian ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Athens will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Athens will build strong relationships with parents through clear communication and utilize a variety of communication resources in order to disseminate district and campus information to parents and to receive helpful feedback, engaging questions, or campus concerns from parents and community members.

HB3 Goal





Evaluation Data Sources: Blackboard School Messenger, Marquee, Website, Remind Me App, Twitter, Facebook, Newsletter, Flyers

Strategy 1 Details		Reviews			
Strategy 1: Conduct parent surveys to improve campus through feedback and implementation of new ideas. Strategy's Expected Result/Impact: Receive 80% of surveys back from families to help generate feedback and new ideas. Staff Responsible for Monitoring: Parents, teachers, admin, counselor ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>					

Goal 6: Athens will provide supplemental support and resources to Students who do not meet District and State Expectations in Math and Reading

Performance Objective 1: Athens will implement a variety of Campus interventions in order to positively impact Student learning and growth. Campus interventions include Enrichment Groups, Bilingual Groups, and Groups designated under Special Populations, etc.





Evaluation Data Sources: TAPR, Universal Screener Data, Benchmarks, Common Assessment Data, STAAR Data, teacher observations

Strategy 1 Details	Reviews			
Strategy 1: Facilitate and sustain a schedule for enrichment teachers to work with Students in Small Groups and support them in Reading and Math Strategy's Expected Result/Impact: Identify the At-Risk students and have 100% attend tutoring. Staff Responsible for Monitoring: Enrichment Teachers, ICs, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Athens will provide supplemental support and resources to Students who do not meet District and State Expectations in Math and Reading

Performance Objective 2: Create a strategic professional learning plan aligned to district initiatives and campus needs based on student outcomes, so that Student Growth is positively impacted.

Evaluation Data Sources: STAAR data, Common Assessments, District Benchmarks, PLCs, Lesson Plans, Amplify and Eureka Assessments





Strategy 1 Details	Reviews			
Strategy 1: Maintain PLCs for Reading and Math. Continue to review Assessment Data, Analyze TEKS and adjust Lesson. Attend Reading Academies. Strategy's Expected Result/Impact: 10% increase in reading and math assessment scores. Staff Responsible for Monitoring: Teachers, IC, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Athens will provide supplemental support and resources to Students who do not meet District and State Expectations in Math and Reading

Performance Objective 3: Assign Students to tutoring groups for Reading and Math and meet at pre-set times/dates in order to positively impact Student Growth.

HB3 Goal





Evaluation Data Sources: Benchmark Data, STAAR Data, Grades

Strategy 1 Details	Reviews			
Strategy 1: Teachers will analyze teacher-made test, benchmark data, Amplify Reading, Eureka Math, and STAAR data to create tutoring groups, that will lead to 10% improvement from their last data points. Strategy's Expected Result/Impact: Increase 10% from last data points. Staff Responsible for Monitoring: Teachers, ICs, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Tutors - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Athens will provide supplemental support and resources to Students who do not meet District and State Expectations in Math and Reading

Performance Objective 4: Purchase supplemental readers, high-interest classroom library books, and online readers/subscriptions to raise Reading awareness and promote growth for all Students not meeting Campus, District, and State Reading expectations.





Evaluation Data Sources: mClass, benchmarks, STAAR

Strategy 1 Details	Reviews			
Strategy 1: School Staff will track number of books read by Students through a digital calendar and/or reading logs. Strategy's Expected Result/Impact: Increase in students reading books to 20% or higher. Staff Responsible for Monitoring: Librarians, Teachers, ICs TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Demco - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Athens will provide supplemental support and resources to Students who do not meet District and State Expectations in Math and Reading

Performance Objective 5: Supplement core instruction with Math and Reading Resources such as math warm-ups, Countdown to Math, Countdown to Reading, Mentoring Minds, Accelerated Reader, Lead4Ward, iReady Learning, and other accessible and aligned online resources.





Evaluation Data Sources: Benchmarks, STAAR data,

Strategy 1 Details	Reviews			
Strategy 1: Students will use count down to Math, count down to Reading, Accelerated Reader, Lead4Ward and iReady Learning to increase Reading and Math fluency. Strategy's Expected Result/Impact: Increase of 10% in benchmark and STAAR scores. Staff Responsible for Monitoring: Teachers, instructional coaches and admin Funding Sources: Countdown to Math and Reading - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Athens will provide supplemental support and resources to Students who do not meet District and State Expectations in Math and Reading

Performance Objective 6: Use the Computer Labs, Student Chromebooks, and iPads so students may use MClass/Amplify, Education Galaxy, Reading A-Z, Benchmark Testing, STAAR Testing, TELPAS or other programs that require web access.

Evaluation Data Sources: MClass, Happy Numbers, Imagine Math, Benchmark, STAAR data

Strategy 1 Details	Reviews			
Strategy 1: Students will have multiple forms of access to web programs, with teachers monitoring usage to ensure students are successfully using and completing web sourced programs. Strategy's Expected Result/Impact: Increase use of MClass/Amplify, Happy Numbers, Imagine Math Staff Responsible for Monitoring: Teachers, Computer Aide, Admin, ICs Funding Sources: Troxell communications - 199 PIC 30 State Comp - \$4,400	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide power sources like chromebook chargers to be used by students to secure and ensure technology connectivity while in class and are necessary for students to be able to charge up chromebooks at any given time. Strategy's Expected Result/Impact: Maintain the ongoing use of chromebooks without interruption to assignments and instruction due to lack of power sources. Staff Responsible for Monitoring: Teachers, Computer Aides, Admin, Instructional Coaches. ESF Levers: Lever 5: Effective Instruction Funding Sources: Amazon - chargers - 199 PIC 30 State Comp - \$525.25	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

South San Antonio Independent School District

Roy P. Benavidez Elementary School

2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

All students will enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

Vision

Providing high quality instruction that develops successful future global leaders.

Core Beliefs

Family, Faith, Service

--PDF Page Break--

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Goals

Goal 1: Roy P. Benavidez will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..

Performance Objective 1: -Increase the percentage of students scoring Meets Grade Level Standard or Above in Reading from _% in 2022 to 40% in 2023.
 -Increase the percentage of students scoring Meets Grade Level Standard or Above in Science from _% in 202 to 40% in 2023.
 -Increase the percentage of students scoring Meets Grade Level Standard or Above in Math from _% in 2022 to 40% in 2023.

Evaluation Data Sources: Common Assessments, District Benchmark Assessments, State Assessments

Strategy 1 Details	Reviews			
Strategy 1: Incorporate the use of quality TEKS based resources in Tier I instruction. Strategy's Expected Result/Impact: Increased State and District Assessments Staff Responsible for Monitoring: Administration TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: Testing Materials - 211 Title I, Part A - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Technology will be used to enhance classroom and virtual instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, Chromebooks/Cart, and Ipads into their lessons Strategy's Expected Result/Impact: student engagement during walkthroughs and virtual walkthroughs Staff Responsible for Monitoring: Admin, technology, and teachers TEA Priorities: Build a foundation of reading and math Funding Sources: Technology needed for the classroom - 211 Title I, Part A - \$3,000	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards . Strategy's Expected Result/Impact: increase student academic achievement Staff Responsible for Monitoring: administration, teachers, & central office TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Intructional Materials and supplies for students - 211 Title I, Part A - \$37,843.91	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: TEA Priorities Provide supplemental resources for small group instruction to build a strong foundation in reading and math. Strategy's Expected Result/Impact: Close the achievement gap in reading and math Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Teachers will incorporate Informational/Expository text in their science/reading lessons on a weekly basis. Strategy's Expected Result/Impact: Lesson Plans, Walkthroughs, Observations, Face-to-Face Feedback Staff Responsible for Monitoring: Principal, Vice Principal, Grade Level Chairs	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Students will receive differentiated instruction, aligning methods and techniques to meet their needs. Strategy's Expected Result/Impact: Lesson Plans Walkthroughs Observations Face to Face Feedback Staff Responsible for Monitoring: Teachers, Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Students will utilize the CAP model (Concrete, Pictorial, Abstract) during Math instruction.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
Strategy 8: Address the academic impact loss of instruction due to Covid-19 Strategy's Expected Result/Impact: Increase in Academic Achievement Staff Responsible for Monitoring: District and Campus Administration Funding Sources: Reading Material - 211 Title I, Part A - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: Roy P. Benavidez will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..

Performance Objective 2: Increase the percentage of students at the Benchmark level on the MAP assessment by 50%.





Evaluation Data Sources: Common Assessments, District Benchmark Assessments, State Assessments

Strategy 1 Details	Reviews			
Strategy 1: Students will develop knowledge and skills to begin reading by participating in researched based literacy instruction with a focus on effective instructional practices that promote early reading success. Strategy's Expected Result/Impact: Increase in District Assessments/ Diagnostic Assessments Staff Responsible for Monitoring: Principal TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Roy P. Benavidez will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..

Performance Objective 3: Implement assessment program to measure student achievement

Evaluation Data Sources: Program Evaluations

Strategy 1 Details	Reviews			
Strategy 1: Students will participate in District, Campus, and State Assessments. Strategy's Expected Result/Impact: Increase in State, District, and Campus Assessments. Staff Responsible for Monitoring: Assistant Principal Funding Sources: Headphones, Pencils, Overlays, Dictionaries, Paper - 211 Title I, Part A - \$2,715	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Quality professional development during the 2022-2023 school year will be provided to 100% of instructional staff

HB3 Goal

Evaluation Data Sources: PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development opportunities for teachers and administrators to improve instruction. Strategy's Expected Result/Impact: Provide good first instruction for teachers. Staff Responsible for Monitoring: Administration, CILT, IC ESF Levers: Lever 5: Effective Instruction Funding Sources: Professional Development/Travel for Teachers - 211 Title I, Part A - \$7,000, Region 20 Professional Development - 211 Title I, Part A - \$50, Professional Development/Travel for Administration - 211 Title I, Part A - \$3,000, Fee/Dues for Administration - 211 Title I, Part A - \$1,000, Region 20 PD for Administration - 211 Title I, Part A - \$50	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives.

Evaluation Data Sources: Administrators, CILT TEAM ,Instructional Coach

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be provided feedback sessions to provide bite-size strategies for immediate implementation after TTESS Walkthroughs/Evaluations. Strategy's Expected Result/Impact: Increase in teacher support and effectiveness. Staff Responsible for Monitoring: Campus administration TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: The campus will participate in school wide Learning Walks. Strategy's Expected Result/Impact: Increase in student achievement on Diagnostics, Benchmarks, Common Assessments, and STAAR.	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 3: Classroom teachers will participate in the Teaching Learning Cycle throughout the year.

HB3 Goal

Evaluation Data Sources: State Assessments, Benchmark Assessments, Diagnostic Assessments.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will develop and create engaging and rigorous interactive lessons which incorporate technology devices (such as Chromebooks, laptops, headsets with microphones), tech apps and web-based programs to keep students engaged. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: Instructional Planning for Teachers - 211 Title I, Part A - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teacher will participate to in weekly PLC's. Strategy's Expected Result/Impact: Increase in student achievement in State and District Assessments. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Classroom teachers will participate in backwards designing for Quality Tier I instruction. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: Roy P. Benavidez will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Establish a partnership with middle schools Academies of Choice: Fine Arts, Health Sciences, and STEM.





HB3 Goal

Evaluation Data Sources: 5th Grade Promotion Rates, 5th Grade Acceptance to Choice Academies.

Strategy 1 Details	Reviews			
Strategy 1: Conduct career exploration surveys to fourth and fifth grade students to determine career interests. Strategy's Expected Result/Impact: Increase career exploration opportunities to determine academy of choice Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 3: Roy P. Benavidez will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





Performance Objective 2: Establish and sustain a comprehensive Early College Model.

Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for students to to participate in Enrichment Programs and Educational Field Trips Strategy's Expected Result/Impact: Increase in students performing at the Masters Level of Above on Diagnostic, Benchmarks, Common Assessments, STAAR. Staff Responsible for Monitoring: Teacher, Staff and Administration TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide the students the opportunity to participate in Elementary National Honor Society. Strategy's Expected Result/Impact: Increase in students performing at the Masters Level of Above on Diagnostic, Benchmarks, Common Assessments, STAAR. Staff Responsible for Monitoring: Administration, Teachers, Counselor, Office Staff	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: All students will engage in formative assessments, frequent small group purposeful talk and writing critically daily. Strategy's Expected Result/Impact: Increase in student performance in State and District Assessments. TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Roy P. Benavidez will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





Performance Objective 3: Improve daily attendance by minimum one percent.

Evaluation Data Sources: Attendance and enrollment rates

Strategy 1 Details	Reviews			
Strategy 1: Create a school wide attendance plan. Strategy's Expected Result/Impact: Increase of student attendance. Staff Responsible for Monitoring: Date Clerk/ Teachers/ Administration TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Coordinate activities for students based on their attendance, such as, dances, movie nights, etc.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide after school activities and clubs for students to participate. Strategy's Expected Result/Impact: Increased in attendance. Staff Responsible for Monitoring: Teachers and Campus administration	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Roy P. Benavidez will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Create and implement safety standards that promote safe facilities and equipment across the district.

Strategy 1 Details	Reviews			
Strategy 1: New Safety protocols , safety guidelines, emergency and safety folders, playground and classroom upkeep and bullying protocols. Strategy's Expected Result/Impact: Communication Safety Staff Responsible for Monitoring: Administration Teachers and Staff Counselor CIS Committee SAPD SAFD State Troopers	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 4: Roy P. Benavidez will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: Create clear policies and procedures for student conduct, incorporating Positive Behavior Intervention Supports (PBIS)

Strategy 1 Details	Reviews			
Strategy 1: Implement PBIS training, student behavior charts, flow charts, discipline referrals, PBIS Store Strategy's Expected Result/Impact: Positive Behavior Positive SWISS reports Staff Responsible for Monitoring: PBIS Committee Administration, Teachers and Staff TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: student folders, cardstock paper - 211 Comprehensive Support - \$500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: 100% of instructional staff will fully implement a social -emotional program (Sanford Harmony) and supports for all students. Strategy's Expected Result/Impact: Decrease the number of the students in crisis. Staff Responsible for Monitoring: Counselor and Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Students will participate in activites to promote the whole child. Strategy's Expected Result/Impact: Improvement in Academic Acheivement Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				





Goal 4: Roy P. Benavidez will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 3: Implement a collaborative instructional model that integrates technology and hands-on instructional experiences.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize Chromebooks/Laptops, iPads or Smart Board for interactive lessons to provide experiences for students to think critically to support learning and provide instruction through on-line platforms. Strategy's Expected Result/Impact: Lesson Plans Learning Walks Walkthroughs Observations Staff Responsible for Monitoring: Principal, Assistant Principal, CILT, Instructional Coach, Teacher, Staff and technology coordinator.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Purchase laptops, iPads, iPad covers, infocus, document cameras, and other technology equipment materials for teacher use to support lesson delivery and promote critical thinking and problem solving. Strategy's Expected Result/Impact: Lesson Plans, Learning Walks and Walkthroughs Staff Responsible for Monitoring: Teachers, Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide hands on instructional materials for teachers to use to support lesson delivery and promote critical thinking and problem solving. Strategy's Expected Result/Impact: Rigours lessons. Staff Responsible for Monitoring: campus administration	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 5: Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: Develop a wellness program to encourage participation from all members of the school community in healthy pursuits.

Strategy 1 Details	Reviews			
Strategy 1: Offer Parent Nutrition Classes for families in the Head Start Program. Strategy's Expected Result/Impact: Parent Engagement Staff Responsible for Monitoring: Head Start Facilitator Administration PBIS Sponsor, PTO and SA Youth TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 5: Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Implement a structured program to connect and involve the home within the school setting.

Strategy 1 Details	Reviews			
Strategy 1: Conduct Head Start Parent Home Visits for all students in the Early Childhood Program. Strategy's Expected Result/Impact: Parent Engagement Staff Responsible for Monitoring: Teachers, Head Start Facilitator and Administration TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 5: Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 3: Establish a volunteer program that utilizes staff, student and community membership.

Strategy 1 Details	Reviews			
Strategy 1: Implement a parent volunteer program. Strategy's Expected Result/Impact: Parent engagement and support Parent Volunteer Log Parent Room Staff Responsible for Monitoring: Administration Teachers and Staff	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement monthly opportunities for parents to engage with the school and their child. Strategy's Expected Result/Impact: Increase in student achievement. Staff Responsible for Monitoring: Parent Liaison Funding Sources: Supplies for Parent Meetings and Community Events - 211 Title I, Part A - \$2,171, Snacks for Parent Meetings and Community Events - 211 Title I, Part A - \$1,600.21	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.





Performance Objective 4: We will grow reciprocal business partnerships that offers the school community real world experiences.

Strategy 1 Details	Reviews			
Strategy 1: Staff will will work with outside entities to provide services for our students and families. Strategy's Expected Result/Impact: Increase in outside agency referrals. Staff Responsible for Monitoring: Administration, Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 5: Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 5: By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.





Evaluation Data Sources: Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
Strategy 1: Host Monthly Principal Cafecitos Strategy's Expected Result/Impact: Monthly Parent Sign In Parent Surveys Agenda Staff Responsible for Monitoring: Campus administration Head Start Facilitator Funding Sources: Materials for home to school connection projects, refreshments - 211 Title I, Part A - \$1,000.61	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct with parent volunteer support Reading Night, Math Night and Science Night to provide parents with information about what students are currently learning and how they can support the learning at home. Strategy's Expected Result/Impact: Parent Flyer and Parent Sign In Sheets, Campus Website Staff Responsible for Monitoring: All Teachers, Principal/Vice Principal Funding Sources: Materials for home to school connections, light refreshments - 211 Title I, Part A - \$600	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Create at least 3 student/teacher interest clubs: music, gardening, cheer, embroidery, art and library. Parent (nutrition classes) Strategy's Expected Result/Impact: Club by-laws Club Membership Club Meetings/schedule Agenda and sign in sheet Staff Responsible for Monitoring: Administration, Teachers & Staff, Students and Parents	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Invite parents to Title 1 Parent Meeting at initial Open House meeting held in the evening. Strategy's Expected Result/Impact: Agenda, Title1 Parent sign In sheets Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 6: 100% of classroom teachers will create and maintain a teacher online app that is user friendly to the families of Benavidez

Evaluation Data Sources: Seesaw Usage





Strategy 1 Details	Reviews			
Strategy 1: Utilize a variety of communication platforms and social media platforms to encourage parents to communicate with the school, to share important information with families and to highlight and promote special events. Platforms may include: School Messenger, Blackboard, Twitter, Facebook, Benavidez school website and teacher websites, Skyward and charter apps driveline safety application. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Roy P. Benavidez will provide supplemental support and resources to low performing classrooms.

Performance Objective 1: Assist students with core content support in Math and Reading through small group tutoring sessions, increasing overall students performance on STAAR and Diagnostic Assessments by 15%.

Evaluation Data Sources: School Report Card, Universal Screener Data, Benchmarks, Common Assessment Data, STAAR Data, teacher observations

Strategy 1 Details	Reviews			
Strategy 1: Hire part-time tutors to pull-out students and support them in Math and Reading. Strategy's Expected Result/Impact: Identify the At-Risk students and have 100% attend tutoring with part-time tutors. Staff Responsible for Monitoring: Teachers, ICs, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Part Time Tutors - 211 Title I, Part A - \$60,000	Formative			Summative
	Nov	Jan	Mar	June





 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 6: Roy P. Benavidez will provide supplemental support and resources to low performing classrooms.

Performance Objective 2: Create intervention/tutoring groups that will be conducted by teachers/staff to be held after school and/or on Saturday to increase reading and math scores by 10% from student's last assessment

HB3 Goal

Evaluation Data Sources: Benchmark Data, STAAR Data, Grades

Strategy 1 Details		Reviews			
Strategy 1: Teachers will analyze teacher-made test, benchmark data, and STAAR data to create tutoring groups, that will lead to 10% improvement from their last assessment. Strategy's Expected Result/Impact: Increase of 10% on Common Assessments, Diagnostic Assessments, Benchmarks, STAAR Staff Responsible for Monitoring: Teachers, ICs, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Tutors - 211 Title I, Part A - \$15,000		Formative			Summative
		Nov	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Teachers will analyze teacher-made test, benchmark data, and STAAR data to create intervention groups, that will lead to 10% improvement from their last assessment. Strategy's Expected Result/Impact: Increase of 10% on Common Assessments, Diagnostic Assessments, Benchmarks, STAAR Staff Responsible for Monitoring: Teachers, ICs, Reading Teacher, Admin TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

South San Antonio Independent School District
Miguel Carrillo, Jr. Elementary
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.

Vision

Miguel Carrillo, Jr. Elementary is a positive student-centered environment, which empowers students to be productive lifelong learners through collaboration and innovative education within our school community.

Core Beliefs

- We believe effective communication and collaboration creates strong leadership.
- We believe compassionate and dedicated teachers foster a positive culture which inspires students to become independent learners.
- We believe all members of the community are accountable for student success.
- We believe students are responsible for taking ownership of their learning and achievement.

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Goals

Goal 1: Miguel Carrillo, Jr will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By 2022, Math and Reading STAAR scores will increase by 5% at Meets level.





HB3 Goal

Evaluation Data Sources: daily formative assessments, district assessment data and STAAR scores.

Strategy 1 Details	Reviews			
Strategy 1: Address the academic impact of lost instruction due to Covid-19. Strategy's Expected Result/Impact: Increase student academic outcomes Staff Responsible for Monitoring: District administrative and principals. Funding Sources: - 281 ESSER II	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Kinder - 5th grade teachers will provide after school tutoring for struggling students in math and reading Strategy's Expected Result/Impact: Increase STAAR scores for math and reading. Staff Responsible for Monitoring: Teachers, instructional coach, and campus administration TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will incorporate high-yield strategies that increase student engagement and require a variety of thinking from students. Strategy's Expected Result/Impact: Student engagement and transfer of knowledge Staff Responsible for Monitoring: Instructional Coaches and Assistant Principal, and Principal Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Provide part-time support for students who have not mastered TEKS on formative assessments. Strategy's Expected Result/Impact: Increase a math and reading STAAR scores. Staff Responsible for Monitoring: Principal Funding Sources: Part-time teachers - 211 Title I, Part A - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Implement Imagine Math for K-5th grade to differentiate instruction for all students to help build problem solving skills and conceptual understanding. Strategy's Expected Result/Impact: Increase STAAR Math Scores Staff Responsible for Monitoring: Teachers, Instructional Coaches, and Campus Administration TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Implement M-Class screener to provide targeted interventions for reading to close the gap for grades K-5th. Strategy's Expected Result/Impact: Increase reading skills Staff Responsible for Monitoring: Teachers, Instructional Coaches, and Campus Administration TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: Campus will conduct district assessments to measure teacher academic progress and student progress monitoring. Strategy's Expected Result/Impact: Small group and accelerated instruction driven by data. Staff Responsible for Monitoring: Campus administration and instructional coaches TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Implement in all Head Start classrooms, CIRCLE and ASQ assessments for Beginning, Middle, and End of Year checkpoints in literacy and math components. CIRCLE and ASQ provides grouping, differentiation, and RTI strategies in order to fill the achievement gap. Strategy's Expected Result/Impact: Increase student outcome Staff Responsible for Monitoring: Pre-K and Head Start Teachers TEA Priorities: Build a foundation of reading and math -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: Purchase supplemental student learning materials and teacher preparations from Mentoring Minds, ESC Learning Systems and Curriculum Associates to develop Closing Task and campus based assessments. Strategy's Expected Result/Impact: Increase reading and math. Staff Responsible for Monitoring: Teachers, Instructional Coaches, and Campus Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June





Strategy 10 Details	Reviews			
Strategy 10: Purchase classroom instructional materials or supplies to utilize for multiple response strategies. Materials will develop skills in writing, reading, vocabulary, math and science. Strategy's Expected Result/Impact: Increase student outcomes in all grade levels Staff Responsible for Monitoring: Instructional Coaches, Assistant Principal, and Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
Strategy 11: Technology will be purchased to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, chrome books/cart, and Ipads into their lessons. Also have access to headphones and chromeboxes for the computer lab. Strategy's Expected Result/Impact: student engagements during walkthroughs using technology-one-on-one device Staff Responsible for Monitoring: administration, technology, teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Miguel Carrillo, Jr. will recruit, develop, support, and retain effective teachers, principals, and other individual staff.

Performance Objective 1: By the end of 2023, 100% of Carrillo staff will participate in Professional Learning for district initiatives.

HB3 Goal

Evaluation Data Sources: Professional Learning Agendas, Professional Learning Sign-in Sheets

Strategy 1 Details	Reviews			
Strategy 1: Carrillo teachers will be trained on the new district programs (M-Class/Amplify, Map training, Eureka Math and PHD Science) Strategy's Expected Result/Impact: Increase reading and math scores. Staff Responsible for Monitoring: Instructional Coaches and Campus Administration TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will be trained during PLCs to support district initiatives. Strategy's Expected Result/Impact: Increase math and reading scores Staff Responsible for Monitoring: Instructional Coaches and Campus Administration TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will attend training at Region 20 and lead 4ward professional learning PD and Get Your Teach Conference, as per teacher's T-TESS goals. Strategy's Expected Result/Impact: To support teachers in their professional learning. Staff Responsible for Monitoring: Campus administrators and Instructional Coaches TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 3: Miguel Carrillo, Jr. will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Develop College and Career readiness skills through learning activities for 100% students in grades PK-5th.

HB3 Goal

Evaluation Data Sources: 5th Grade Promotion Rates, 5th Grade Acceptance to Choice Academies.

Strategy 1 Details	Reviews			
Strategy 1: Increase the number of students being accepted to the District's Academy of Choice Middle Schools. Strategy's Expected Result/Impact: Increase graduation rates. Staff Responsible for Monitoring: Teachers and Counselors TEA Priorities: Connect high school to career and college -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All 2nd grade students will participate in the district's Career on Wheels. Strategy's Expected Result/Impact: Increase to college and career readiness awareness Staff Responsible for Monitoring: 2nd Grade Teachers and Counselor TEA Priorities: Connect high school to career and college -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: All K-5th grade students will do goal setting for the character trait of the month. Strategy's Expected Result/Impact: Increase career and college readiness awareness. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Carrillo 5th students will attend a tour of the middle school academies. Strategy's Expected Result/Impact: Increase College and Career Readiness awareness Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: 5th students will attend District-Wide Showcase of the Choice Academies. Strategy's Expected Result/Impact: Increase College and Career Readiness Awareness Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: 5th grade student will attend a Choice Academy Presentation Strategy's Expected Result/Impact: Increase College and Career Readiness Awareness. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Miguel Carrillo, Jr. will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: By 2022-2023, Carrillo's attendance rate will be at 93%.

Strategy 1 Details	Reviews			
Strategy 1: Purchase incentives for Principals award, honor roll and to improve and increase attendance. Strategy's Expected Result/Impact: Purchasing incentives will motivate students to help the campus reach our attendance goal of 93% for the 2021-2022 SY and increase or letter grade from a C to a B. Staff Responsible for Monitoring: Principal, Vice Principal, Counselor, Teachers and Staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Campus will implement Attendance Intervention Meetings addressing students who have 3 or more unexcused absences. Documentation will be noted in PRC's and students will receive tardy slips when necessary. Strategy's Expected Result/Impact: Increase attendance rates Staff Responsible for Monitoring: Assistant Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Campus will utilize our district Truancy Attendance Officer to assist with students who have 8 or more unexcused absences. Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Miguel Carrillo will reach out to as many community stakeholders (students, parents and business') to help support the functions and activities and school function put on by the school through ClassDojo, Facebook, Twitter, Website, School Marquee, School Messenger, School Flyers. Strategy's Expected Result/Impact: Student Discipline Referrals will reduce by 20% Staff Responsible for Monitoring: Principal, Vice Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Students in Prek-2 will use classroom carpets to identify letter names, letter sounds, shapes, and numbers. Carpets will be used to impact instruction for lower grades by making learning fun. Strategy's Expected Result/Impact: Identifying letters, sounds, numbers and shapes Staff Responsible for Monitoring: Teacher Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 4: Miguel Carrillo, Jr. will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: The campus will have a 10% reduction in discipline referrals from past three years based on the PBIS behavior system we have in place.






Evaluation Data Sources: Provide students and staff with points on ClassDojo to be used to redeemed school purchased PBIS items.

Strategy 1 Details	Reviews			
Strategy 1: Purchase tangible items to promote positive behaviors on campus. Strategy's Expected Result/Impact: Our campus will have less discipline referrals, and teachers will have less classroom behavior management issues. Staff Responsible for Monitoring: Campus Administration, and Faculty and Staff, and the PBIS team. ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Using the PBIS Matrix , students will follow all PBIS rules and expectations. Strategy's Expected Result/Impact: Decrease student discipline referrals Staff Responsible for Monitoring: Assistant Principal, Counselor, and Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: All campus staff will be using Class Dojo to award all students and staff points for following the PBIS rules and expectations to gain points to redeem at the PBIS store. Strategy's Expected Result/Impact: Decrease student discipline referrals and increase staff morale. Staff Responsible for Monitoring: All Campus Staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 5: Miguel Carrillo, Jr. will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: The campus will have a minimum of 8 monthly Cafecitos during the school year which will include a parent training component.

Evaluation Data Sources: Sign -In Sheets and Flyers from the event





Strategy 1 Details	Reviews			
Strategy 1: Have monthly Cafecitos Strategy's Expected Result/Impact: Increase parental involvement Staff Responsible for Monitoring: Counselor and Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: The campus will offer two parent volunteer trainings. Strategy's Expected Result/Impact: Increase parental involvement on campus. Staff Responsible for Monitoring: Counselor and Head Start Family Facilitator,	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Increase student attendance by offering incentives to students, families and community such fall, fest, Pie with your cutie pie, Chocolate with parents at drop off, New year activity, Spring activity etc. Strategy's Expected Result/Impact: Increase attendance to 95% Staff Responsible for Monitoring: Attendance Clerk, Coach Yanez, Counselor, Principal Title I: 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Miguel Carrillo, Jr. will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: By May 2022, parental involvement at Carrillo will increase by 50%.





Evaluation Data Sources: Agendas, Sign-In Sheets, Google Calendar, Recorded Meetings and trainings on Youtube, newsletters, Class Dojo, Seesaw.

Strategy 1 Details	Reviews			
Strategy 1: Utilize School Messenger , Twitter, Class Dojo, Facebook , marquee, flyers and morning announcements to increase parental engagement by announcing campus activities, parent involvement and family engagement functions. Strategy's Expected Result/Impact: Increase communication between school and community. Staff Responsible for Monitoring: Principal, counselor, and Paren Liaison TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Carrillo will implement the following parental activities: Open House, Meet the Teacher, Award Ceremonies, Red Ribbon Week Activities, Veteran's Day Program, Grandparent's Day, Halloween Parade, Fiesta Float Parade, Field Day, and Tour of South San ISD Strategy's Expected Result/Impact: Increase Parent Involvement Staff Responsible for Monitoring: Teachers, Counselor, Parent Liaison, and Campus Administration TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Communities in Schools will work with Carrillo families to assist in attendance, academics, and social-emotional students. Strategy's Expected Result/Impact: Increase parental involvement Staff Responsible for Monitoring: CIS case worker, counselor, and campus administration	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: The counselor will distribute two parent surveys one in the Fall and Spring in regards to interest for upcoming Cafecitos. Strategy's Expected Result/Impact: Increase parental involvement by their needs, decision making and feedback. Staff Responsible for Monitoring: School counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Partner with businesses in the community to provide incentives to attend evening activities. Strategy's Expected Result/Impact: Increase parental involvement Staff Responsible for Monitoring: Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Miguel Carrillo, Jr. will collaborate with parents and community to ensure all students receive a gold standard education.





Performance Objective 3: Utilize Parent Liaison to create parent volunteers and hold parent volunteer training.

Strategy 1 Details	Reviews			
Strategy 1: Recruit parent volunteers for the campus. Strategy's Expected Result/Impact: Increase parental involvement. Staff Responsible for Monitoring: Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Reach out to local community businesses and city councilman for donations. Strategy's Expected Result/Impact: Increase community involvement Staff Responsible for Monitoring: Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Assist in organizing Cafecitos and other campus events involving the community. Strategy's Expected Result/Impact: Increase parental and community involvement Staff Responsible for Monitoring: Counselor and Parent Liaison.	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Miguel Carrillo, Jr. will provide supplemental support and resources to low performing campuses.

Performance Objective 1: Carrillo will increase 20% in the area of school progress.

Evaluation Data Sources: Universal Screener Data, daily formative assessments, and benchmarks

Strategy 1 Details	Reviews			
Strategy 1: Master schedules will include math and reading intervention period. Strategy's Expected Result/Impact: Improve standards based lessons for increased student outcomes. Staff Responsible for Monitoring: Principal and instructional coaches TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Hire part-time certified, retired teachers to provide supplemental support in reading and math during the school day. Strategy's Expected Result/Impact: Improve student outcomes in reading and math Staff Responsible for Monitoring: Principal, Instructional coaches, Teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: Retired certified teachers, time cards - 211 Comprehensive Support - \$3,000	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
Five Palms Elementary School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Every Employee for Every Child!

Vision

Five Palms' Vision is for all students to succeed at the highest level in a safe and caring environment with the collaboration of teachers, parents, students and community.

Core Beliefs

We will develop strong relationships by nurturing, supporting, and encouraging all stakeholders.

All personnel will work cohesively to create a positive support system and encourage self-worth and integrity

All grade levels will collaborate and communicate in a professional and personal manner through vertical alignment and professional development in order to meet the needs of our students

We will plan creative and rigorous lessons while monitoring student mastery through formal assessments, and will include families in their child's academic development,

We will appropriately and maximize the use of funds to provide opportunities for students to develop their skills for their future.

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Goal 4: We will promote and ensure a safe and secure learning environment for all students.	11
Goal 5: We will build partnerships with parents and community to ensure all students receive a gold standard education.	12

Goals

Goal 1: We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, 44% of 3rd graders will score at the meets level on STAAR Math and 34% of 3rd graders will score at the meets level on STAAR Reading.

Evaluation Data Sources: Bench markss, BOY MOY and EOY scores, Happy Numbers Data, M-Class amplify ,idel data
Imagine math data

Strategy 1 Details	Reviews			
Strategy 1: Hire retired teacher to assist Current teachers with tutoring of high priority students Strategy's Expected Result/Impact: Higher student scores in math and reading Staff Responsible for Monitoring: admin, ac Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: - 211 Title I, Part A - \$20,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Create Tutoring groups for at risk students Strategy's Expected Result/Impact: higher student score Staff Responsible for Monitoring: Admin , teachers, AC TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Implement a collaborative instructional model that integrates technology and hands-on experiences. Strategy's Expected Result/Impact: Student growth through the implementation of stem scopes Staff Responsible for Monitoring: admin teachers coaches ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Purchase Sirius workbooks for 3rd 4th and 5th in core subject in both english and Spanish. Strategy's Expected Result/Impact: higher student scores , close the gaps in student preformance Staff Responsible for Monitoring: all teachers admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Mentoring Minds: student workbooks - 199 PIC 30 State Comp - \$9,995	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Purchase supplemental dictionaries for student to increase vocabulary Strategy's Expected Result/Impact: increase reading and writing scores from approaching to meets Staff Responsible for Monitoring: admin, teachers ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Dictionaries_ Amazon - 199 PIC 30 State Comp - \$700	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Create an audio visual class to create supplemental opportunities to grow students in fields of technology, communications , music and video marketing Strategy's Expected Result/Impact: extend opportunities for student growth in various audio visual fields Staff Responsible for Monitoring: Admin and Mr Tuydk TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: Intech Southwest Chromebooks - 211 Title I, Part A - \$5,420	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Reading materials for all students to place in library as supplemental resources Strategy's Expected Result/Impact: Increase reading comprehension Staff Responsible for Monitoring: Librarian, Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Follett School Solutions - 199 PIC 30 State Comp - \$3,164, Greenburg - 199 PIC 30 State Comp - \$6,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Purchase Stepupteks supplemental math material for classroom. Strategy's Expected Result/Impact: Increase student reading levels Staff Responsible for Monitoring: Teacher academic coaches and admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: - 211 Title I, Part A - \$6,000	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: Purchase license for teachers pay teacher to provide supplemental support across all core subjects Strategy's Expected Result/Impact: higher student achievement student engagement Staff Responsible for Monitoring: teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: - 199 PIC 30 State Comp - \$4,500, - 211 Title I, Part A - \$4,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
Strategy 10: Purchase Education Galaxy License for Campus K-5 math, reading 3-4 writing 3-5 social studies Strategy's Expected Result/Impact: Higher student achievement Staff Responsible for Monitoring: Teachers , admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: - 211 Title I, Part A - \$5,000, - 199 PIC 30 State Comp - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
Strategy 11: Purchase Summit k12 Science program Strategy's Expected Result/Impact: Student will gain a better understanding of the Science Curriculum Staff Responsible for Monitoring: 5th grade teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: Create opportunities for parent engagement to assist in student learning

Evaluation Data Sources: parent feedback through surveys and questionnaires

Strategy 1 Details	Reviews			
Strategy 1: Mentors, guest readers, educational parent nights Strategy's Expected Result/Impact: higher student performance engagement, family unity Staff Responsible for Monitoring: admin teachers coaches ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Literacy night math night Strategy's Expected Result/Impact: higher student performance engagement, family unity Staff Responsible for Monitoring: admin teachers coaches ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Summer Bridge Activity books to prompt and assist parents to help close the gap in both reading and math Strategy's Expected Result/Impact: Higher student achievement in both reading and math Staff Responsible for Monitoring: Teachers , admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: - 211 Title I, Part A - \$896.31	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: We will recruit, develop, support, and retain effective teachers and other instructional staff.

Performance Objective 1: By June 2023 any Staff openings at Five Palms Elementary will be filled.

Evaluation Data Sources: Staff roster, Teacher Contracts, and Evaluations





Strategy 1 Details	Reviews			
Strategy 1: Fill opening as soon as possible to assure high quality applicants Strategy's Expected Result/Impact: High quality applicants Staff Responsible for Monitoring: Administration HR Dept. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

Goal 3: We will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives that helps guide students in their academic paths to post-secondary education.

Evaluation Data Sources: open feedback through Polls, questionnaires, face to face discussions and surveys on evaluation of all district initiatives





Strategy 1 Details	Reviews			
Strategy 1: Create multiple forms of feedback to gain insight on teachers view of district initiatives Strategy's Expected Result/Impact: produce more compliance through ownership and will create a higher performing product Staff Responsible for Monitoring: admin and academic coaches TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Admin and academic coaches will participate in the Texas ILD program Strategy's Expected Result/Impact: create better feedback with teachers to improve the presentation of lessons and improve student outcomes Staff Responsible for Monitoring: Admin team, academic coaches TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Hold a Career Day to provide students with insight into higher education and employment opportunities Strategy's Expected Result/Impact: Encourage students and families to increase performance in order to acquire higher education experiences or trade-skill certifications Staff Responsible for Monitoring: Teachers/Administration/Counselors TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 4: We will promote and ensure a safe and secure learning environment for all students.





Performance Objective 1: Create an environment where students will want to attend school on a regular basis of at least 96%

Evaluation Data Sources: attendance records

Strategy 1 Details	Reviews			
Strategy 1: Attendance incentives for students Strategy's Expected Result/Impact: higher daily attendance rates Staff Responsible for Monitoring: admin, attendance clerk, teachers TEA Priorities: Build a foundation of reading and math Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Wrapping the outside pillars with encouraging vocabulary to promote student self-confidence Strategy's Expected Result/Impact: High educational achievement Staff Responsible for Monitoring: Admin, counselor and teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: We will build partnerships with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: Implement school community feedback tools.

Strategy 1 Details	Reviews			
Strategy 1: create surveys, poll questions, physical comment box, parent meetings cafecitos, Strategy's Expected Result/Impact: higher community involvement, partnership with community Staff Responsible for Monitoring: admin, counselor, CILT Funding Sources: - 211 Title I, Part A - \$500	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 5: We will build partnerships with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Expand parent engagement programs that utilize staff, students, and community members

HB3 Goal

Evaluation Data Sources: assessment scores

Strategy 1 Details	Reviews			
Strategy 1: Holding an N.F.L. (Night of Family Learning, N.B.A. Night (Night of Brain Activities) Strategy's Expected Result/Impact: Higher Assessment scores Staff Responsible for Monitoring: Admin Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Five Palms Drive-in Movie night Strategy's Expected Result/Impact: Reconnect with community, bring families together speak to community about Five Palms what we have to offer Staff Responsible for Monitoring: admin. counselor teachers ESF Levers: Lever 3: Positive School Culture Funding Sources: Castle Collaborative llc - 211 Title I, Part A - \$1,737.15	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Create procedures and protocols for all campuses and departments that ensure high quality customer service. Strategy's Expected Result/Impact: Reconnect with community, bring families together speak to the community about Five Palms what we have to offer Staff Responsible for Monitoring: admin. counselor teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Phone blast, internet posting, Marquee, flyers Strategy's Expected Result/Impact: increase in attendance Staff Responsible for Monitoring: admin, counselor TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 Title I, Part A - \$250	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Create programs that inform and support parental involvement in district initiatives. Strategy's Expected Result/Impact: increase in attendance Staff Responsible for Monitoring: admin, counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Hold cafecitos with counselor and parents to create opportunities for parent involvement and opportunities to build parent and student relationships. Strategy's Expected Result/Impact: student academic gains build parent confidence when helping students with academics Staff Responsible for Monitoring: counselor teachers admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: - 211 Title I, Part A - \$200	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 5: We will build partnerships with parents and community to ensure all students receive a gold standard education.

Performance Objective 3: Provide an opportunity to present Title I, Part A information to community members.

Evaluation Data Sources: Meeting Sessions

South San Antonio Independent School District
Hutchins Elementary School
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: B



Mission Statement

Our mission is to prepare students for the 21st Century through quality instruction and learning experiences in a safe and enjoyable environment.

Vision

At Hutchins Elementary we believe our students will be led by the guidance and support of a dedicated community to become critical thinkers in pursuit of life-long learning.

Core Beliefs

- We believe in being passionate, innovative, and student focused.
- We believe strong communication allows us to apply constructive feedback to become empowering educators.
- We believe in establishing high expectations, routines, and procedures with positive outcomes.
- We believe strong leadership and teamwork create a unified community.

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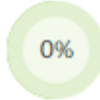





Goals

Goal 1: Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

Performance Objective 1: By June 2023, student's scores at approaches will increase by 10% in reading and 5% math, increase 5% meets and masters in Reading and Math. Science will increase by 5% in approaches, meets and masters at each grade level, as measured by STAAR.

Evaluation Data Sources: district benchmark assessments, state assessments

Strategy 1 Details	Reviews			
Strategy 1: Incorporate the use of high quality instruction based on TEKS/STAAR 2022-aligned teacher resources in PLCs (i.e. CRIMSI, MClass, and MAP) in an effort to increase teacher knowledge and positive impact instructional delivery. Strategy's Expected Result/Impact: Increased performance on CRIMSI Formative Assessments/Benchmarks, Stemscores, Progress Learning, and STAAR Reading, Writing, Math and Science. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches, Classroom Teacher TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Funding Sources: Region 4 supplemental, Learning A-Z - 211 Title I, Part A - \$500	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 2 Details	Reviews			
Strategy 2: Improve Tier 1 Instruction classroom instruction and student engagement in Reading, Writing, Math and Science by incorporating Lead4ward Instructional Playbook with high-yield strategies and best practices (i.e. The Fundamental 5, CRIMSI, Lead4ward Strategies Playlist) Strategy's Expected Result/Impact: Increased performance on Formative Common Assessments/Benchmarks and STAAR Reading, Writing, Math and Science. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches, Reading Teacher TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Additional Targeted Support Strategy Funding Sources: Amazon: books for dyslexia - 211 Title I, Part A - \$125.10, Scholastic Book fair - 211 Title I, Part A - \$463	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide TEKS based Accelerated Instruction to meet the academic needs of all students (Branching Minds, MAP goals, Progress Learning) Strategy's Expected Result/Impact: Increase Reading/Writing performance on Formative Common Assessments, Benchmarks, and STAAR. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, and Classroom Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

Performance Objective 2: Early Literacy-

By the end of the school year, at least 50% of K-2nd Grade students will be reading on grade level as measured by mClass Amplify/mClass Lectura and mClass Math.

Evaluation Data Sources: mClass Amplify Data & mClass Lectura Data








Strategy 1 Details	Reviews			
Strategy 1: Teachers will plan, develop, and create Literacy-based intervention activities, spiraled activities, and center-based activities (both traditional and digital) to increase academic performance. Strategy's Expected Result/Impact: Increased performance from BOY to MOY and MOY to EOY as measured by mClass Amplify and mClass Lectura. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Classroom Teacher TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: PLC's to create effective instructional aids for literacy centers - 211 Title I, Part A - \$2,000	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

Performance Objective 3: Early and Intermediate Numeracy-

By the June 2023, at least 50% of K-5 students will be on grade level as measured by Mclass and MAP.

Evaluation Data Sources: MAP 3-5 Data








Strategy 1 Details	Reviews			
Strategy 1: Teachers will plan, develop, and create Numeracy intervention activities, spiraled activities, and center-based activities (both traditional and digital) to increase academic performance. Strategy's Expected Result/Impact: Increased numeracy abilities at the early and intermediate grades Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Reading Teacher TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 10%	 30%		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Hutchins Elementary will recruit, develop, support and retain effective teachers, principals and other instructional staff.

Performance Objective 1: To support teacher growth, 100% of classroom teachers will participate in weekly PLC meetings for all PreK-5th grade teachers led by campus administrators and instructional coaches.

HB3 Goal


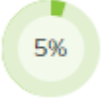


Evaluation Data Sources: State Assessments, Benchmark Assessments, mClass, Imagine Math, Diagnostic Assessments

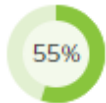








Strategy 1 Details	Reviews			
Strategy 1: Implement a viable PLC structure (including DDI & Content PLCs) in which teachers analyze data, share expertise, and work collaboratively towards improving their teaching skills and the academic performance of students. Strategy's Expected Result/Impact: Increase in state assessment scores from previous year. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches, Classroom Teacher TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 5%	 60%		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Hutchins Elementary will recruit, develop, support and retain effective teachers, principals and other instructional staff.

Performance Objective 2: 100% of instructional staff will be provided with quality professional learning.

Evaluation Data Sources: TTESS, CWT's









Strategy 1 Details	Reviews			
Strategy 1: All professional staff will participated and engage in a book study using professional book Fundamental 5 led by the Administrative Leadership Team (ALT). Strategy's Expected Result/Impact: Learning Walks Student growth from BOY to EOY on reading screener, STAAR Staff Responsible for Monitoring: principal assistant principal teacher mentors instructional coaches TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide 2nd -3rd grade teachers with a year-long, comprehensive Reading Academy to increase teacher knowledge in the science of Reading. Strategy's Expected Result/Impact: Student gains from BOY to MOY and MOY to EOY reading screener. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Classroom Teacher TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Implement a district-wide curriculum in K-5 through on-going training and support of the CRIMSI. Strategy's Expected Result/Impact: Diagnostics, Benchmarks, Universal Screeners, STAAR Staff Responsible for Monitoring: Assistant Principal, Principal, Instructional Coaches TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: 3rd -5th Grade teachers including campus administrators and Instructional Coach will attend the Lead4ward Rockin Review Conference Strategy's Expected Result/Impact: Increase STAAR results Staff Responsible for Monitoring: Campus Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Hutchins Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary education or career paths

Performance Objective 1: By June 2023, the percentage of students meeting Masters levels in all content areas will increase by at least 1% point, as measured by STAAR.


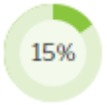




Evaluation Data Sources: STAAR 2021

Strategy 1 Details	Reviews			
Strategy 1: Utilize supplemental resources to improve the quality of instruction across the core contents. Strategy's Expected Result/Impact: Increase in scores on state assessment from previous year. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: Lead4ward Field Guides - 211 Title I, Part A - \$450, Mentoring Minds Think it Up - 211 Title I, Part A - \$5,262	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will analyze formative and summative assessment data to create and develop plans which incorporate differentiated instruction and target interventions leading to an increase in student performance levels. Strategy's Expected Result/Impact: Gains in Domain 1 Student Achievement on state assessment rating system. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Hutchins Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary education or career paths

Performance Objective 2: 100% of students will participate in a rigorous academic programs that connects to their college and career aspirations.




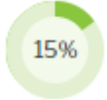


Evaluation Data Sources: Increase score in all core content on STAAR





Strategy 1 Details	Reviews			
Strategy 1: Teachers will develop and create engaging and rigorous interactive lessons which incorporate technology devices (such as Chromebooks, laptops, headsets with microphones), tech apps and web-based programs to keep all students engaged and learning to meet the demands of CCMR. Strategy's Expected Result/Impact: Increase scores in all core content on STAAR from previous year. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches Funding Sources: technology devices- chrome books, laptops - 211 Title I, Part A - \$10,000, technology tools- headphones, document cameras, projectors - 211 Title I, Part A - \$10,000, M&A Technologies - 199 PIC 30 State Comp - \$377.64, Amazon - 211 Title I, Part A - \$2,000, Amazon - 199 PIC 30 State Comp - \$360.80	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: 100% of instructional staff will fully implement a social-emotional program and supports for all students.

Evaluation Data Sources: Decrease in number of students on RtI Tier II for Behavior.












Strategy 1 Details	Reviews			
Strategy 1: The counselor will organize school and family events such as food distributions, clothing drives, Red-Ribbon Week, anti-bullying campaigns, etc. to promote positive school-family relations. Strategy's Expected Result/Impact: Families of 100% of students will participate in at least 1 event Staff Responsible for Monitoring: Counselor, Principal, Assistant Principal Funding Sources: supplies for events - 211 Title I, Part A - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administrators and instructional staff will analyze referrals on Skyward to develop behavior plans for students with multiple discipline referrals through the Branching Minds platform. Strategy's Expected Result/Impact: Decrease in the number of student major discipline referrals. Staff Responsible for Monitoring: principal, assistant principal, counselor TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: The counselor will address the immediate needs of students as they relate to each student's individual social-emotional, personal, academic, and career development. Strategy's Expected Result/Impact: 85% of families will benefit from support services to support the child and their family. Staff Responsible for Monitoring: Counselor, Principal, Assistant Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Conduct nine week grading period awards and student recognition for Good Citizenship, Academics, and Attendance utilizing local business partners for rewards when possible. Strategy's Expected Result/Impact: 100% of students will receive at least one recognition. Staff Responsible for Monitoring: Counselor, Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	✗	✗	✗	
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 4: Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: 100% of teachers will implement school safety protocols.







Evaluation Data Sources: 100% of safety drills and safety protocols will be conducted in the school year.

Strategy 1 Details	Reviews			
Strategy 1: Administrators will conduct monthly fire drills and other prescribed safety drills throughout the year to ensure student and staff safety. Strategy's Expected Result/Impact: 100% of staff will participate in all safety drills as determined by the school district. Staff Responsible for Monitoring: Assistant Principal, Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administrators will provide all staff members with Standard Response Protocol training and Navigate 360 training to ensure rapid and safe responses to emergency situations. Strategy's Expected Result/Impact: 100% of teachers will follow the protocol and utilize Navigate 360 Staff Responsible for Monitoring: Assistant Principal, Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Staff will utilize the P3 Reporting system, which is a trusted anonymous tip reporting platform, in order to take a proactive approach to preventing harm. Strategy's Expected Result/Impact: 100% of teachers will follow the protocol and utilize the P3 Reporter System. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Hutchins Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: 100% of classroom teachers will utilize Class Dojo to communicate with the families of Hutchins.







Evaluation Data Sources: data analytics
parent surveys

Strategy 1 Details	Reviews			
Strategy 1: Utilize a variety of communication digital platforms including social media support parents as educator partners for academic and social emotional student wellness. Platforms may include: School Messenger, Blackboard, Class Dojo, Twitter, Facebook, and Skyward. Strategy's Expected Result/Impact: 100% of families will utilize at least one of these platforms. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Librarian and Media Coordinator ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Hutchins Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: 100% of parents/families will attend at least one Parent/Family meeting in order to engage Hutchins Families in the academic and social emotional areas.





Evaluation Data Sources: parent surveys








Strategy 1 Details	Reviews			
Strategy 1: Conduct a variety of parent meetings throughout the school year to keep parents informed of school business, to provide opportunities for two-way communication and to educate families on new initiatives and resources: Meetings will include: Cafecitos; parenting classes; Back to School; Open House; STAAR Info Meetings Funding Sources: Walmart - 211 Title I, Part A - \$153.96, Sam's Club - 211 Title I, Part A - \$503.70	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Hutchins Elementary will provide targeted support and resources in the low performing Domain 1 from the state rating.

Performance Objective 1: By June 2023, 60% of students identified as Special Ed, At-Risk and EB will meet established standards as measured by STAAR.

Evaluation Data Sources: State Assessments

Strategy 1 Details	Reviews			
Strategy 1: Hire part-time, certified, retired teachers to provide supplemental support in Reading and Math during the school day. Strategy's Expected Result/Impact: Increase student scores in common and benchmark assessments and state assessments. Staff Responsible for Monitoring: principal, assistant principal, instructional coaches, reading teacher TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: part time support - 211 Title I, Part A - \$3,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will provide intervention to students at Tier I, II, and III to close gaps in Reading and Math using programs and systems such as Progress Learning and Branching Minds. Strategy's Expected Result/Impact: Close gaps among students requiring interventions. Staff Responsible for Monitoring: Principal, Assistant Principal, instructional Coaches, Classroom Teacher, Reading Teacher TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Students will participate in extended school enrichment opportunities (i.e. Tutoring, Saturday School, Student Clubs). Strategy's Expected Result/Impact: Increase student performance and help close gaps among student populations. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: - 211 Title I, Part A - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Teachers will follow primary learning objectives, routines, scaffolding instruction , and formative assessment opportunities. Strategy's Expected Result/Impact: Increased scores on unit test, benchmark and state assessments Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
Kindred Elementary School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

**K-NOWLEDGE IS OUR GOAL
I-NCREASING MORE EACH DAY
N-OTHING IS IMPOSSIBLE
D-ONE THE RIGHT WAY
R-EADING, WRITING, AND ARITHMETIC
E-DUCATION AT ITS BEST, WE ARE
D-ETERMINED TO BE BETTER THAN THE REST!**

WE WILL DO OUR VERY VERY BEST, YES!

Vision

All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.

Value Statement

District Core Beliefs:

- We believe in engagement of the school community for the success of our district.
- We believe in a strong support system for the school community to achieve excellence.
- We believe that innovative and challenging experiences produce successful learners.
- We believe that trusting relationships among the school community are essential to student success.
- We believe that an inclusive school culture promotes positive student development.
- We believe strong and effective leadership is essential to build a culture of high expectations.

Kindred Core Beliefs:

- We believe strong teachers will collaborate to create innovative engaging lessons that promote higher order thinking skills high expectations.
- We believe strategic instruction will be data driven using formal and informal assessments to design innovative and different lessons geared toward creating lifelong academic achievers.
- We believe in establishing an empowering, positive classroom culture that is conducive to learning while in a safe, supportive, environment that students will experience engaging innovative instructional opportunities.
- We believe in reaching the mission, vision and goals of the school by encouraging collaboration and

communication between teachers, students and parents, which will enhance the professional community.

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Goals

Goal 1: Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





Performance Objective 1: By June 2022, Kindred STAAR results will improve by 5% in the area of meets in 4th and 5th grade math and reading assessments.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Universal Screeners, Benchmarks, Common Assessments





Strategy 1 Details	Reviews			
Strategy 1: Provide support, personnel, resources and supplies for teachers to be able to successfully teach to at-risk students to improve literacy and math skills. Strategy's Expected Result/Impact: Increase student growth and percentages in reading and math of students on grade level. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: Scholastic Magazine - 199 PIC 30 State Comp, mClass - 199 PIC 30 State Comp, Imagine Math - 199 PIC 30 State Comp, Flocabulary - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide after school tutoring for K-5 and part-time support for during the day intervention. Strategy's Expected Result/Impact: Increase student achievement in reading and math by targeting most at risk students. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Campus teachers tutoring - 211 Title I, Part A, Part-time day tutor - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide supplies for teachers to use in the classroom as well as Reading resources /books, Leveled Literacy Intervention kits, scholastic magazines, and dictionaries, and computer programs (Flocabulary, RAZ-Kids, Lone Star Learning, Generation genius) for teachers to implement into their classroom for student success.</p> <p>Strategy's Expected Result/Impact: Increase student achievement while targeting most at risk students.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Flocabulary - 199 PIC 30 State Comp, Dictionaries - 199 PIC 30 State Comp, Scholastic Magazines - 199 PIC 30 State Comp</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Technology (laptops, laptop computer cart, infocus, and document cameras) will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Imagine Math, and Amplify. Students will have access to chromebooks. IPADS will be used for students to access for mClass testing and interventions. Headphones, speakers and chromebook carts will be utilized for chromebooks. IPADS will allow for individualized and group interventions. Administration will use technology (laptops, infocus, document cameras) to maintain communication with teachers, staff, and parents, as well as be able to view and break apart data from assessments to help teachers with data action plans to find out students strengths and weaknesses to build student success.</p> <p>Strategy's Expected Result/Impact: Student engagement in computer programs that enhance their reading and math skills.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Apple Ipads - 199 PIC 30 State Comp, Chromebooks - 199 PIC 30 State Comp</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Provide updated library books that engage and motivate students to love to read that promote literacy throughout the campus. Strategy's Expected Result/Impact: Increase literacy Staff Responsible for Monitoring: Administration, librarian, teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives.

Strategy 1 Details	Reviews			
Strategy 1: Hold weekly PLCs to speak about best practices in the classroom using The Fundamental 5 and disaggregate data from district assessments, district benchmarks, BOY, MOY, and EOY amplify and MAP testing to drive instruction. Strategy's Expected Result/Impact: Teachers will be able to target specific weaknesses and strengths of TEKS by utilizing the data from assessments. Feedback to teachers from learning walks will help with implementing best practices in the classroom. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 3: Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.

Strategy 1 Details	Reviews			
Strategy 1: Follow-up Professional Development on The Fundamental 5, amplify, eureka math, and PhD science. Strategy's Expected Result/Impact: Increase reading and math development. Increase student engagement through technology Increase best practices set forth in the classroom. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide tools to support accelerated instructional strategies in the classroom. Strategy's Expected Result/Impact: Increase GT referrals Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Lead4Ward Field guides - 211 Title I, Part A - 211-11-6395-00-105-930-000 - \$450	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





Performance Objective 4: Create and foster Instructional Leadership Teams at all levels of the district and school community.

Strategy 1 Details	Reviews			
Strategy 1: Create a Campus Instructional Leadership Team that discusses best practices and innovative ways to address educational gaps. Strategy's Expected Result/Impact: Increase student achievement of content TEKS Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities for campus administration to attend conferences (Fundamental 5, Lead4ward) to improve instruction and leadership strategies. Strategy's Expected Result/Impact: Information will be passes on to teachers to support best daily instructional practices. Staff Responsible for Monitoring: Campus administration and district staff. TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Kindred will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Kindred will ensure that all classrooms are staff with a certified teacher as well as paraprofessionals to assist in high need areas of the school.

Evaluation Data Sources: Interview documentation (confidentiality statements, interview questions and answers, rubric and recommendation forms)

Strategy 1 Details	Reviews			
Strategy 1: An interview panel is set up to interview and determine the best qualified staff member to fill any open position. Strategy's Expected Result/Impact: Provide each classroom with a certified staff member in their area of expertise. Staff Responsible for Monitoring: Administration, instructional coach, teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: Kindred will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: The campus will provide professional development opportunities for staff that promote high levels of student engagement.

Evaluation Data Sources: Sign in sheets, PD documents





Strategy 1 Details	Reviews			
Strategy 1: Hold professional development opportunities that develop a teachers skill set that focus on best practices and understanding of how to interpret the data that comes from programs and curriculum used. Strategy's Expected Result/Impact: Best practices used in the classroom that leads to a students understanding of instruction while focusing on high results on state testing. Staff Responsible for Monitoring: Administration Team, faculty and staff TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 3: Kindred will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Kindred students will participate in a post-secondary educational or career path to expand their awareness of future opportunities, such as Magnet Academies, Career on Wheels, Endorsement Showcase, Career Exploration, Guest Speakers, Field Trips





HB3 Goal

Evaluation Data Sources: Campus scheduled events

Strategy 1 Details	Reviews			
Strategy 1: Create opportunities for students to participate in Career on Wheels, Endorsement Showcase, Career Exploration, and Field Trips. Strategy's Expected Result/Impact: Students will be able to explore careers that will enhance their future endeavors. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Kindred will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





Performance Objective 2: Kindred will provide clubs, extra curricular activities, and leadership opportunity to help instill a sense of what students may want to pursue in their future.

Strategy 1 Details	Reviews			
Strategy 1: Establish clubs and extra curricular activities such as cheer leading, running club, culinary club, Lego, ukulele, student council, etc. Strategy's Expected Result/Impact: Students will be able to participate in clubs and extra curricular activities that will help instill a sense of what students may want to pursue in their future. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Kindred will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Kindred will increase student attendance by 1 to 2% by having creating a fun environment and having incentives for coming to school.





Evaluation Data Sources: PEIMS report

Strategy 1 Details	Reviews			
Strategy 1: Kindred will have numerous spirit days/weeks, holiday activities and attendance incentives. Strategy's Expected Result/Impact: Attendance will increase, establish pride in coming to Kindred. Staff Responsible for Monitoring: Administration Team, office staff, faculty and staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Kindred will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





Performance Objective 2: Kindred will provide clubs, extra curricular activities, field trips experiences, and leadership opportunity to help instill learning experiences, school pride and decrease discipline referrals.

Evaluation Data Sources: Sign up sheets for teachers for clubs and extra curricular activities.

Strategy 1 Details	Reviews			
Strategy 1: Establish clubs and extra curricular activities such as cheer leading, running club, culinary club, student council, etc. Strategy's Expected Result/Impact: Increased student confidence and school climate. Staff Responsible for Monitoring: Administration Team, office staff, faculty and staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Kindred will provide field trip opportunities to students to create learning experiences outside of school. Strategy's Expected Result/Impact: Increase students awareness of outside experiences. Staff Responsible for Monitoring: Administration Team, office staff, faculty and staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Kindred will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





Performance Objective 3: Kindred will increase student achievement progress by having award ceremonies to commend students for having honor roll, perfect attendance, and citizenship.

Strategy 1 Details	Reviews			
Strategy 1: Kindred will increase student achievement progress by having award ceremonies to commend students for having honor roll, perfect attendance, and citizenship. Strategy's Expected Result/Impact: Increased honor roll, attendance, citizenship. Staff Responsible for Monitoring: Administrators, teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Kindred will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: Kindred will keep clear and constant communication with all parents/guardians.





Evaluation Data Sources: Marquee, Flyers, twitter, class dojo, blackboard

Strategy 1 Details	Reviews			
Strategy 1: Utilize the marquee, blackboard call outs and email blast, class dojo and twitter, mail outs to send out clear and constant communication that will inform parents/guardians concerning important information and events at Kindred. Strategy's Expected Result/Impact: Increase communication with parents and community while informing parents/guardians of important information and events at Kindred. Staff Responsible for Monitoring: Administration Team, office staff, faculty and staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Kindred will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Kindred will have parent volunteer training for parents to be able to come in a volunteer at the school and parent coffee meetings to inform parents of services provided in and out of school.

Evaluation Data Sources: Flyers, sign-in sheets, agenda

Strategy 1 Details	Reviews			
Strategy 1: Develop a relationship with parents by having parent coffee meetings that informs parents of services available in the school as well as the community they live in. Strategy's Expected Result/Impact: Increase parental support in the school. Staff Responsible for Monitoring: Administration Team, office staff, faculty and staff TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: Sams Club - 211 Title I, Part A, Amazon - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Inform parents of the importance of building a strong reading and math foundation for their children by having award ceremonies, report card nights, and book nights and giving them supplies to work with their children at home such as sight word and math flash cards. Strategy's Expected Result/Impact: Increase family engagement in activities such as reading books and practicing sight words thus building a strong early on reading foundation. Staff Responsible for Monitoring: Administration, faculty and staff TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: Books, Sight word flash cards - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
Frank Madla Elementary School
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: B



Mission Statement

Good conduct is our aim.

Achievement is our goal. We

Take pride in what we do. We

Obey all the rules.

Respect is a big part of our school. We

Study, and we learn, in order to achieve.

Gator Success Nothing Less!

Vision

Frank Madla Elementary is focusing on the whole child by offering experiences through clubs, social emotional learning, a place to feel safe, and for every child to show growth academically. Our goal is to work in a partnership with our parents and community to create an environment where students are empowered to discover their strengths and to achieve their maximum potential. Opportunities are available for enrichment, intervention, and

remediation as necessary. We set high expectations for all students. Our entire school community shares the belief that all children can and will enjoy learning.

Core Beliefs

1. We believe in educating life long learners and instilling a love for learning.
2. We believe in empowering parents to be active participants in their child's education by building positive relationships.
3. We believe in creating an enjoyable and safe learning environment where all students will be engaged and challenged.
4. We believe in developing problem solvers and leaders today in order to prepare them for tomorrow.
5. We believe in promoting a strong partnership between community and school by creating a welcoming environment.

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Goal 5: Madla Elementary will collaborate with parents and community to ensure all students receive a gold standard education.	34


Goals


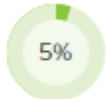
Goal 1: Madla Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.



Performance Objective 1: Students reading and math STAAR results will improve from the previous year by 5%



HB3 Goal






Evaluation Data Sources: TAPR Report

Strategy 1 Details	Reviews			
Strategy 1: Teachers will incorporate high-yield strategies that increase student engagement and require a variety of thinking from students. Strategy's Expected Result/Impact: Student engagement and transfer of knowledge Staff Responsible for Monitoring: Administrations, IC, and Adminstrations Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 2 Funding Sources: Lexia-50 licenses - 211 Title I, Part A - \$1,750	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will incorporate the Fundamental Five Revisited strategies that increase student engagement and increase a variety of thinking from students. Strategy's Expected Result/Impact: Student engagement and transfer of knowledge Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 1 Funding Sources: LeadYourSchool-Fundamental 5 Revisited and Close like a boss books - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Daily small group instruction will focus on individualized reading and math goals in accordance to HB4545 Strategy's Expected Result/Impact: Increase in Math and Reading scores at all levels. Staff Responsible for Monitoring: Teacher, Counselor, Campus Administration Title I: 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 Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1 - School Culture and Climate 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Hire part time temp tutors for Reading and math, to enhance student learning and to raise the level of engagement in grades K-5. Strategy's Expected Result/Impact: Increased Student Achievement Staff Responsible for Monitoring: Administrator, IC, & Reading Teacher Title I: 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 Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: Part time tutor-retired teacher-Herlinda Moreno 890 Hours - 211 Title I, Part A - \$11,600	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Incorporate Blended Learning in all classrooms to enhance 21st Century Learning Strategy's Expected Result/Impact: increase student achievement, formative assessment, and summative assessment Staff Responsible for Monitoring: teachers, administration, central office support staff, technology Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Technology 1 Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
<p>Strategy 6: Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, chrome books/cart, IO Gyroscopic and Ipads into their lessons. Also have access to headphones and chromeboxes for the computer lab.</p> <p>Strategy's Expected Result/Impact: student engagements during walkthroughs using technology-one-on-one device</p> <p>Staff Responsible for Monitoring: administration, technology, teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Technology 1</p> <p>Funding Sources: chromeboxes, monitors, and keyboards - 211 Title I, Part A - \$11,600</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Flocabulary, Progressive Learning, iReady-Mentoring Minds, Stemscopes, Lexia, ESGI, Countdown to Math and Reading, Nearpod, Amplify Reading, Generation Genius Math & Science, Eureka Math, and PhD Science...)</p> <p>Strategy's Expected Result/Impact: increase student academic achievement</p> <p>Staff Responsible for Monitoring: administration, teachers, and central office</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 1 - Technology 1</p> <p>Funding Sources: Lexia - 211 Title I, Part A - \$1,750</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details		Reviews			
Strategy 8: Teachers will engage in purposeful planning to insure that rigorous lessons are implemented from the Madla instructional initiatives and the districts Crimsi curriculum (Amplify, Eureka, and PhD Science) Strategy's Expected Result/Impact: Lessons that include opportunities that include access and rigor transfer Staff Responsible for Monitoring: IC, teachers, and campus administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 1, 2 - School Culture and Climate 1		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Performance Objective 1 Problem Statements:

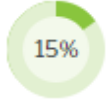

Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards. Problem Statement 2: Fast pace calendar for new CRIMSI curriculum to be imbedded and classroom application and instruction. Root Cause: Depth of understanding TEKS, TEKS Resource, CRIMSI, and STAAR items.
School Culture and Climate
Problem Statement 1: Some faculty and staff are reluctant to follow and adjust to new systems and processes implemented by district and campus. Root Cause: A variety of new systems and curriculum have been attempted over the last several years.
Curriculum, Instruction, and Assessment
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.
Technology
Problem Statement 1: Increase the integration of technology in the classroom. Root Cause: More Professional Development to increase technology integration in the classroom.




Goal 1: Madla Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.


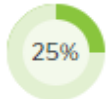
Performance Objective 2: Campus will receive a rating of an A for the 2022-2023 school year


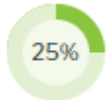
HB3 Goal






Evaluation Data Sources: Txschools.gov








Strategy 1 Details	Reviews			
Strategy 1: Hold weekly PLCs to speak about best practices in the classroom using The Fundamental 5 and disaggregate data from Common Assessments, District Benchmarks, Amplify and Imagine Math to drive instruction Strategy's Expected Result/Impact: Teachers will be able to target specific weaknesses and strengths of TEKS by utilizing the data from assessments. Feedback to teachers from learning walks will help with implementing best practices in the classroom. Staff Responsible for Monitoring: Administration, Instructional Coach, Teachers Title I: 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 Problem Statements: Student Achievement 1, 2 - School Culture and Climate 1	Formative			Summative
	Nov	Jan	Mar	June
	 15%			
Strategy 2 Details	Reviews			
Strategy 2: Teachers will tutor students during the day or after school face to face Strategy's Expected Result/Impact: improve academic achievement to help close the gaps Staff Responsible for Monitoring: Administrator, teachers, and IC Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - Problem Statements: Student Achievement 1, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: tutoring 22 sessions @ \$40 an hour - 211 Title I, Part A - \$22,000	Formative			Summative
	Nov	Jan	Mar	June
	 0%			

Strategy 3 Details	Reviews			
Strategy 3: Implement Eureka Math for K-5th grade to differentiate instruction for all students to help build problem solving skills and conceptual understanding. Strategy's Expected Result/Impact: Increase STAAR Math Scores and closing the gaps across all grade levels Staff Responsible for Monitoring: Teachers, Instructional Coaches, and Campus Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement M-Class screener and MAP to provide targeted interventions for reading to close the gap for grades K-5th. Strategy's Expected Result/Impact: Increase reading skills and math skills Staff Responsible for Monitoring: Teachers, Instructional Coaches, and Campus Administration Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 3 - Curriculum, Instruction, and Assessment 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Upgrade library books in the library. Strategy's Expected Result/Impact: Increase reading fluency and Reading STAAR test results Staff Responsible for Monitoring: Campus administration and librarian Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Teachers will incorporate high-yield strategies that increase student engagement and require a variety of thinking from students. Strategy's Expected Result/Impact: Student engagement and transfer of knowledge Staff Responsible for Monitoring: Administrations, IC, and Adminstrations Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 2 - Technology 1 Funding Sources: Lexia-50 licenses - 211 Title I, Part A - \$1,750	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, chrome books/cart, and Ipads into their lessons. Also have access to headphones and chromeboxes for the computer lab. Strategy's Expected Result/Impact: student engagements during walkthroughs using technology-one-on-one device Staff Responsible for Monitoring: administration, technology, teachers Title I: 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 Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: chromeboxes, monitors, and keyboards - 211 Title I, Part A - \$11,600	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
Strategy 8: Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Flocabulary, Progressive Learning, iReady-Mentoring Minds, Stemsscopes, Lexia, ESGI, Countdown to Math and Reading, Nearpod, Amplify Reading, Eureka Math, and PhD Science...) Strategy's Expected Result/Impact: increase student academic achievement Staff Responsible for Monitoring: administration, teachers, and central office Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 3 - Curriculum, Instruction, and Assessment 1 - Technology 1 Funding Sources: Lexia - 211 Title I, Part A - \$1,750	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Hire part time temp tutors for Reading and math, to enhance student learning and to raise the level of engagement in grades K-5. Strategy's Expected Result/Impact: Increased Student Achievement Staff Responsible for Monitoring: Administrator, IC, & Reading Teacher Title I: 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 Problem Statements: Student Achievement 1 Funding Sources: Part time tutor-retired teacher-Herlinda Moreno 890 Hours - 211 Title I, Part A - \$11,600	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
Strategy 10: Teachers will engage in purposeful planning to insure that rigorous lessons are implemented from the Madla instructional initiatives and the districts Crimsi curriculum (Amplify, Eureka, and PhD Science) Strategy's Expected Result/Impact: Lessons that include opportunities that include access and rigor transfer Staff Responsible for Monitoring: IC, teachers, and campus administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Hold 9 week RTI meetings, monthly committee meetings (safety), and monthly CILT meetings Strategy's Expected Result/Impact: increase student/school safety, high student academic achievement Staff Responsible for Monitoring: Administration, IC, reading teacher, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: School Culture and Climate 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Hire an At-risk Instructional Aide to provide support to 1st-3rd students who have not attended school in two years. Strategy's Expected Result/Impact: Close the gap on students who are 2 or more grade levels behind Staff Responsible for Monitoring: campus admin and IC Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Problem Statements: Student Achievement 1 Funding Sources: At-Risk Instructional Aide - 211 Title I, Part A - \$27,432	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 13 Details	Reviews			
Strategy 13: United Way Family Services housed at Madla-Students for Life will tutor 1st-3rd Tier 2 students on LLI kits Strategy's Expected Result/Impact: close the gaps for students 1st-3rd Staff Responsible for Monitoring: Students for Life, Administration, IC, and reading teacher Title I: 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 Problem Statements: Student Achievement 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: G/T students will be identified and serviced by district TAG teacher, Lesley Moreno Strategy's Expected Result/Impact: Enrichment for students and growth for those at Masters level on STAAR Staff Responsible for Monitoring: Administration and G/T facilitator Title I: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1 - Technology 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 15 Details	Reviews			
Strategy 15: Increase reading enrichment for all students by celebrating Read Across America in March where every child will receive a new book. Strategy's Expected Result/Impact: Reading enrichment/love for reading Staff Responsible for Monitoring: Admin, librarian, and teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: Follett - 211 Title I, Part A - 211--11-6329 - \$4,312	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:



Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.
Problem Statement 2: Fast pace calendar for new CRIMSI curriculum to be imbedded and classroom application and instruction. Root Cause: Depth of understanding TEKS, TEKS Resource, CRIMSI, and STAAR items.
Problem Statement 3: Special education population has failed to meet the goals for meets and masters in Math for grades 3rd through 5th. Root Cause: Students lack of math basic skills due to missing 2 years of instruction during the Covid pandemic.
School Culture and Climate
Problem Statement 1: Some faculty and staff are reluctant to follow and adjust to new systems and processes implemented by district and campus. Root Cause: A variety of new systems and curriculum have been attempted over the last several years.
Curriculum, Instruction, and Assessment
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.
Technology
Problem Statement 1: Increase the integration of technology in the classroom. Root Cause: More Professional Development to increase technology integration in the classroom.






Goal 2: Madla Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: The campus will provide professional development opportunities for staff that will provide high levels of student engagement during the 2022-22023 school year (LEAD4WARD, Region 20, SSAISD Professional Learning)

HB3 Goal

Evaluation Data Sources: PD Evaluation, Agendas, Sign In Sheets, number of PD staff attend

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be provided effective training with the use of instructional technology. Strategy's Expected Result/Impact: Teachers will become more effective in the area of instructional technology, especially in the area of virtual instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - Problem Statements: Technology 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide job-embedded professional development by modeling research-based strategies during PLCs and faculty meetings. Strategy's Expected Result/Impact: Improve the implementation of high-yield, rigorous instructional strategies that require a variety of thinking. (book studies-Fundamental 5, Emotional Poverty, LEAD4Ward, Yardsticks book, CAST conference) Staff Responsible for Monitoring: Campus Administration and Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 3 - Curriculum, Instruction, and Assessment 1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Ensure campus administration attends professional development to model and learn research based strategies for PLC and faculty meetings. (HB 3 Reading Academies, Crimsi, TEPSA) Strategy's Expected Result/Impact: Improve implementation of current academic research, high-yield, rigorous instructional strategies for PLC's Staff Responsible for Monitoring: Campus Admin. and Central Office Admin. Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Problem Statements: Student Achievement 1 - School Culture and Climate 1 Funding Sources: TEPSA Summer Conference - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Performance Objective 1 Problem Statements:



Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards. Problem Statement 3: Special education population has failed to meet the goals for meets and masters in Math for grades 3rd through 5th. Root Cause: Students lack of math basic skills due to missing 2 years of instruction during the Covid pandemic.
School Culture and Climate
Problem Statement 1: Some faculty and staff are reluctant to follow and adjust to new systems and processes implemented by district and campus. Root Cause: A variety of new systems and curriculum have been attempted over the last several years.
Curriculum, Instruction, and Assessment
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.
Technology
Problem Statement 1: Increase the integration of technology in the classroom. Root Cause: More Professional Development to increase technology integration in the classroom.






Goal 2: Madla Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: Teachers and Principal will provided instructional resources (Really Good Stuff/Amazon/Lakeshore/Lead4ward) that promote high levels of student engagement to be utilized for access, rigor, and transfer.

HB3 Goal

Evaluation Data Sources: Budget review

Strategy 1 Details	Reviews			
Strategy 1: Librarian will utilize updated library books and resources for all grades Pre-K - 5th. Strategy's Expected Result/Impact: Provide students a variety of books to have the love of reading and continue to build their fluency and comprehension. Staff Responsible for Monitoring: Administrators, teachers, librarian Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus instructional leadership team (CILT) will provide job professional development around the Fundamental 5, The Art of Coaching, Yardsticks, Lead4ward, School Leaders, TEPSA Conferences. Strategy's Expected Result/Impact: Highly Effect PLC's and faculty meetings Staff Responsible for Monitoring: District and administrators Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Teachers and Principal will provided instructional resources (Really Good Stuff/Amazon/Lakeshore/Lead4ward/Ford Ferrier) that promote high levels of student engagement to be utilized for access and rigor Strategy's Expected Result/Impact: Pass the formative and summative assessments Staff Responsible for Monitoring: Teachers and Admin. Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Problem Statements: Student Achievement 1	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



Performance Objective 2 Problem Statements:



Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards. Problem Statement 2: Fast pace calendar for new CRIMSI curriculum to be imbedded and classroom application and instruction. Root Cause: Depth of understanding TEKS, TEKS Resource, CRIMSI, and STAAR items.
Curriculum, Instruction, and Assessment
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.


Goal 3: Madla Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Provide afterschool activities and clubs to students in order to promote academic improvement and enrichment.

Evaluation Data Sources: The number of activities and clubs

Strategy 1 Details	Reviews			
Strategy 1: Increase the number of students being accepted to the District's Academy of Choice Middle Schools. Strategy's Expected Result/Impact: Sign-in Staff Responsible for Monitoring: Adminstration, Counselor, Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Parent and Community Engagement 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Create academic enrichment clubs for teachers and students establish hands-on learning by building projects and using technology to help record and research (Madla's Believe It or Not, New Broadcasting Club, etc.) Strategy's Expected Result/Impact: Lesson Plans, weekly meetings, agendas, performances, games Staff Responsible for Monitoring: Teachers and Administration Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Invite parents to attend STEM Family Night (March 2023) Strategy's Expected Result/Impact: sign-in sheets and agendas Staff Responsible for Monitoring: all faculty, committees, and administration Title I: 2.4, 2.5, 4.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Parent and Community Engagement 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide refreshments or dinner to help bring in the parents to Cafecitos, Family Nights, STEM Nights, FAST Program that encourage them to do activities with their child. Strategy's Expected Result/Impact: Parents will attend more school functions with their child(ren) to help promote learning. Staff Responsible for Monitoring: Administration, librarian, FAST program, counselor, teachers, parent liaison Title I: 2.5, 4.2 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Parent and Community Engagement 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Invite parents and community to awards ceremonies and completion ceremonies twice a year. Strategy's Expected Result/Impact: sign-in, agenda, invitations Staff Responsible for Monitoring: administration, counselor, teachers	Formative			Summative
	Nov	Jan	Mar	June

Title I: 2.5, 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



Performance Objective 1 Problem Statements:



Parent and Community Engagement
Problem Statement 1: Lack of event established in the evening for working parents. Root Cause: Parent and Community Engagement






Goal 3: Madla Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.






Performance Objective 2: Create programs that inform and support parental involvement in district initiatives.

Evaluation Data Sources: Number of activities in school and around the district

Strategy 1 Details	Reviews			
Strategy 1: Ensure students of all grade levels have the opportunity to enhance learning and real life experiences through field trips Strategy's Expected Result/Impact: Increase in student achievement, increase in college and career readiness Staff Responsible for Monitoring: Administration, teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monitor and update school website with current school activities and events to keep parents and members of the community aware. Strategy's Expected Result/Impact: update current website, Twitter, Facebook, School Messenger Staff Responsible for Monitoring: Administrator, Melissa Villarreal-webmaster Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Create and maintain campus Facebook and Twitter account to enhance communication in our school and community Strategy's Expected Result/Impact: Keep community up to date on school news and events Staff Responsible for Monitoring: Administration and Ms. Villarreal-webmaster Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Parent and Community Engagement 1		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Inform parents and community through monthly calendars, notes, flyers, parent meetings, website, school messenger, and marquee Strategy's Expected Result/Impact: Calendar, flyers, phone calls Staff Responsible for Monitoring: Administration, custodians, secretary, counselor, and teachers. Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Parent and Community Engagement 1 Funding Sources: Colored paper for calendar - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details	Reviews			
Strategy 5: Open House on September 22, 2022 to celebrate and implement the campus and district vision and Title one power point. Strategy's Expected Result/Impact: sign-in sheets, flyers Staff Responsible for Monitoring: Administration and all staff Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Conduct monthly family events (Book Fair, Booster Club, school performances, Cafecitos) Strategy's Expected Result/Impact: sign-in sheets, agendas Staff Responsible for Monitoring: All staff, administration, Booster Club officers, Counselor, and Librarian Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Invite parents to Student-Led report card conference Strategy's Expected Result/Impact: sign-in and agendas Staff Responsible for Monitoring: Teachers and administration Title I: 2.4, 2.5, 4.2 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details		Reviews			
Strategy 8: Hold awards ceremonies for students in all grade levels twice a year in recognition of Honor Roll, Principal's Pal, Perfect Attendance, Citizenship, STAR student, BUG award and Leadership Award Strategy's Expected Result/Impact: sign-in sheets and agendas Staff Responsible for Monitoring: Counselor, administration, and teachers Title I: 2.6, 4.1, 4.2 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue



Performance Objective 2 Problem Statements:







Parent and Community Engagement
Problem Statement 1: Lack of event established in the evening for working parents. Root Cause: Parent and Community Engagement

Goal 4: Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Student Attendance will increase by 5% with the help of mental and social emotional support through the Care Zone or other initiatives.

Evaluation Data Sources: CIS data, Discipline Referrals, School Counselor Log, PEIMS attendance report

Strategy 1 Details	Reviews			
Strategy 1: School counselor will provide lessons discussing resources available to curb mental health, bullying and other topics. Strategy's Expected Result/Impact: 100% of all students, PK-5th, will have received guidance from school counselor. Staff Responsible for Monitoring: Counselor, Admin, Teachers - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Create a partnership with CARE Zone to provide services (mental health, family services, CIS, food pantry, clothing closet, etc.) for our at-risk students to succeed in school. Strategy's Expected Result/Impact: Teacher Selection Forms, Counselor Submittals, CARE Zone Activity Log Staff Responsible for Monitoring: Counselor and Administration Title I: 2.5, 2.6, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Offer Title 1 services for McKinney-Vento students (transportation, school supplies, resources for food and clothing. Strategy's Expected Result/Impact: Students will be able to receive resources to come to school and be successful Staff Responsible for Monitoring: CIS, Counselor, Head Start Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools Problem Statements: Demographics 1 - Student Achievement 1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Secure volunteers from Students for Life to tutor struggling students 1st-3rd and provide them other resources to help them succeed like, counseling, help with electric, transportation, rent, etc. Strategy's Expected Result/Impact: close the gaps on ELAR for the 1st-3rd reading, students will be on level Staff Responsible for Monitoring: Amanda Briseno, and Administration Title I: 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				








Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Student attendance at Madla Elementary has declined over the last 4 years. Root Cause: Parents have limited awareness of negative impact of truancy on student outcomes.
Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.

Goal 4: Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: Provide a safe and learning environment by training and properly communicate effectively on campus with all stakeholders on campus.






Evaluation Data Sources: Navigate 360, Texas Safety Response Protocol

Strategy 1 Details	Reviews			
Strategy 1: Train all faculty and staff on the Texas Safety-Student Response Protocol and Navigate360 system. Strategy's Expected Result/Impact: Everyone that works at Madla to know the protocol in case of an emergency Staff Responsible for Monitoring: Administration and safety team, SSAISD PD Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 3: The number of discipline referrals will decrease by 5% by providing students extra curricular activities and leadership opportunities.






Evaluation Data Sources: PEIMS Report

Strategy 1 Details	Reviews			
Strategy 1: CILT Committee will help make educational decisions for campus. Strategy's Expected Result/Impact: Empower faculty and staff to help better the campus with positive climate and increase student engagement. Staff Responsible for Monitoring: CILT and administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
	 10%			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 4: Identify developmentally appropriate and culturally instructional practices including emotional and social play and learning experiences for students success during recess period.

Evaluation Data Sources: CIS data, Discipline Referrals, School Counselor Log

Strategy 1 Details	Reviews			
Strategy 1: Students will play with age appropriate items to help them build social and emotional skills that they lacked during the two years of Covid. Strategy's Expected Result/Impact: Students will learn social skills and build sportsmanship, empathy, and how to get along with others during recess Staff Responsible for Monitoring: Teachers and Admin. Title I: 2.6 - TEA Priorities: Improve low-performing schools Problem Statements: Student Achievement 1 Funding Sources: dolls, trucks , games, blocks - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 4 Problem Statements:






Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.

Goal 4: Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 5: Students will experience live hands on learning from attending field trips to make connections with the Amplify Reading, Social Studies, STEAM curriculum

HB3 Goal

Evaluation Data Sources: STAAR, Unit data, journals

Strategy 1 Details	Reviews			
Strategy 1: Students will go on field trips to various places and learn how to make connections to their current academic curriculum (Alamo, Riverwalk, Pumpkin patch, Zoo, Magic Theatre, Missions, etc.) Strategy's Expected Result/Impact: passing all formal and informal assessments, be able to write about their experiences Staff Responsible for Monitoring: Administration and teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









Performance Objective 5 Problem Statements:

Student Achievement
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.
Curriculum, Instruction, and Assessment
Problem Statement 1: The low percentage of students in grades 3-5 that did not reach Meets and Masters in reading, math, & 5th grade science. Root Cause: Lack of high-quality, differentiated instruction and not being prepared to meet grade level standards.

Goal 5: Madla Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity. Incentives and food will be provided to increase participation and to bring families, community and staff together.

Evaluation Data Sources: Flyers, Agendas and Sign In Sheets






Strategy 1 Details	Reviews			
Strategy 1: Create parent engagement opportunities to inform parents of Title 1 funds, academic nights, cafecitios, CIS, FAST and campus events. Strategy's Expected Result/Impact: 90% of parents will have attended at least 1 parent engagement event. Staff Responsible for Monitoring: Counselor, assistant principal, principal Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement FAST program to serve Pre-k-2 families. FAST will be held for 8 weeks on Thursdays and will hold a graduation at the end of the program. Strategy's Expected Result/Impact: FAST certificates Pictures Sign In Staff Responsible for Monitoring: Administrator Teacher leader Title I: 2.4, 2.5, 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Madla Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Create a variety of communication and feedback tools that appeal to the audiences in the school community, culminating in EOY parent survey, with 100% feedback.

HB3 Goal

Evaluation Data Sources: ESF and Capturing Kids Survey, Blackboard School Messenger, Marquee, Website, Remind Me App, Twitter, Facebook, Newsletter, Flyers

Strategy 1 Details	Reviews			
Strategy 1: Conduct parent surveys to improve campus through feedback and implementation of new ideas. Strategy's Expected Result/Impact: Receive 80% of surveys back from families to help generate feedback and new ideas. Staff Responsible for Monitoring: Parents, teachers, admin, counselor Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
Palo Alto Elementary School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Palo Alto Elementary School will provide a well-balanced curriculum and a positive learning environment to ensure mastery of basic skills and to foster each child's attainment of his or her highest potential in academics as well as in extra-curricular interest. We believe that the mastery of these skills combined with the positive reinforcement of each child's inherent skills and talents will result in a productive involved citizen for tomorrow. We at Palo Alto will accomplish this mission through the implementation of best practices and the PLC process, which includes instructional focus and leadership, high expectations, a positive school climate, systematic measurement and evaluation and parental involvement. The success of this mission will be measured by student achievement data, attendance data and formal and informal surveys of faculty, students, and parents.

I can motivate and inspire myself to be the hero of my own story...

Vision

All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

I can motivate and inspire myself to be the hero of my own story...

Value Statement

WE BELIEVE:

- A SAFE AND STRUCTURED STUDENT ENVIROMENT will provide a positive learning atmosphere that will enable students to achieve academic success.
- TEAMWORK, COLLABORATION, and STRATEGIC PLANNING creates effective curriculum to cultivate successful learners.
- CONSISTENT INFORMATIVE AND POSITIVE COMMUNICATION among all stakeholders will instill good rapport and promote academic achievement

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Goals

Goal 1: Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2022, 43% of 3rd graders will score at the meets level on STAAR Math and 10% of 3rd graders will score at the meets level on STAAR Reading.

Evaluation Data Sources: 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide part time retired certified teacher or college students to conduct interventions for students. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: - 199 PIC 30 State Comp - \$18,000, - 211 Title I, Part A - \$8,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide tutoring for students who are in need of extra help in all grade levels. Tutoring will utilize Think up with new technology in our lab 35. Also math diagrams and charts will be created with a poster maker and utilized to support explicit instruction through large visuals to show students how to read charts. We will then minimize these charts	Formative			Summative
	Nov	Jan	Mar	June

and laminate utilizing a laminator so students will have access to these same charts all year long to support success of their academic school year.

Strategy's Expected Result/Impact: Increased scores on benchmarks, STAAR, Reading and math levels in K-2

Staff Responsible for Monitoring: Admin, instructional coach, teachers

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Funding Sources: - 199 PIC 30 State Comp - \$2,000, - 211 Title I, Part A



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: By June 2022, 10% of 5th graders will score at the meets level on STAAR Math, 15% of 5th graders will score at the meets level on STAAR Reading and 5% of 5th graders will score at the meets level on STAAR Science.





Evaluation Data Sources: 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide part time retired certified or degreed teacher to conduct interventions for students. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Part time tutor - 211 Title I, Part A - \$7,500, Part time tutor - 199 PIC 30 State Comp - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 3: By June 2022, 19% of 1st graders will score at the meets level on the MCLASS EOY assessment and 22% of 2nd graders will score at the meets level on the MCLASS EOY assessment.

Evaluation Data Sources: F&P BOY data, MOY data and EOY data.

Strategy 1 Details	Reviews			
Strategy 1: Provide part time retired certified teacher to conduct interventions for students. Strategy's Expected Result/Impact: Increase in scores for students Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Part time tutor - 199 PIC 30 State Comp - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide tutoring for students who are in need of extra help in all grade levels with programs such as flocabulary. Strategy's Expected Result/Impact: Increased scores on benchmarks, STAAR, Reading and math levels in K-2 Staff Responsible for Monitoring: Admin, instructional coach, teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: After school/Saturday tutoring - 199 PIC 30 State Comp - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Palo Alto ES will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: By June 2022, 100% of openings at Palo Alto ES will be filled.





Evaluation Data Sources: Staff roster

Strategy 1 Details		Reviews			
Strategy 1: Utilize district staffing formula and attend job fairs as needed. Strategy's Expected Result/Impact: Highly qualified individual will be hired immediately Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals -		Formative			Summative
		Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Goal 2: Palo Alto ES will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: By June 2022, summer PD opportunities will be identified for teachers and staff to attend. Including Fundamental 5 follow up training.





Evaluation Data Sources: Region 20 PD session calendar

Strategy 1 Details	Reviews			
Strategy 1: Identify professional learning sessions for teachers to attend targeted to their specific grade level / subject area. Strategy's Expected Result/Impact: Increased student scores Staff Responsible for Monitoring: Admin, instructional coach TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: Fundamental 5 conference - 211 Comprehensive Support - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Palo Alto ES will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: By June 2022, 10% of 3rd graders will score at the meets level on STAAR Math and 27% of 3rd graders will score at the meets level on STAAR Reading.

Evaluation Data Sources: 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide part time retired certified teacher to conduct interventions for students grades 3 - 5. Strategy's Expected Result/Impact: Increase in scores for students in Math and Reading Meets level in grades 3 - 5. Staff Responsible for Monitoring: Admin, instructional coach, teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Part time tutor - 199 PIC 30 State Comp - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide tutoring for students who are in need of extra help in all grade levels. Strategy's Expected Result/Impact: Increased scores on benchmarks, STAAR, Reading and math levels in K-2 Staff Responsible for Monitoring: Admin, instructional coach, teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Part time tutor - 199 PIC 30 State Comp - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Palo Alto ES will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: By June 2022, 100% of teachers will utilize the Fundamental 5 in their classrooms to increase student performance in all subject areas.

Evaluation Data Sources: 2021 - 2022 STAAR scores, common assessments, Imagine Math scores and MCLASS scores.

Strategy 1 Details	Reviews			
Strategy 1: Provide Fundamental 5 training for teachers to reinforce Strategy's Expected Result/Impact: Admin, instructional coaches, teachers Staff Responsible for Monitoring: Admin and instructional coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: Fundamental 5 conference - 199 PIC 30 State Comp - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 4: Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Palo Alto ES students will receive counseling and or being given assistance accessing mental health services for students and their families.





Evaluation Data Sources: Counseling list of students served

Strategy 1 Details	Reviews			
Strategy 1: 2nd - 5th grade students will receive services from a SACADA counselor. Counselor also assists with mental health services. Strategy's Expected Result/Impact: Student assistance with mental health needs Staff Responsible for Monitoring: Counselor Admin ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will receive referrals to the district Care Zone as needed to assist with various services for at school as well as at home. Strategy's Expected Result/Impact: Mental health needs as well as other counseling or personal needs can be attended to through the CareZone. Staff Responsible for Monitoring: Counselor Admin	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 4: Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: Palo Alto ES will provide Leadership opportunities for students. Students utilize Leader in Me and technology to impact their learning in the classroom. Testing materials such as pencils, erasers, head phones, extension cords, binders, tape, labels, and storage bins will be provided so that all items for students are in order and they have materials to take their assessment.





Evaluation Data Sources: The number of Leadership opportunity activities on campus.

Strategy 1 Details	Reviews			
Strategy 1: Palo Alto ES will participate in Leader In Me program. Strategy's Expected Result/Impact: Increase in the number of students receiving Masters on STAAR test as well as reduction in disruptive behavior. Staff Responsible for Monitoring: All campus staff Funding Sources: Leader In Me Annual Dues - 211 Title I, Part A - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Testing materials such as pencils, erasers, head phones, extension cords, binders, tape, labels, and storage bins will be provided so that all items for students are in order and they have materials to take their assessment. Strategy's Expected Result/Impact: Increase in the number of students receiving Masters on STAAR test as well as reduction in disruptive behavior. Staff Responsible for Monitoring: All campus staff Funding Sources: Items for testing - 199 PIC 30 State Comp - \$600	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 3: Palo Alto ES will implement the Fundamental 5 to successfully impact the students learning success. Along with the strategies of the fundamental 5 books will be purchased for students to check out of the library to take home as an extension of learning.

Evaluation Data Sources: Students performance on BOY ,MOY and EOY assessments.

Strategy 1 Details	Reviews			
Strategy 1: Learning walk protocol with campus admin as well as district staff will identify key areas that need to be tweaked so that student performance can be enhanced at all grade levels. Strategy's Expected Result/Impact: Increase in the number of students receiving Meets and Masters on STAAR test. Staff Responsible for Monitoring: Campus admin, CILT and teachers	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Palo Alto ES will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: Palo Alto will have a minimum of six virtual/in-building Parent coffee meeting during the 2021-2022 school year to inform parents of services provided in and out of school.





Evaluation Data Sources: Flyers, sign-in sheets, agenda

Strategy 1 Details	Reviews			
Strategy 1: Develop a clear communication relationship with parents that informs them of services available in the school as well as the community they live in. Strategy's Expected Result/Impact: Increase parental participation in the school. Staff Responsible for Monitoring: Administration, teachers, office staff ESF Levers: Lever 3: Positive School Culture Funding Sources: Parent meeting items - 211 Title I, Part A - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Garner more participation from parents to join in Cafecito's and to assists with events the school is participating in such as fiesta. Assist with gaining participation for Leader in Me parent meetings. To achieve this we will have a variety of means to feed parents and make them food / snacks upon their participation in events. Strategy's Expected Result/Impact: Increased parent participation Staff Responsible for Monitoring: Parents and admin ESF Levers: Lever 3: Positive School Culture Funding Sources: Cooking appliances, tables, chairs - 211 Title I, Part A - \$2,106	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 6: SSAISD will provide supplemental support and resources to low performing classrooms.

Performance Objective 1: By June 2022, PAES will utilize supplemental support and resources to show growth in the meets level for all STAAR exams for 3rd, 4th and 5th grade. Dyslexia teacher will have a new laptop for programs that individual will be finishing to assist in serving student smore in depth.

Evaluation Data Sources: 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
Strategy 1: Supplemental support by retired part time personnel will be provided for students in 3 - 5. Literature on Math strategies for the classroom will also be provided to the teachers. Strategy's Expected Result/Impact: Increase in Meets level 2021-2022 STAAR scores as well as benchmarks and common assessments. Staff Responsible for Monitoring: Admin, Instructional Coaches, Teachers, part time staff ESF Levers: Lever 5: Effective Instruction Funding Sources: Part time tutor - 199 PIC 30 State Comp - \$7,500	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
Price Elementary School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Our mission is to prepare students for the 21st Century through quality instruction and learning experiences virtually or face to face in a safe and enjoyable environment.

Vision

Our students will be guided by a dedicated school community to become critical thinkers and life-long learners.

Core Beliefs

We believe...

- **Innovative leaders engage, enrich and empower students' learning experiences.**
- **An individualized organizational system establishes procedures that create a positive, flexible environment that meets the needs of student.**
- **Educators are reflective, life-long learners who set goals for themselves and students.**
- **Positive connections through collaboration with families, and communities are essential to student success.**
- **In a safe, nurturing environment promoting respect, commitment, and compassion.**

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Goal 2: Price will recruit, develop, support, and retain effective teachers, principals, and other instructional staff 11

Goal 3: Price will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths. 16

Goal 4: Price will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success. 21

Goal 5: Price will collaborate with parents and community to ensure all students receive a high quality standard education. 25

Goals

Goal 1: Price will increase academic achievement for all students and thus close the gap among student populations.





Performance Objective 1: 3rd grade STAAR results will improve from the previous year by 5%.

HB3 Goal

Evaluation Data Sources: TAPR report

Strategy 1 Details	Reviews			
Strategy 1: Incorporate Crimsi in all classrooms to enhance 21st century learning. Strategy's Expected Result/Impact: increase student achievement & formative assessment Staff Responsible for Monitoring: Teachers, administration, central office support staff, technology Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, Chromebooks/Cart, and Ipads into their lessons. Also have access to have headphones and speakers for the computer lab and Ipad lab. Strategy's Expected Result/Impact: student engagement during walkthroughs using technology-one on one device Staff Responsible for Monitoring: Admin, technology, and teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Funding Sources: Amazon - 211 Title I, Part A - 211-11-6395-00-107-2 - \$3,644	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Flocabulary, IXL, Generation Genius Math & Science, A-Z reading, ESGI, STAAR Masters, Count Down, new Spanish/Eng. dictionaries) Strategy's Expected Result/Impact: increase student academic achievement Staff Responsible for Monitoring: administration, teachers, & central office Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Generation Genius Technology Program - 211 Title I, Part A - 211-11-6395 - \$800, Amazon - Technology replacement cords - 211 Title I, Part A - \$188, ESGI-data for Kinder - 211 Title I, Part A - \$426	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Teachers will engage in purposeful planning to insure that rigorous lessons are implemented using the Price Instructional Initiatives. Strategy's Expected Result/Impact: Lesson plans that include opportunities that include access and rigor transfer. Staff Responsible for Monitoring: IC, teachers, and administration Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Price will increase academic achievement for all students and thus close the gap among student populations.





Performance Objective 2: The campus will maintain a rating of B for the 2022-2023 school year.

HB3 Goal

Evaluation Data Sources: txschools.org

Strategy 1 Details	Reviews			
Strategy 1: Teachers will incorporate high-yield strategies that increase student engagement, and require a variety of thinking from students. Strategy's Expected Result/Impact: student engagement, transfer of knowledge, and extended PLC Staff Responsible for Monitoring: IC, teachers, and administrations Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Amazon - 211 Title I, Part A - \$314	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Flocabulary, Generation Genius, A-Z reading, Mentoring Minds, Amplify, 1XL Math program0. Strategy's Expected Result/Impact: increase student academic achievement Staff Responsible for Monitoring: administration, teachers, IC & central office Title I: 2.4, 2.6 - Results Driven Accountability Funding Sources: 1XL Technology program for Math - 211 Title I, Part A - 211-11-6395 - \$1,000, ESGI - 211 Title I, Part A - 199-11-6395 - \$406, Mentoring Minds - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Create ways for teachers to establish outside learning opportunities using Ipad applications, Google Meets, or other technology to enhance learning around the world Strategy's Expected Result/Impact: differentiated lessons Staff Responsible for Monitoring: IC and teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Headphones, Promethean boards, Chromebooks/Cart, and Ipads into their lessons. Also have access to headphones and speakers for the computer lab. Strategy's Expected Result/Impact: student engagement during walkthroughs and virtual walkthroughs Staff Responsible for Monitoring: Admin, IC , and teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Funding Sources: Amazon-Chrome book carts - 211 Title I, Part A - \$2,000		Formative			Summative
		Nov	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: Hold monthly RTI meetings, committee meetings, and CILT meetings Strategy's Expected Result/Impact: sign-in sheets, positive school culture, high student academic achievement Staff Responsible for Monitoring: Administration and faculty Title I: 2.4, 2.5, 2.6		Formative			Summative
		Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: All Teachers will tutor students during the day (small group) or after school face to face. Strategy's Expected Result/Impact: Improve academic achievement to help close the gap Staff Responsible for Monitoring: Administration, IC and teachers Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Price will increase academic achievement for all students and thus close the gap among student populations.

Performance Objective 3: 4th grade Writing STAAR results will have 35% of students at the Meets level in 2022-2023 school year.

HB3 Goal

Evaluation Data Sources: TAPR report





Strategy 1 Details	Reviews			
Strategy 1: Instructional coach will plan bi-weekly with 4th grade teachers using a writing protocol. Strategy's Expected Result/Impact: Increase scores on STAAR Test. Staff Responsible for Monitoring: Administration and Instructional Coach Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All grade levels will teach the writing process across curriculum in all grade levels and contents. Strategy's Expected Result/Impact: Writing to provide evidence of learning. Staff Responsible for Monitoring: Administration and Instructional Coach Title I: 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 - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: Price will recruit, develop, support, and retain effective teachers, principals, and other instructional staff

Performance Objective 1: The campus will provide professional development opportunities for staff that meet individual needs. (Leadership, Lead4ward, Region 20, SIOP Strategies)

Evaluation Data Sources: The number of PD staff attend.

Strategy 1 Details	Reviews			
Strategy 1: Provide job-embedded professional development and surveys of PD opportunities. Strategy's Expected Result/Impact: Improve the implementation of high-yield, rigorous instructional strategies that require a variety of thinking. Staff Responsible for Monitoring: Camps administration and instructional coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure campus administration attends professional development to support PLC and Price Instructional Initiatives. Strategy's Expected Result/Impact: Improve implementation of current academic research, high-yield, rigorous instructional strategies for PLC's Staff Responsible for Monitoring: campus admin & IC Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Ensure Teachers are able to attend conferences/PD that support professional t-tess goal. Strategy's Expected Result/Impact: Improve teacher expertise in area of need in order to support all students Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>				

Goal 2: Price will recruit, develop, support, and retain effective teachers, principals, and other instructional staff

Performance Objective 2: Teachers & Principals will be provided instructional resources (Really Good Stuff/Amazon/Lakeshore/Lead4ward, etc) that will promote high levels of student engagement and can be utilized for access, rigor and transfer.

Evaluation Data Sources: Budget review





Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize instructional resources in all subjects in grades K-5. Strategy's Expected Result/Impact: Improve students Reading and Math EOY scores. Staff Responsible for Monitoring: Teachers, admin, IC TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Librarian will utilize updated library books and resources for all grade Pre-K through 5th. Strategy's Expected Result/Impact: Provide students a variety of books to have the love of reading and continue to build their fluency and comprehension. Staff Responsible for Monitoring: Administration, teachers, librarian Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Funding Sources: Follet School Solutions - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Campus instructional leadership team will provide professional development around the Fundamental Five, Lead4ward, and TEPSA Conferences Strategy's Expected Result/Impact: Highly effective PLC's Staff Responsible for Monitoring: District and admin Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
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Goal 2: Price will recruit, develop, support, and retain effective teachers, principals, and other instructional staff

Performance Objective 3: Campus will renovate or upgrade a Zen room for teachers to decompress during stressful time & situations.

Evaluation Data Sources: A reduction in days off

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize a ZEN Room (relaxing atmosphere) to decompress from the current stresses of teaching Strategy's Expected Result/Impact: Highly Effective Teachers Number of days off decrease Retention in teachers Staff Responsible for Monitoring: administrator Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 3: Price will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: Provide afterschool activities and clubs for students to participate.

Evaluation Data Sources: The number of activities/clubs at the school.

Strategy 1 Details	Reviews			
Strategy 1: Promote all clubs for example like the World Changers in order to establish hands-on learning or using technology to help record and research. Strategy's Expected Result/Impact: Lesson plans, weekly meetings, projects throw PBL Staff Responsible for Monitoring: Teachers, Admin, Special Ed. teacher Title I: 2.4, 2.5, 2.6, 4.1 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Invite parents to attend Bilingual Meriendas, parent volunteer trainings, and opportunities. Strategy's Expected Result/Impact: Sign-in sheets, agendas Staff Responsible for Monitoring: All Faculty, committees, & Administration Title I: 2.4, 2.5, 4.1 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Provide refreshments or dinner to help bring in the parents to Cafecitos, Parent Meriendas, Volunteer Opportunities, that encourage them to do activities with their child. Strategy's Expected Result/Impact: Parents will attend more school functions with their child(ren) to help promote learning. Staff Responsible for Monitoring: administration, librarian, counselor, and teachers Title I: 4.1 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability Funding Sources: Day of the Dead bread for Nov. 3 Cafecito - 211 Title I, Part A - 211-61-6499	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Invite parents and community to bi-yearly awards, Parent Expo, Open House, Fall Festival, Spring Festival Strategy's Expected Result/Impact: sign-in, agendas, invitations Staff Responsible for Monitoring: Administration, counselor, teachers, central office staff Title I: 2.5, 2.6, 4.1 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: Price will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Create programs that inform and support parental involvement in district initiatives.

Strategy 1 Details	Reviews			
Strategy 1: Monitor and update school website with current school activities, student photos, student work, and events to keep parents and members of the community aware. Strategy's Expected Result/Impact: update current website, Twitter, School Messenger Staff Responsible for Monitoring: Administrator, Librarian Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Maintain campus Facebook, Twitter account, Class Dojo, Blackboard to enhance communication in our school and community. Strategy's Expected Result/Impact: keep community up to date on school news and events Staff Responsible for Monitoring: Administration and Librarian Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Inform parents and community through monthly bilingual calendars, notes, flyers, parent meetings, website, school messenger, and marquee Strategy's Expected Result/Impact: Calendars, flyers, phone calls Staff Responsible for Monitoring: Administration, custodians, counselor, teachers Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Funding Sources: Colored paper for calendar copies and regular white paper - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Open House on September 14, 2022 to celebrate and implement the campus and district vision. Strategy's Expected Result/Impact: sign-in sheets Open House Staff Responsible for Monitoring: All staff and administration Title I: 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Conduct monthly family events (Book Fair, PTA, school performances, Cafecito with the Counselor) Strategy's Expected Result/Impact: sign-in sheets, agendas Staff Responsible for Monitoring: All staff, Administration, PTA Officers, Counselor, Librarian Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Funding Sources: HEB - cafecitos - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Invite parents to Title 1 Parent Meeting during annual Open House. Strategy's Expected Result/Impact: sign-in and agendas Staff Responsible for Monitoring: administration and teachers Title I: 2.4, 2.5, 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June





Strategy 7 Details	Reviews			
Strategy 7: Hold awards ceremonies for students in all grade levels twice a year in recognition of Honor Roll, Principal's Pal, Perfect Attendance, Citizenship, STAR Student, BUG award, and Leadership Award Strategy's Expected Result/Impact: Increase in positive self-esteem, parental involvement, sign in sheets Staff Responsible for Monitoring: Administration, Counselor, and faculty Title I: 2.4, 2.5, 4.1 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Invite parents and community to school events(Awards ceremonies, Grandfather's Day, etc) Strategy's Expected Result/Impact: sign-in and agendas Staff Responsible for Monitoring: Administration and teachers Title I: 2.4, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Price will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Student attendance will increase by 2% with the help of mental and social emotional support through the Care Zone or campus initiatives.

Evaluation Data Sources: PEIMS report

Strategy 1 Details	Reviews			
Strategy 1: Offer Title 1 Services for Mc Kinney-Vento students (transportation, school supplies, resources for food and clothing,,.) Strategy's Expected Result/Impact: Students will be able to receive resources to be successful Staff Responsible for Monitoring: Administration, Central Office, Counselor Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Offer Care Zone Programs and Head Start to our students Strategy's Expected Result/Impact: students and parents will be able receive resources to help make them successful Staff Responsible for Monitoring: Counselor, Parent Liaison, Administration, Head Start Facilitator Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Staff will provide support through our counseling department for social and emotional needs. Strategy's Expected Result/Impact: Healthy self-esteem, focus on school Staff Responsible for Monitoring: teachers, counselor, and administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Price will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: The number of discipline referrals will decrease by 5% by providing students extra curricular activities and leadership opportunities.





Evaluation Data Sources: PEIMS report

Strategy 1 Details	Reviews			
Strategy 1: CILT committee will help make educational decisions for campus. Strategy's Expected Result/Impact: Empower faculty and staff to help better the campus with positive climate and increase student achievement Staff Responsible for Monitoring: CILT and administrator Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Student behavior will be addressed through a support plan or incentives as a positive reinforcement. Strategy's Expected Result/Impact: Empower faculty and staff to help better the campus with positive climate and increase student achievement Staff Responsible for Monitoring: CILT , Counselor, and administrator Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
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Goal 4: Price will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 3: Properly communicate and efficiently run systems on campus for campus to provide a safe learning environment.

Evaluation Data Sources: Texas Safety School Checklist

Strategy 1 Details	Reviews			
Strategy 1: Administration and front office staff will have an effective source of communication. (Walkie Talkie) Strategy's Expected Result/Impact: Empower administration and front office to communicate and ensure the safety of the school and students. Staff Responsible for Monitoring: administration & front office Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Price will collaborate with parents and community to ensure all students receive a high quality standard education.

Performance Objective 1: The campus will have a minimum of six Cafecitos with the Admin during the 2022-2023 school year, which will include a parent training component.

Evaluation Data Sources: Flyers and sign-in sheets from the events.

Strategy 1 Details	Reviews			
Strategy 1: Surveys will be used to determine areas of need to improve school climate and culture. Strategy's Expected Result/Impact: Survey results School Messenger- Blackboard Staff Responsible for Monitoring: Counselor CILT Admin Parent Liaison Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Monthly Parent Cafecitos Strategy's Expected Result/Impact: Parents involved in students education Staff Responsible for Monitoring: Campus administration and school counselor Title I: 4.2	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

South San Antonio Independent School District
Dwight Middle School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

Dwight Middle School fosters independence, responsibility and self reliance by focusing on an integrated results-based curriculum. Through a supportive environment, students are encouraged to confidently take risks using innovation to become the leaders of tomorrow.

Vision

Our vision is to create a supportive environment that inspires students to reach their full potential by accepting responsibility and creating future leaders within the community.

Core Beliefs

1. We believe in transcending our classroom by fostering a relationship with the community built upon integrity and honor to create successful student leaders.
2. We believe through innovation and technology coupled with high expectations and student engagement will produce higher cognitive thinking.
3. We believe building a positive trusting relationship between students and teachers will result in individual success and high academic achievement.
4. We believe that the appearance of our campus should be physical representation of our school pride found throughout our community.
5. We believe that effective leadership is essential to meeting high academic expectations and sustaining a positive school culture.

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Goal 5: Dwight Middle School will provide supplemental support and resources to low-performing campuses.	23

Goals

Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, we will increase reading and writing achievement by 10%, with a concentrated effort on all special populations, on the reading and writing state assessments.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Universal Screeners, Benchmarks, Teacher made tests and STAAR.

Strategy 1 Details	Reviews			
Strategy 1: Purchase reading and writing online interactive learning programs. Strategy's Expected Result/Impact: Increase student achievement in reading and writing. Staff Responsible for Monitoring: Instructional Coach, Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Funding Sources: Gimkit - 211 Title I, Part A - \$1,000, Kessler Science - 211 Comprehensive Support - \$1,196, - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Provide balanced literacy training, materials and support. Strategy's Expected Result/Impact: Guided reading strategies will be implemented in the ELAR classrooms which will increase student achievement in reading. Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin Title I: 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 - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Professional development for teachers in balanced literacy to include training and coaching in guided reading . - 211 Comprehensive Support - \$2,200, Guided Reading Books - 211 Comprehensive Support - \$6,250	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: The administrators and reading instructional coach will lead data dives on student data to drive instruction. Strategy's Expected Result/Impact: Reteach and focused tutoring will be implemented based on student data. Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin Title I: 2.4, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: 211 Comprehensive Support - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
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



Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: By June 2023, we will increase social studies achievement on district benchmarks and the STAAR by 10%, with a concentrated effort on special populations, by providing supplemental resources for social studies classrooms.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Benchmarks, STAAR

Strategy 1 Details		Reviews			
Strategy 1: Purchase a social studies interactive learning program to accommodate distance learning. Strategy's Expected Result/Impact: Increased scores on U.S. History STAAR. Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: IXL Social Studies Online Program - 211 Comprehensive Support		Formative			Summative
		Nov	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Purchase additional content resources to supplement the TRS curriculum. Strategy's Expected Result/Impact: Improve U.S. History knowledge of students and strategies on answering questions using graphic organizers and other visuals. Staff Responsible for Monitoring: Teacher, Instructional Coach, Admin Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Purchase the DBQ program to support critical writing instruction in the social studies classroom. Strategy's Expected Result/Impact: Increase in writing and social studies STAAR scores. Staff Responsible for Monitoring: Teacher, Instructional Coaches, Admin Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools -	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 3: By June 2023, Dwight students will increase their math performance by 10% with a concentrated effort on all special populations on the 8th grade state assessments and district benchmarks.

Evaluation Data Sources: Formative assessments, Benchmarks, STAAR





Strategy 1 Details	Reviews			
Strategy 1: Implement Imagine Math interactive learning program to use during tutoring and Intervention classes. Use the universal screener to place students and provide interventions. Strategy's Expected Result/Impact: Provide math activities for students to use for tutoring and extension and data to be analyzed by teachers and admin to monitor student progress. Staff Responsible for Monitoring: Teachers, Instructional Math Coach, Admin Title I: 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 - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement targeted planning during PLCs to focus on unpacking of the TEKS and gathering resources. Strategy's Expected Result/Impact: Increase rigor of math lessons, collaboration among math teachers and instructional coach by sharing lessons and resources. Staff Responsible for Monitoring: Instructional Math Coach, Admin Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Provide training for implementing guided group instruction to all math teachers and co-teachers. Strategy's Expected Result/Impact: Teachers will be trained in implementing guided group training to implement small group instruction in class. Staff Responsible for Monitoring: ICs and Administration Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: The administrators and math instructional coach will lead data dives on student data to drive instruction. Strategy's Expected Result/Impact: Reteach and focused tutoring will be implemented based on student data. Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 4: By June 2023, we will increase performance on science by 10% with a concentrated effort on all special populations on the 8th grade state assessments and district benchmarks.

Evaluation Data Sources: Formative assessments, Benchmarks, STAAR





Strategy 1 Details	Reviews			
Strategy 1: Purchase Kessler interactive learning program to accommodate interactive learning. Strategy's Expected Result/Impact: Provide additional resources for science teachers and lessons for students. Increase the 8th grade state assessment scores in science. Staff Responsible for Monitoring: Teachers, Instructional Science Coach, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: Kesler Science - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement targeted planning during PLCs to focus on unpacking the TEKS and discuss and share resources for instruction in science Strategy's Expected Result/Impact: Improve rigor of science lessons, add resources to teacher's toolboxes, and improve student performance on the science state assessment. Staff Responsible for Monitoring: Teachers, Science Instructional Coach, Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 5: By the end of 2022-2023 school year, we will increase access to technology to support classroom learning and increase solid Tier 1 instruction.

HB3 Goal





Evaluation Data Sources: Student academic performance data

Strategy 1 Details	Reviews			
Strategy 1: Purchase Chromebooks and online program licenses. Strategy's Expected Result/Impact: Increased student engagement and student progress Staff Responsible for Monitoring: Teachers, Instructional Coaches, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Intech Southwest: Chromebook Cart, Chromebooks, Academic licenses - 211 Comprehensive Support, Wireless graphics drawing table - 211 Comprehensive Support - \$1,920	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Purchase technology to provide instruction for students who are on campus and at the DAEP. Strategy's Expected Result/Impact: Increase student engagement for students who are on campus and participating virtually. Staff Responsible for Monitoring: Instructional Coaches, Admin Title I: 2.5 - Funding Sources: Chromebook Chargers - 211 Comprehensive Support, Amazon - 211 Comprehensive Support, Chromebook Cart - 211 Title I, Part A, SMART Boards - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 6: By the end of the 2022-2023 school year, classrooms will be equipped with needed resources and teachers will be provided with supplies and materials needed to provide their students with engaging, quality instruction.





Evaluation Data Sources: Lesson plans, walkthrough documentation, increased student achievement

Strategy 1 Details	Reviews			
Strategy 1: Provide supplemental resources for teachers to enhance instruction. Strategy's Expected Result/Impact: Increase STAAR results, Provide rigorous and challenging lessons in STEM and advanced classes Staff Responsible for Monitoring: campus administration Funding Sources: Toner (to print data reports), file folders (to individually track student progress), map pencils, card stock - 211 Comprehensive Support - \$1,795.28, laminating film (to create foldables and instructional activities) - 211 Comprehensive Support - \$332.76	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide supplies for teachers to use to create lessons and activities for classroom instruction and tutoring. Strategy's Expected Result/Impact: Increase in student academic performance. Staff Responsible for Monitoring: administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	0%			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 7: By the end of the 2021-2022 school year, the campus library will be updated and upgraded with new books and other resources for students to access and use to enhance their interest in reading and research.

Evaluation Data Sources: Book checkouts

Strategy 1 Details	Reviews			
Strategy 1: Purchase a variety of library books including series books. Selection of books was based on student interest survey. Strategy's Expected Result/Impact: Improve interest in reading. Staff Responsible for Monitoring: Librarian Funding Sources: Follett Educational Services - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 2: Dwight Middle School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Quality professional development during the 2022-2023 school year will be provided to 100% of instructional staff thus ensuring student success.

HB3 Goal

Evaluation Data Sources: PD evaluation forms, PD Agendas, and sign in sheets





Strategy 1 Details	Reviews			
Strategy 1: Provide team building activities with staff. Strategy's Expected Result/Impact: Improved collaboration with staff and administration.. Staff Responsible for Monitoring: Campus administration Funding Sources: Teen Truth - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers and instructional coaches will attend professional development sessions that focus on instruction and instructional strategies they will implement in the classroom. Strategy's Expected Result/Impact: Increase teacher knowledge in their specific content, teaching strategies and engaging lessons. Staff Responsible for Monitoring: Instructional Coaches & Admin Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: AVID digital XP - 211 Comprehensive Support, Project Lead the Way - 211 Comprehensive Support, TCEA 2021 - 211 Comprehensive Support, Lead4Ward Conference - 211 Comprehensive Support, IXL - 211 Comprehensive Support, Project Lead the Way - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Admin will provide and attend professional development sessions to support and improve teacher quality and student academic achievement. Strategy's Expected Result/Impact: Build instructional and leadership capacity and improve teacher efficacy Staff Responsible for Monitoring: Admin, Instructional Coaches Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy Funding Sources: Amazon - 211 Comprehensive Support, TCEA - 211 Comprehensive Support, TASSP - 211 Title I, Part A, Lead4Ward Conference - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 2: Dwight Middle School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: Staff will be provided with incentives throughout the 2021-2022 school year in order to retain and support 100% of Dwight staff.





Evaluation Data Sources: Aesop absence reports, Panorama Staff Survey Data

Strategy 1 Details	Reviews			
Strategy 1: Classroom teachers will be provided with funds to purchase instructional materials and classroom supplies. Strategy's Expected Result/Impact: Increased teacher morale, increase student engagement Staff Responsible for Monitoring: Teachers, Instructional Coaches, Admin. Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: Amazon - 211 Comprehensive Support, Amazon - ink for data analysis - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide teachers with instructional incentives to improve campus culture. Strategy's Expected Result/Impact: Increased teacher morale. Staff Responsible for Monitoring: Admin, ICs Funding Sources: Amazon - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Dwight Middle School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 3: C.I.L.T will create flyers and recruitment videos to use during job fairs and employment opportunities.

Evaluation Data Sources: Staff recruitment for the 2022-2023 year.





Strategy 1 Details	Reviews			
Strategy 1: Purchase Dwight recruitment materials and supplies. Strategy's Expected Result/Impact: Increase retention rate. Staff Responsible for Monitoring: admin Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Funding Sources: Amazon, VistaPrint - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Dwight Middle School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: By the end of the 2021-2022 school year, 100% of 8th grade student will have selected a career pathway to focus on when they begin high school.

HB3 Goal

Evaluation Data Sources: High School 4 year/Pathway Plan

Strategy 1 Details	Reviews			
Strategy 1: Promote Dwight Middle School STEM Academy Strategy's Expected Result/Impact: Increase the number of students who select the STEM Pathway Staff Responsible for Monitoring: STEM Coordinator, Counselor, Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide resources, and materials to teachers for promoting post-secondary options. Strategy's Expected Result/Impact: Promotion of higher education, career pathways and military options. Staff Responsible for Monitoring: Counselor, Admin TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide 8th-grade students with an opportunity to tour a college campus. Strategy's Expected Result/Impact: Promote career pathway choices Staff Responsible for Monitoring: Admin, STEM Coordinator Funding Sources: Field Trip Expenses - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Dwight Middle School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: By the end of the 2021-2022 school year, students will have the opportunity to participate in competitions to challenge them.

Strategy 1 Details	Reviews			
Strategy 1: STEM Academy students will participate in a variety of competitions including Robotics. Strategy's Expected Result/Impact: Increased knowledge in coding. Staff Responsible for Monitoring: STEM Coordinator	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

Goal 4: Dwight Middle School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By the end of the 2022-2023 school year, Dwight staff will have attempted to make contact with 100% of parents.

Evaluation Data Sources: Parent contact logs, Sign in Sheets, Flyers





Strategy 1 Details	Reviews			
Strategy 1: Staff will reach out to parents at least once a quarter to detail student's progress, attendance, and check in on possible additional needs. Strategy's Expected Result/Impact: Create positive relationships with parents and students. Staff Responsible for Monitoring: Counselor, Admin Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: The campus will host events for parents and community members to attend so that teachers and students can showcase their learning and instruction. Strategy's Expected Result/Impact: To foster positive relations with our stakeholders. Staff Responsible for Monitoring: Administrators Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: The campus will host events for parents to share strategies and information on how to support their student at home both academically and socially/emotionally. Strategy's Expected Result/Impact: To foster positive relations with our parents. Staff Responsible for Monitoring: Administrators, Counselor, CIS Coordinator Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Funding Sources: refreshments, supplies - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
		<div> <div> 0% No Progress </div> <div> 100% Accomplished </div> <div> → Continue/Modify </div> <div> ✗ Discontinue </div> </div>			

Goal 4: Dwight Middle School will collaborate with parents and community to ensure all students receive a gold standard education.





Performance Objective 2: By the end of the 2022-2023 school year, 98% of parents and 100% of students will have accessed Family Access on Skyward to view attendance and grades.

Evaluation Data Sources: Skyward reports, Teacher documentation

Strategy 1 Details	Reviews			
Strategy 1: Parents will be contacted via Robocalls at the end of each grading period to remind them to check their student's grades on Skyward. Strategy's Expected Result/Impact: Increased parental involvement Build positive relationships with parents Staff Responsible for Monitoring: Counselor, Admin Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will log in to their Student Access on Skyward to check their grades at the end of every grading period. Strategy's Expected Result/Impact: Students will monitor their grades for all of their classes. Staff Responsible for Monitoring: Teachers, Counselor, Admin ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Dwight Middle School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 3: By the end of the 2022-2023 school year, supplies and materials will be purchased improve campus safety.

Strategy 1 Details		Reviews			
Strategy 1: Purchase technology to improve campus safety. Strategy's Expected Result/Impact: Improved campus safety. Staff Responsible for Monitoring: Admin ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					





Goal 5: Dwight Middle School will provide supplemental support and resources to low-performing campuses.

Performance Objective 1: Increase special populations student scores/performance by 15% on the 2023 STAAR.

HB3 Goal

Evaluation Data Sources: STAAR scores

Strategy 1 Details		Reviews			
Strategy 1: Implement Monday and Wednesday tutoring for math and reading weekly for students to receive supplemental instruction. Strategy's Expected Result/Impact: Improved reading and math skills. Staff Responsible for Monitoring: Principal, Instructional Coaches, Teachers Title I: 2.4 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Implement online district purchased screeners such as IStation and Learning A to Z to engage students during reading interventions. Strategy's Expected Result/Impact: Increased reading levels of students. Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin Title I: 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 - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Universal reading screener, resources to run color reports by teacher and specific students - 211 Comprehensive Support		Formative			Summative
		Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Purchase intervention materials for students who require an extra 30 hours of instruction to satiate HB 4545. Strategy's Expected Result/Impact: Increased knowledge in test taking strategies and increased scores in state assessments. Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Sirius Education Solution, Galaxy Education - 211 Comprehensive Support, Education Galaxy - 199 PIC 30 State Comp, Amazon - 199 PIC 30 State Comp, Maneuvering the Middle - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide professional development on sheltered instruction, co-teaching and other teaching strategies to focus on our special populations (special education and ELL students). Strategy's Expected Result/Impact: Increased progress of special populations students on state assessments. Staff Responsible for Monitoring: Teachers, Instructional Coaches, Admin Title I: 2.4, 2.6 - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Purchase supplies and materials to provide accommodations for our special populations students. Strategy's Expected Result/Impact: Closing the gap of our special populations students. Staff Responsible for Monitoring: Special Education teachers, general education teachers, instructional coaches, admin Title I: 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
Abraham Kazen Middle School
2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

Vision

Panthers are passionate and use their talents to strengthen the community....

Core Beliefs



KAZEN PANTHER GOALS

**WE WILL WORK TOGETHER BY LISTENING, COOPERATING,
AND COLLABORATING WITH ALL CONTENT AREAS IN
ORDER TO CREATE INTERDISCIPLINARY LESSON PLANS
THAT PROMOTE STUDENT GROWTH AND IMPROVEMENT.**

**WE CREATE A POSITIVE ENVIRONMENT THAT
ENCOURAGES ALL TO PARTICIPATE AND RESPECTIVELY
ENGAGE COLLABORATIVELY.**

**A POSITIVE COMMUNITY STARTS WITH YOU! TO STRIVE
FOR A POSITIVE CULTURE, PANTHERS WILL CELEBRATE
SUCCESSSES AND PROVIDE SERVICE OPPORTUNITIES THAT
MAKE A DIFFERENCE.**

#PANTHERSTRONG

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Goals







Goal 1: SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, 80% of students will make progress, with a concentrated effort on all special populations (LEP and Special Education), on established standards on the state assessments. our goal is set at 69% reaching approaches / 29% meets / 15% masters in Student Achievement.

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: LEP and Special education students will be tracked ,monitored, reviewed for progress performance on formative assessments . Strategy's Expected Result/Impact: increase in progress performance for our Special Education and LEP population Staff Responsible for Monitoring: Admin, Instructional Coaches and instructors Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 50%			



Strategy 2 Details		Reviews			
Strategy 2: Teachers will maintain, monitor and utilize a "Student Data List" to map and track students formative assessments, for all students especially LEP and special population students. Strategy's Expected Result/Impact: increase in progress performance for our special education and LEP students Staff Responsible for Monitoring: Administrators Teachers Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: iReady - Reading and Math resources / Branching Minds RTI - 211 Comprehensive Support - \$22,000		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Intentional systematic research-based Interventions for both Reading and Math to be used during small group and intervention period. Strategy's Expected Result/Impact: NWEA - MAP Iready data STAAR interim CBA data- Formative assessment Staff Responsible for Monitoring: Instructional Coaches Teachers admin Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Materials, Supplies, Calculators - 211 Title I, Part A, iReady- Math and Reading Interventions - 211 Comprehensive Support - \$22,000		Formative			Summative
		Nov	Jan	Mar	June
					



Strategy 4 Details	Reviews			
Strategy 4: The campus will purchase additional library books to increase student access and circulation of library books, media and resources in both English and Spanish. Strategy's Expected Result/Impact: Iready Increase in reading STAAR scores Staff Responsible for Monitoring: Instructional Coaches Teachers Administration Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Follett School - 199 PIC 30 State Comp - \$2,616	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Students who meet the criteria of HB 4545, will receive High Impact Tutoring. Each student not meeting "approaches" on STAAR will have an additional 30 hours of tutoring in the core content they are missing. Strategy's Expected Result/Impact: Common Assessments / District Benchmarks / Iready Staff Responsible for Monitoring: Instructional Coaches Administration Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






Goal 2: SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Quality professional development during the 2022 -2023 school year will be provided to 100% of instructional staff ensuring student success.

Evaluation Data Sources: TTESS

Strategy 1 Details	Reviews			
Strategy 1: Acquire AVID certification for all campus teachers. Strategy's Expected Result/Impact: Improved student performance on assessments. Staff Responsible for Monitoring: Administration Coaches Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: AVID training - 199 PIC 30 State Comp - \$2,600, AVID - 199 PIC 30 State Comp - \$3,625	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Create a Year at a Glance of AVID- WICOR strategies to be taught, implemented, and reviewed. Develop a practice of Know it - apply it - practice it - show it. Strategy's Expected Result/Impact: improved student achievement Staff Responsible for Monitoring: Administration Teachers Instructional coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 3 Details	Reviews			
Strategy 3: Master Schedule has built in time for weekly PLC and 1:1 planning for teachers. Strategy's Expected Result/Impact: improve teacher efficacy, Staff Responsible for Monitoring: Instructional coaches Admin Teachers Title I: 2.4, 2.5, 2.6 Funding Sources: Book Studies : Fundamental 5 Revisted / 7-Steps to Language Acquisition / PD: Lead4ward resources / LeadYourSchool-Sean Cain / IReady / AVID certification and access - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Teachers will engage in professional development during PLC, and other various times throughout the year. Strategy's Expected Result/Impact: improve teacher efficacy improve student achievement Staff Responsible for Monitoring: Teachers Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Provide timely feedback and coaching through learning walks, Instructional Rounds, and Power Walks. Strategy's Expected Result/Impact: improved teacher efficacy improve student achievement Staff Responsible for Monitoring: Administration Leadership Team Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Fundamental 5- book study - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: 100% of all teachers will meet state requirements for certification in area being taught.



Evaluation Data Sources: improvement on STAAR scores







Strategy 1 Details	Reviews			
Strategy 1: Incentivize ESL certification for ELAR teachers by supporting studying and prep time in addition to paying for certification and exam. Strategy's Expected Result/Impact: Improved teacher Efficacy Staff Responsible for Monitoring: Teacher Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Incentivize Generalist 4-8 certification for teachers who do not have this certification. Strategy's Expected Result/Impact: Improved Teacher efficacy Staff Responsible for Monitoring: improved student achievement Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

Evaluation Data Sources: Student STAAR scores



Strategy 1 Details	Reviews			
Strategy 1: Develop long and short -term project plan for our ACADEMY- Architecture, Construction and Design for Year 1 / 2 / 3 deliverables and goals using Project Lead the Way. Strategy's Expected Result/Impact: Increase student enrollment / more students qualifying for AVID and advanced courses. Staff Responsible for Monitoring: Administration CTE teachers Title I: 2.4, 2.5, 2.6, 4.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Kazen teachers will participate in AVID and General Employability Course for all 8th graders. Opportunities for participation in IDRA/ VYP programs and Vision Coders. Strategy's Expected Result/Impact: Improved student engagement Staff Responsible for Monitoring: Administration Counselor Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				






Strategy 3 Details		Reviews			
Strategy 3: Re-evaluate and establish high-quality electives that introduce and expose students to alternate or various secondary or careers paths such as: Kazen Action News / AVID vs. Quest / Leadership courses / ACD / VYP/ Band Strategy's Expected Result/Impact: Improve student achievement Staff Responsible for Monitoring: Teachers Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Students will be engaged blended learning opportunities and flipped classrooms for synchronous and asynchronous learning opportunities. Strategy's Expected Result/Impact: Improved student achievement Staff Responsible for Monitoring: administration teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - Results Driven Accountability Funding Sources: Apple - 199 PIC 30 State Comp - \$1,433, Amazon - 199 PIC 30 State Comp - \$1,318, Amazon - 199 PIC 30 State Comp - \$233.40, Amazon - 199 PIC 30 State Comp - \$404.70, Texas Instruments - 199 PIC 30 State Comp - \$5,184		Formative			Summative
		Nov	Jan	Mar	June
					
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Goal 3: SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Develop College and Career readiness skills through learning activities for 100% students in grades PK-12.

Evaluation Data Sources: Improve identification and enrollment of advanced academic students
STAAR scores - students scoring Masters


Strategy 1 Details	Reviews			
Strategy 1: Provide instructional coaches and facilitators supplemental support to improve teacher quality and student academic achievement using technology devices. Strategy's Expected Result/Impact: Improve teacher efficacy Staff Responsible for Monitoring: Principal Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Students will have the opportunity to participate in Project Based Learning, through the Advanced Academics, AVID, UIL, and Science Fair. Strategy's Expected Result/Impact: Improve teacher efficacy STAAR scores - students scoring Masters' Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Quill Inc. - 199 PIC 30 State Comp - \$217	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Provide educators resources to support critical thinking and reasoning skills into lessons such as instructional activities -in Instructional Playbook - Think and Toss / Ball Toss Boogie Strategy's Expected Result/Impact: Improved STAAR results Staff Responsible for Monitoring: Campus administration Instructional Coaches Teachers Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Mentoring Minds / Science / Think it UP / Lead 4ward PD / misc. items - basketballs - 199 PIC 30 State Comp - \$3,562, Amazon - 199 PIC 30 State Comp - \$288.29, Quill - instructional material - 199 PIC 30 State Comp - \$1,211.63	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Partner with community partners to provide services (mental health, leadership opportunities, etc.) for our at-risk students to succeed in school.

Evaluation Data Sources: Attendance
Discipline
Academic Scores







Strategy 1 Details	Reviews			
Strategy 1: Administration will meet with Whole -Child Support team to include both counselors/ Parent Liaison / and administration(SACADA) team bi-weekly to review campus needs, plan for parent and student engagement, Strategy's Expected Result/Impact: Attendance Discipline Academic Scores Staff Responsible for Monitoring: Counselor Administration Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: supplies and materials - 211 Title I, Part A - \$800	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Counselor will develop a Year at a Glance SEL plan to support Tier 1 SEL lessons in both whole and small group environment. Counselor will deliver and meet with classes bi-weekly. On alternate weeks the counselor will meet and follow up with students most at need. Strategy's Expected Result/Impact: attendance discipline Staff Responsible for Monitoring: Counselor Administration Teachers Title I: 2.5, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Begin looking to develop character and leadership course for students that have indicators that deemed them at-risk for attendance, behavior, and academics. Students will learning vital SEL and communication skills through Restorative Circles. Strategy's Expected Result/Impact: Improved attendance and academic achievement. Staff Responsible for Monitoring: Admin and Leadership Redirection teacher Title I: 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Additional Targeted Support Strategy Funding Sources: AIT resources / PD / Curriculum / Father Initiative - 199 PIC 30 State Comp - \$3,500	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: By July 2023, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.







Evaluation Data Sources: Disciplinary Referrals

Strategy 1 Details	Reviews			
Strategy 1: Students at-need will be referred and followed up through the District's Care Zone. Strategy's Expected Result/Impact: Attendance Discipline Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Kazen will establish extra-curricular activities such as athletics and clubs to support students healthy choices. Strategy's Expected Result/Impact: Attendance Discipline Staff Responsible for Monitoring: Administration Counselor Teachers Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 3: Attendance will increase for the 2022 -2023 school year due to having safety and health protocols in our schools



Evaluation Data Sources: Attendance

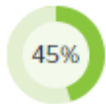




Strategy 1 Details	Reviews			
Strategy 1: Kazen will adopt and create an attendance committee to meet bi-weekly to review data, create plans, and implement strategies. Strategy's Expected Result/Impact: improve attendance Staff Responsible for Monitoring: Administration Counselor Data-Clerk Title I: 4.1, 4.2 - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus -wide attendance incentive - It is your LIFE, show up. Will provide framework for competition among grade levels to hit and maintain attendance goal of 96%. Strategy's Expected Result/Impact: increase of attendance Staff Responsible for Monitoring: Office administrators ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: SSAISD will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

Evaluation Data Sources: Sign-in sheets
engagement tracking data





Strategy 1 Details	Reviews			
Strategy 1: Kazen will hold a monthly parent meeting based on stakeholders interest and feedback. This includes events and activities for SEL, academics, and Athletics. Staff Responsible for Monitoring: Counselor Administrators Targeted Support Strategy Funding Sources: general supplies, infographics, marketing material, Scholastic monthly magazines - 211 Title I, Part A - \$800	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Kazen will hold student -led conferences 2x's this year - December and 3rd 9-weeks Strategy's Expected Result/Impact: Attendance Goal setting Academics Staff Responsible for Monitoring: Administration Teachers Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Parents will be given the option to participate in school events at various times of the day. Strategy's Expected Result/Impact: Increase parent engagement with our out-of-building students and families. Staff Responsible for Monitoring: Attendance Clerk, Counselor Secretary, Counselor Title I: 2.4, 2.6, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: Laptop, general office supplies - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Goal 6: SSAISD will provide supplemental support and resources to low performing campuses.

Performance Objective 1: Due to learning and investment gap - Kazen will increase their enrollment by 20% for the upcoming school year.

Evaluation Data Sources: Registration
Enrollment

Strategy 1 Details	Reviews			
Strategy 1: Kazen will create a series of infographics to inform the community of our new ACD academy, learning opportunities, and SEL supports. Staff Responsible for Monitoring: Adminstrators Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
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<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District

Alan B. Shepard Middle School

2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated



Mission Statement

“At Shepard Middle School we cultivate an engaging environment in which all students are valued.”

Vision

“The Alan B. Shepard Community will collaborate with students, families, and each other to provide a safe learning environment and utilize high expectations in pursuit of student success.”

Core Beliefs

P-Passion

R- Respect

I- Inclusive

D- Dedicated

E-Engage

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Goals

Goal 1: Shepard MS will increase academic achievement for all students in ELAR, Math, Science and Social Studies and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By May 2023, Shepard Middle School will improve all STAAR scores between 5-10% points in each content area, with a concentrated effort on all special education and economically disadvantage students and will meet established standards on the state assessments.





HB3 Goal

Evaluation Data Sources: Campus Benchmarks, MAP assessments, Campus Formative Assessments, STAAR exams

Strategy 1 Details	Reviews			
Strategy 1: Reading screener will be administered to all students in grades 6-8 in order to target reading skills. Strategy's Expected Result/Impact: Increased STAAR Scores Staff Responsible for Monitoring: Teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Instructional materials and supplies will be purchased to ensure all core area teachers have supplemental resources in order to enhance the implementation of TEKS-based lessons for on-campus and remote instruction. Strategy's Expected Result/Impact: increased STAAR scores, decreased failure rates, increased promotion rates Staff Responsible for Monitoring: Campus Teachers, Instructional Coaches Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Problem Statements: Curriculum, Instruction, and Assessment 2, 3 - School Context and Organization 1 Funding Sources: Instructional Supplies & Materials - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide supplemental resources for core content area teachers to use during classroom instruction, tutoring, and intervention opportunities to support classroom instruction and STAAR test preparation. Strategy's Expected Result/Impact: Increase STAAR Scores Staff Responsible for Monitoring: Campus Administration and Teachers Title I: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability Problem Statements: Curriculum, Instruction, and Assessment 1, 2, 3 - School Context and Organization 1 Funding Sources: Supplemental Instructional Supplies and Resources - 211 Comprehensive Support, Supplemental Instructional Supplies and Resources - 199 PIC 30 State Comp	Formative			Summative
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Strategy 4 Details		Reviews			
Strategy 4: Increase effective instruction through the use of online intervention applications for core areas, such as Imagine Math, Raz Plus Reading, iStation Reading, and Science Starters, for 45-minutes during Opportunity Block. Strategy's Expected Result/Impact: Increased district benchmark scores, increased campus formative assessments, increased STAAR scores Staff Responsible for Monitoring: Campus Administration Instructional Coaches Classroom Teachers Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Problem Statements: Curriculum, Instruction, and Assessment 3 - School Context and Organization 1 Funding Sources: Online Programs - 211 Title I, Part A, Intech Southwest (headphones) - 199 PIC 30 State Comp		Formative			Summative
		Nov	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: Students in grades 6-8 will participate in online instructional programs, including Google Classroom, Nearpod, Flipgrid, etc. purchased to support implementation of remote learning and on-campus instruction. Strategy's Expected Result/Impact: increase STAAR scores Staff Responsible for Monitoring: Campus Teachers, Principal, Instructional Coaches Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Problem Statements: Curriculum, Instruction, and Assessment 3 - School Context and Organization 1 Funding Sources: GimKit - 211 Comprehensive Support, NearPod Renewal - 211 Comprehensive Support, GF Educator - 211 Comprehensive Support, iXL Learning - 211 Comprehensive Support		Formative			Summative
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Strategy 6 Details		Reviews			
Strategy 6: Upgrade, maintain, and purchase technology, including chrome books, desktop computers, Swivels, printers, interactive projectors, and document cameras to support and enhance instruction through the use of technology. Strategy's Expected Result/Impact: increase student engagement; decrease failure rates; increase STAAR scores Staff Responsible for Monitoring: Campus Teachers, Instructional Coaches, Campus Technology Representative Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Problem Statements: Technology 1, 2 Funding Sources: Intech Southwest - 211 Comprehensive Support, Intech Southwest - 211 Comprehensive Support, Amazon - 211 Comprehensive Support, M&A Technology - 211 Comprehensive Support, Amazon - webcam - 211 Title I, Part A		Formative			Summative
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Performance Objective 1 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 1: Lack of protocol for lesson development and planning and data disaggregation. Root Cause: Coherent systems are novice. Problem Statement 2: Improve the quality of instruction through specific face to face feedback focused on instructional practices. Root Cause: Teachers and administrators lack knowledge in research based best practices, differentiation, delivery, and lesson planning. Problem Statement 3: The number of students achieving Meets and/or Masters in state assessment is below 30%. Root Cause: Lack of effective differentiation strategies consistently implemented during classroom instruction.
School Context and Organization
Problem Statement 1: Closing the gap with special populations. Root Cause: Lack of guided group instruction training and specific interventions.
Technology
Problem Statement 1: The campus requires updated technology in the classroom. Root Cause: The absence of district wide technology plan due to the departments replacement plan. Problem Statement 2: A lack of technology for a one to one initiative for on-line learning for all students. Root Cause: COVID-19 epidemic.





Goal 2: Shepard MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff through on going Professional Development.

Performance Objective 1: Quality professional development during the 2022-2023 school year will be provided to 100% of instructional staff thus ensuring student success.

HB3 Goal

Evaluation Data Sources: Lesson Plans, Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: ELAR teachers who service ESL students will participate in SIOP training and ELPS training to gain differentiated instructional strategies.</p> <p>Strategy's Expected Result/Impact: increased TELPAS ratings; increased STAAR scores</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, ELAR Instructional Coach, ELAR Department Head</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Problem Statements: Staff Quality, Recruitment, and Retention 1</p> <p>Funding Sources: ESL & SIOP training - 211 Title I, Part A, Region 20: Bilingual Academy - 199 PIC 30 State Comp</p>	Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Upgrade, maintain, and purchase technology, including laptops, computers, SWIVLs, printers, interactive projectors, and document cameras for teachers, instructional coaches, and administrators to support and implement instructional strategies through the use of technology. Strategy's Expected Result/Impact: increased student performance in district & state assessments through the implementation of PD strategies in classrooms as documented in lesson plans Staff Responsible for Monitoring: Principal Instructional Coaches Department Heads Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - - Targeted Support Strategy Problem Statements: Technology 1, 2		Formative			Summative
		Nov	Jan	Mar	June
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



Performance Objective 1 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 1: Teacher turnover rate is at 20%. Root Cause: Professional development is needed to ensure teacher support toward effective classroom management and student instruction.
Technology
Problem Statement 1: The campus requires updated technology in the classroom. Root Cause: The absence of district wide technology plan due to the departments replacement plan.
Problem Statement 2: A lack of technology for a one to one initiative for on-line learning for all students. Root Cause: COVID-19 epidemic.

Goal 2: Shepard MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff through on going Professional Development.

Performance Objective 2: Shepard MS will have 100% of all teachers certified in the area that they are assigned to teach.

Evaluation Data Sources: Teacher State Certifications

Strategy 1 Details	Reviews			
Strategy 1: ELAR teachers pending their ESL certification will participate in test prep training and SIOP professional development to prepare for certification exam. Strategy's Expected Result/Impact: all ELAR teachers ESL certified Staff Responsible for Monitoring: Principal, Assistant Principal, LPAC Coordinator Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Shepard Middle School staff will participate in campus, district, regional, and state offered professional development workshops based on staff needs, including, PLCs, grade level planning, data analysis meetings, content area PD, classroom management, campus book study sessions, etc. Strategy's Expected Result/Impact: increase staff retention rates; increase STAAR scores Staff Responsible for Monitoring: Principal, Instructional Coaches, Department Heads TEA Priorities: Recruit, support, retain teachers and principals - Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: Professional Development for Teachers and Admin - 211 Comprehensive Support, Professional Development for Teachers and Admin - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 1: Teacher turnover rate is at 20%. Root Cause: Professional development is needed to ensure teacher support toward effective classroom management and student instruction.





Goal 3: Shepard MS will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: By May 2023, 100% of students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

HB3 Goal

Evaluation Data Sources: Lesson Plans, Student Schedules

Strategy 1 Details		Reviews			
Strategy 1: All 8th grade students will be enrolled in Employability Skills course to investigate higher education and career options in their areas of interest. Strategy's Expected Result/Impact: 8th grade student schedules to include Employability Skills class to increased college and career awareness. Staff Responsible for Monitoring: Principal, School Counselor Title I: 2.5 - TEA Priorities: Connect high school to career and college - Problem Statements: Curriculum, Instruction, and Assessment 2, 3 Funding Sources: Instructional Resources - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June

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Performance Objective 1 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 2: Improve the quality of instruction through specific face to face feedback focused on instructional practices. Root Cause: Teachers and administrators lack knowledge in research based best practices, differentiation, delivery, and lesson planning.
Problem Statement 3: The number of students achieving Meets and/or Masters in state assessment is below 30%. Root Cause: Lack of effective differentiation strategies consistently implemented during classroom instruction.

Goal 4: Shepard MS will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Partner with community partners to provide services (mental health, leadership opportunities, etc.) for our at-risk students to succeed in school.

Evaluation Data Sources: Attendance Rates, Student Grades, Promotion Rates

Strategy 1 Details	Reviews			
Strategy 1: Shepard Middle School will partner with Care Zone to provide mental health support to our students and families throughout the 2022-2023 school year. Strategy's Expected Result/Impact: increase student attendance; decreased discipline incidents Staff Responsible for Monitoring: School Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Problem Statements: Demographics 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Shepard Middle School will partner with GEAR-UP and SA Youth Program to provide tutoring and other student support to all students grades 6-8. Strategy's Expected Result/Impact: increased student grades, increased assessment scores Staff Responsible for Monitoring: Principal, Assistant Principal, School Counselor Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Problem Statements: Curriculum, Instruction, and Assessment 2, 3 - School Context and Organization 1 Funding Sources: Instructional Resource Materials - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: Our student attendance rate has suffered during the Covid-19 pandemic and has remained lower than average. **Root Cause:** Greater student motivation strategies, incentives and recognition need to be implemented.

Curriculum, Instruction, and Assessment

Problem Statement 2: Improve the quality of instruction through specific face to face feedback focused on instructional practices. **Root Cause:** Teachers and administrators lack knowledge in research based best practices, differentiation, delivery, and lesson planning.

Problem Statement 3: The number of students achieving Meets and/or Masters in state assessment is below 30%. **Root Cause:** Lack of effective differentiation strategies consistently implemented during classroom instruction.





School Context and Organization

Problem Statement 1: Closing the gap with special populations. **Root Cause:** Lack of guided group instruction training and specific interventions.

Goal 4: Shepard MS will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: By May 2023, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.

Evaluation Data Sources: Discipline Reports

Strategy 1 Details	Reviews			
Strategy 1: Shepard Middle School will purchase and implement PBIS program to improve campus culture by decreasing the number of discipline incidents on campus. Strategy's Expected Result/Impact: decreased discipline referrals Staff Responsible for Monitoring: Principal, Assistant Principal, Department Heads Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Curriculum, Instruction, and Assessment 2 - School Context and Organization 1 Funding Sources: Student Incentives - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 2 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 2: Improve the quality of instruction through specific face to face feedback focused on instructional practices. Root Cause: Teachers and administrators lack knowledge in research based best practices, differentiation, delivery, and lesson planning.
School Context and Organization
Problem Statement 1: Closing the gap with special populations. Root Cause: Lack of guided group instruction training and specific interventions.

Goal 4: Shepard MS will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 3: Attendance will increase for the 2022-2023 school year due to having safety and health protocols in our schools





Evaluation Data Sources: Attendance Rates, Promotion Rates

Strategy 1 Details	Reviews			
Strategy 1: Shepard Middle School will purchase technology equipment needed for in-building and remote instruction to ensure students participate in daily instruction during COVID-19. Strategy's Expected Result/Impact: increased attendance rates, increased promotion rates Staff Responsible for Monitoring: Principal, Assistant Principal, Technology Representative Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Instructional Incentives and Resources - 211 Title I, Part A, Instructional Resources and Incentives - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Shepard MS will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

Evaluation Data Sources: Sign-In Sheets, Attendance Rates

Strategy 1 Details	Reviews			
Strategy 1: Shepard Middle School will schedule school events for parents to learn about instructional programs and meet teachers and staff, including Meet the Teacher in the fall and Open House in the spring. Strategy's Expected Result/Impact: increased parent participation Staff Responsible for Monitoring: Principal, Assistant Principal, School Counselor Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Problem Statements: Parent and Community Engagement 1 Funding Sources: Participation Incentives/Snacks/Refreshments - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Shepard Middle School will schedule Fine Arts events to highlight the choice academy courses for parents and the community, including band concerts, choir concerts, theater productions, and dance performances. Strategy's Expected Result/Impact: increased parent participation, increase student enrollment in choice academies Staff Responsible for Monitoring: Principal, Fine Arts Coordinator, Fine Arts Teachers Title I: 2.5, 4.1 - ESF Levers: Lever 3: Positive School Culture Problem Statements: Demographics 1 - Parent and Community Engagement 1 Funding Sources: Instructional Resources - 211 Title I, Part A, Student/Parent Incentives - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Our student attendance rate has suffered during the Covid-19 pandemic and has remained lower than average. Root Cause: Greater student motivation strategies, incentives and recognition need to be implemented.
Parent and Community Engagement
Problem Statement 1: Parental engagement has been limited. Root Cause: Lack of events established by the campus. Lack of notice to events provided to parents and community.





Goal 6: Shepard MS will provide supplemental support and resources to low performing campuses.

Performance Objective 1: As a designated targeted assistance campus, Shepard Middle School will increase by 10% in the areas of STAAR performance.

HB3 Goal

Evaluation Data Sources: STAAR scores, Benchmark scores

Strategy 1 Details	Reviews			
Strategy 1: Shepard Middle School will provide on-campus and virtual tutoring after school and during Opportunity Block for students needing extra support in the core area classes. Strategy's Expected Result/Impact: increased student grades, increase assessment scores, increased promotion rates Staff Responsible for Monitoring: Core Area Teachers, Principal, Department Heads Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Problem Statements: Curriculum, Instruction, and Assessment 2, 3 - School Context and Organization 1 Funding Sources: Instructional Resources - 211 Title I, Part A, Instructional Resources - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Edgenuity software will be implemented for intervention, accelerated instruction, and credit recovery as needed for at-risk students in danger of failure and retention. Strategy's Expected Result/Impact: decrease failure rate; decrease grade retention rate	Formative			Summative
	Nov	Jan	Mar	June

<p>Staff Responsible for Monitoring: Principal, Instructional Coaches, Intervention Teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Problem Statements: School Context and Organization 1</p> <p>Funding Sources: Edgenuity Software - 199 PIC 30 State Comp - 199-11-6395-00-042-030-000 - \$20,000</p>				
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Performance Objective 1 Problem Statements:

Curriculum, Instruction, and Assessment
<p>Problem Statement 2: Improve the quality of instruction through specific face to face feedback focused on instructional practices. Root Cause: Teachers and administrators lack knowledge in research based best practices, differentiation, delivery, and lesson planning.</p>
<p>Problem Statement 3: The number of students achieving Meets and/or Masters in state assessment is below 30%. Root Cause: Lack of effective differentiation strategies consistently implemented during classroom instruction.</p>
School Context and Organization
<p>Problem Statement 1: Closing the gap with special populations. Root Cause: Lack of guided group instruction training and specific interventions.</p>

South San Antonio Independent School District
Robert C. Zamora Middle School
2022-2023 Goals/Performance Objectives/Strategies



Vision

All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.

Core Beliefs

District

We believe in engagement of the school community for the success of our district.

We believe in a strong support system for the school community to achieve excellence.

We believe that innovative and challenging experiences produce successful learners.

We believe that trusting relationships among the school community are essential to student success.

We believe that an inclusive school culture promotes positive student development.

We believe strong and effective leadership is essential to build a culture of high expectations.

Campus

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Goals

Goal 1: Goal 1: Zamora MS will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: Provide high quality TEIR I instruction for 100% of students.

Evaluation Data Sources: Lesson plans, walkthrough data





Strategy 1 Details	Reviews			
Strategy 1: Create more engaging and interactive lessons for students Strategy's Expected Result/Impact: Increase student engagement and attendance during virtual lessons. Staff Responsible for Monitoring: Teachers Title I: 2.4, 2.6 - - Targeted Support Strategy Funding Sources: Nearpod - 211 Title I, Part A - \$3,200, Kessler - 199 PIC 30 State Comp - \$897, Teacher Synergy - 199 PIC 30 State Comp - \$500, IXL Learning - 211 Title I, Part A - \$495, Gimkit - 211 Title I, Part A - \$1,000, Teacher Synergy - 211 Title I, Part A - \$855	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide tutoring to students who require supplemental support. Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Provide supplemental materials for teachers. Strategy's Expected Result/Impact: Improved STAAR scores Staff Responsible for Monitoring: Teachers Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Teachers Pay Teacher - 211 Title I, Part A - \$500, Scholastics - 211 Title I, Part A - \$512, Lakeshore - 211 Title I, Part A - \$1,215, M&A Technology - calculators - 211 Title I, Part A - \$14,494	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide basic supplies to teachers for classroom instruction. Strategy's Expected Result/Impact: Provide basic supplies for classroom use to allow students to complete educational objectives Staff Responsible for Monitoring: Teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Quill - 211 Title I, Part A - \$786.03	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: Goal 1: Zamora MS will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: Purchase instructional reading materials for the library and classroom libraries for a range of student reading ability and interest.





Evaluation Data Sources: Increased number of students checking out library materials.

Strategy 1 Details	Reviews			
Strategy 1: Provide modern books in the library to supplemental reading resources for students. Strategy's Expected Result/Impact: Increase STAAR Reading scores Staff Responsible for Monitoring: campus administration and librarian Title I: 2.4 Funding Sources: Follett School Solution - 199 PIC 30 State Comp - \$2,420.27, Follett School Solution - 199 PIC 30 State Comp - \$5,701.91, Thomas Peterson - 211 Title I, Part A - \$816.32, Hertzberg-New method - 211 Title I, Part A - \$647.13, Follett School solutions - 199 PIC 30 State Comp - \$2,144.68	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide supplies to be used during campus benchmarks and assessments Strategy's Expected Result/Impact: Improved scores Staff Responsible for Monitoring: Campus administration Title I: 2.4 Funding Sources: Quill - 211 Title I, Part A - \$1,928.66	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Goal 2: Zamora MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: 100% of faculty will receive targeted professional development focusing on multicultural educational practices and strategies to promote equity and inclusivity among our diverse student population.

Evaluation Data Sources: Professional development conducted on campus
Outside professional development ex: GearUp, Region 20, etc

Strategy 1 Details	Reviews			
Strategy 1: Provide membership to TEPSA for administrators Strategy's Expected Result/Impact: Campus administration will be more effective in supporting classroom teachers Staff Responsible for Monitoring: Campus principal Title I: 2.5 Funding Sources: TEPSA - 211 Title I, Part A - \$1,032, TEPSA summer conference - 3 admin - 211 Title I, Part A - \$1,134	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will professional development to service our special populations. Strategy's Expected Result/Impact: Academic growth / teacher implementing best practices Staff Responsible for Monitoring: campus administration Title I: 2.5 Funding Sources: NEDRP LLC - 211 Title I, Part A - \$2,275	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Goal 2: Zamora MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: Zamora MS will promote a positive organizational culture to improve staff morale through employee appreciation activities throughout the year.

Evaluation Data Sources: Staff survey, Increased teacher retention

Goal 2: Goal 2: Zamora MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 3: Provide essential campus supplies for mission success

Evaluation Data Sources: Basic yet critical need that if unmet would lead to mission failure.





Strategy 1 Details	Reviews			
Strategy 1: Basic yet critical need that if unmet would lead to mission failure. Strategy's Expected Result/Impact: Allow campus to continue performing Staff Responsible for Monitoring: Principal, Campus Secretary Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: Goal 3: Zamora MS will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Goal 4: Goal 4: Zamora MS will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: We will be at 95% daily attendance.





Evaluation Data Sources: ADA Reports

Strategy 1 Details	Reviews			
Strategy 1: Create interactive and engaging lessons. Strategy's Expected Result/Impact: Increase student average daily attendance. Staff Responsible for Monitoring: Teachers, Attendance committee, Administrators Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Nearpod - 211 Title I, Part A - \$3,200	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Create and implement a student incentive plan. Strategy's Expected Result/Impact: Increase average daily attendance for students Staff Responsible for Monitoring: Attendance committee Title I: 2.4, 2.6 Funding Sources: SSAISD food service - 211 Title I, Part A - \$21	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Goal 5: Zamora MS will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

Evaluation Data Sources: Sign-in sheets
Parent feedback
Parent surveys

Strategy 1 Details	Reviews			
Strategy 1: Each department will host a Family Engagement night. Strategy's Expected Result/Impact: Get parents involved in students' education Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools Funding Sources: Sams Club - 211 Title I, Part A - \$200, HEB - 211 Title I, Part A - \$200	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Zamora will hold a monthly information session for parents- Cafecito, family engagement, school events Strategy's Expected Result/Impact: family engagement- get parents involved in their child's education Staff Responsible for Monitoring: principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

South San Antonio Independent School District
South San Antonio High School
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: C



Mission Statement

Our mission is to inspire, empower and educate students through mutual respect to foster ingenuity and compassion within a rigorous, comfortable and safe learning environment.

Vision

Our vision is to ensure that all students graduate with the knowledge and skills necessary for college and career readiness to attain a successful future.

Core Beliefs

- We believe in the academic freedom to pursue issues close to the student's heart.
- We believe in a positive work ethic across all areas of academic life for the continued success of our students.
- We believe that treating students with respect will result in respectful students.
- We believe encouraging student through high expectations will result in students realizing their full potential.
- We believe in providing an environment that supports safety, security and a sense of belonging.
- We believe that all students genuinely want to learn, excel and succeed in life.
- We believe in professional development to improve teaching quality of the school.
- We believe communication of all stakeholders, parents, student and community is imperative to student achievement.
- We believe that innovative and challenging experiences produce successful learners.
- We believe in a strong support system and effective leadership is essential to build a culture of high expectations.

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Goal 5: South San High School will collaborate with parents and community to ensure all students receive a gold standard education.	20

Goals

Goal 1: South San High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, 80% of all students, with a concentrated effort on all special populations, will meet established standards on the state assessments.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Universal Screeners, Benchmarks, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Provide credit recovery opportunities for students. Strategy's Expected Result/Impact: Improved graduation rates and meeting academic standards Staff Responsible for Monitoring: Campus administration and credit recovery teachers Funding Sources: Edmuntum - 199 PIC 30 State Comp - \$49,720	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide supplemental materials for teachers. Strategy's Expected Result/Impact: Increase EOC Scores, Increase CCMR % Staff Responsible for Monitoring: Campus Administration, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Amazon - 211 Title I, Part A - \$285, Amazon - 211 Title I, Part A - \$850, Amazon - 211 Title I, Part A - \$152.50, PASCO Scientific - 211 Comprehensive Support - \$348, Amazon - 211 Comprehensive Support - \$1,080.96, Arbor Scientific - 211 Comprehensive Support - \$277.75, Carolina Biologicals Supply - 211 Title I, Part A - \$400, Flinn Scientific - 211 Title I, Part A - \$100, Vernier - 211 Title I, Part A - \$600, Pasco Scientific - 211 Title I, Part A - \$400, Office Depot - 211 Title I, Part A - \$1,600, Office Depot - 211 Title I, Part A - \$1,600, Quill - 211 Title I, Part A - \$9,000, Vernier - 211 Title I, Part A - \$3,000, AC Supply - 211 Title I, Part A - \$160, AISINK - 211 Title I, Part A - \$1,700, HEB - 211 Title I, Part A - \$30, HEB - 211 Title I, Part A - \$50, HEB - 211 Title I, Part A - \$80, HEB - 211 Title I, Part A - \$120, Spitz - 211 Title I, Part A - \$5,000, Amazon - 211 Title I, Part A - \$1,100	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Provide support through online platforms for TSI. Strategy's Expected Result/Impact: Increased TSI passing rate Staff Responsible for Monitoring: Director of Early College, Campus Administrators, and Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide supplemental reading supplies/materials for students. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Teachers, Leadership Team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: Supplemental Readers - 211 Title I, Part A - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Provide student distinction to honor their academic successes such as honor roll ribbons, honor cords, medals, etc. Strategy's Expected Result/Impact: Increase academic achievement . Staff Responsible for Monitoring: Academic Dean TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Funding Sources: - 211 Title I, Part A - \$2,287	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: South San High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: Improve resources, accessibility and reading levels for 100% students in grades 9-12.






HB3 Goal

Evaluation Data Sources: Formative Assessments, Universal Screeners, Benchmarks, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Update the library collection to support the campus' curriculum and promote student reading. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Library staff, admin, teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: Rainbow - 199 PIC 30 State Comp - \$2,900, Follett - 199 PIC 30 State Comp - \$20,236	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: South San High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 3: By June 2023, the campus will improve their attendance for the 22-23 school year so that the overall ADA for the school year is 90% or higher.

Strategy 1 Details	Reviews			
Strategy 1: Hire an attendance truancy officer to support and positively impact our campus' attendance rate. This will increase our academic achievement and assist with closing the achievement gap. Strategy's Expected Result/Impact: Improve campus' attendance rate to above 90%. Increase communication with parents and work with students that are struggling to come to school. Staff Responsible for Monitoring: Associate Principal and Assistant Principals Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 2: South San High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

HB3 Goal

Evaluation Data Sources: PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development opportunities for campus administration to improve instruction. Strategy's Expected Result/Impact: Provide effective feedback to teachers Staff Responsible for Monitoring: campus principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: Region 20 - 211 Title I, Part A - \$500, TASSP - 211 Title I, Part A - \$1,785, TASA - 211 Title I, Part A - \$504, Bureau of Education - 211 Title I, Part A - \$279, Lead4Ward - 211 Title I, Part A - \$500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide professional develop for teachers teaching advanced courses, such as AP, OnRamps, dual credit, and TSI test preparation. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Campus administration, dual credit facilitator, counselors, ECA Director, teachers TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: APSI - 211 Title I, Part A - \$7,200, University of Texas Austin OnRamps - 211 Title I, Part A - \$2,800, Lancaster county district - 211 Title I, Part A - \$800, Paul Helnrich - 211 Title I, Part A - \$550, UT Dallas - 211 Title I, Part A - \$500, UT extended education - 211 Title I, Part A - \$550, University of Texas Rio Grande Valley - 211 Title I, Part A - \$1,200, Davis County school - 211 Title I, Part A - \$500, UT Arlington - 211 Title I, Part A - \$575, Colorado Education Initiative - 211 Title I, Part A - \$595, UT Austin Office of Strategy and Policy - 211 Title I, Part A - \$575, Consultant Services - 211 Title I, Part A - 211-13-6299 - \$700	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: South San Antonio High School staff will participate in campus, district, regional, and state offered professional development workshops based on staff needs, including PLCs, grade level planning, data analysis meetings, content area training, classroom management, campus book study sessions, etc. Strategy's Expected Result/Impact: improve EOC scores; decrease failure rates; increase grade promotions Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coaches, Department Heads TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Funding Sources: Professional Development - 211 Title I, Part A - 211-13-6239 - \$75, CAST Registration - 211 Title I, Part A - 211-13-6411-00-001-2-30 - \$1,200, Teacher Travel - 211 Title I, Part A - 211-13-6411 - \$2,501	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

Goal 2: South San High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





Performance Objective 2: 100% of all teachers will meet state requirements for certification in area being taught.

Evaluation Data Sources: HR Audit Documents

Goal 2: South San High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 3: 100% of new teachers to the campus will receive targeted instructional support.

Evaluation Data Sources: Monitoring Documents, Support Reports, Feedback Sessions

Strategy 1 Details	Reviews			
Strategy 1: Implement a program that will provide targeted instructional support for new and existing teachers on the campus. Strategy's Expected Result/Impact: Teacher retention. Staff Responsible for Monitoring: Administration Funding Sources: - 211 Title I, Part A - \$18,000, Lead4Ward - 211 Title I, Part A - \$735	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 3: South San High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

HB3 Goal





Evaluation Data Sources: Clearinghouse Document, College Board, AP test results, Dual Enrollment Data, CTE Certifications and Licensures

Strategy 1 Details	Reviews			
Strategy 1: Provide AP on-line training for teachers. Strategy's Expected Result/Impact: AP certified Staff Responsible for Monitoring: Campus administration Funding Sources: College Board - 211 Title I, Part A - \$150	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide a flex curriculum connected to state standards for the Fine Arts increasing rigor to make connections to the core content. Strategy's Expected Result/Impact: Assist in increasing EOC results, specifically ELAR. Staff Responsible for Monitoring: Campus Administration. TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: - 211 Title I, Part A - \$3,143	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Provide supplemental technology resources for to improve academic rigor in the classroom. Strategy's Expected Result/Impact: Increase in EOC results, and increase SAT/ACT scores Staff Responsible for Monitoring: Campus administration TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: Quest, Edpuzzle - 211 Title I, Part A - \$7,500, GoFormative - 211 Title I, Part A - \$5,749, Bedford, Freeman & Worth HS Publishers - 211 Title I, Part A - \$16,105, GimKit - 211 Title I, Part A - \$1,000, MacMillan Holding llc - 211 Title I, Part A - \$22,205, MacMillan Holding Inc - 211 Title I, Part A - \$6,104, Engineer your work - 211 Title I, Part A - \$3,000, Gimkit - 211 Title I, Part A - \$1,000, KUTS - 211 Title I, Part A - \$1,300, Empirical Resolution - 211 Title I, Part A - \$1,800, Sirius - 211 Title I, Part A - \$26,700, The Art of Education University - 211 Title I, Part A - \$3,200		Formative			Summative
		Nov	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Provide 1:1 technology initiative and to support for teachers students while enhancing and improving resources and academic rigor. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Teachers, Leadership Team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: ZULU Licensing - 211 Title I, Part A - \$8,750, Intech Southwest: Student computer lab - 211 Title I, Part A - \$57,000, Teacher laptops - 211 Title I, Part A - \$10,000, InTech Southwest - 211 Title I, Part A - \$27,540		Formative			Summative
		Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Attain licenses for College Board and Clearinghouse Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Campus administration TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: College Board and Clearinghouse Licenses - 211 Title I, Part A - \$1,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Provide textbooks for dual credit classes. Strategy's Expected Result/Impact: Additional resources, TSI, SAT/ACT results, college credit hours completion Staff Responsible for Monitoring: Campus administration, dual credit facilitator, counselors, ECA Director TEA Priorities: Connect high school to career and college - Funding Sources: Textbooks, Follett - 199 PIC 30 State Comp - \$23,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Provide supplemental college advisors and tutors on campus as needed. Strategy's Expected Result/Impact: Improved SAT/ACT scores, increase number of students attending college. Staff Responsible for Monitoring: campus administration TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools Funding Sources: San Antonio Education Partnerhsip - 211 Title I, Part A - \$18,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Provide incentive for students to graduate with associates degree from the Early College Program Strategy's Expected Result/Impact: Associates degree by students Staff Responsible for Monitoring: Campus administration Funding Sources: High school Achievement - 211 Title I, Part A - \$695	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: Provide incentive for students who graduate with academic honors. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Teachers, Leadership Team, Counseling Team ESF Levers: Lever 3: Positive School Culture Funding Sources: Honors Graduation - 211 Title I, Part A - \$2,600	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
Strategy 10: Provide college readiness opportunities through SAT, PSAT, AP, and TSI exams. Strategy's Expected Result/Impact: Improved SAT/ACT scores, increase number of students attending college. Staff Responsible for Monitoring: Teachers, Leadership Team, Counseling Team TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: Exam Fees--College Board - 199 PIC 31 HS Allotment - \$73,940	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
Strategy 11: Provide access to courses at Palo Alto College , St. Phillips College and OnRamps through the dual credit or the Early College programs. Strategy's Expected Result/Impact: Improved SAT/ACT scores, increase number of students attending college. Staff Responsible for Monitoring: Campus administration, dual credit facilitator, counselors, ECA Director TEA Priorities: Connect high school to career and college - Funding Sources: Alamo Community College District - 211 Title I, Part A - \$10,000, University of Texas Austin - 199 PIC 31 HS Allotment - \$5,300	Formative			Summative
	Nov	Jan	Mar	June





Strategy 12 Details		Reviews			
Strategy 12: Provide students with educational field trips that expose rigorous academic content with applicable field experiences. Strategy's Expected Result/Impact: Increase knowledge within the classroom Staff Responsible for Monitoring: Teacher, Instructional coach, Administration TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: NASA - 211 Title I, Part A - \$9,000		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 3: South San High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Develop College and Career readiness skills through learning activities for 100% students in grades 9-12.

HB3 Goal

Evaluation Data Sources: Graduation Pathways, Graduation Rates





Strategy 1 Details	Reviews			
Strategy 1: Provide supplemental curriculum resource for teachers. Strategy's Expected Result/Impact: Differentiated lessons Staff Responsible for Monitoring: campus administration Funding Sources: The Art of Education Curriculum - 211 Title I, Part A - \$3,143	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: South San High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 3: Develop post-secondary skills through targeted tutorials and support for 100% of ECA and Dual Enrolled students.

HB3 Goal





Evaluation Data Sources: TSI Results, SAT/ACT results, Clearinghouse data

Strategy 1 Details	Reviews			
Strategy 1: Provide academic support through a TSI bootcamp Strategy's Expected Result/Impact: Increase in TSI scores Staff Responsible for Monitoring: Leadership Team, ECA Director, ECA Counselor, Dual Credit Facilitator TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: TSI Bootcamp - 211 Title I, Part A - \$8,438	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: South San High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.

Evaluation Data Sources: Discipline Referrals

Strategy 1 Details	Reviews			
Strategy 1: Provide support and resources through awareness weeks and groups. Strategy's Expected Result/Impact: Decrease of discipline referrals regarding possession, under the influence, and dating violence. Staff Responsible for Monitoring: Administration and counselors ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 4: South San High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





Performance Objective 2: Partner with community partners to provide services(mental health,etc.) for our at-risk students to succeed in school.

Evaluation Data Sources: CARE Zone Activity Log

Goal 5: South San High School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

Evaluation Data Sources: Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
Strategy 1: Provide various opportunities/events for parents to engage with the campus virtually and in person, i.e. college nights, financial aid nights, grade level meetings, etc. Strategy's Expected Result/Impact: Increase college awareness, increase attendance, increase pass rate Staff Responsible for Monitoring: Counselors, admin, teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: South San High School will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 2: Provide information meetings for parents and staff to discuss activities on campus such as cafecitos, financial Fridays, and other informational opportunities.

Evaluation Data Sources: Sign in sheets

Strategy 1 Details	Reviews			
Strategy 1: Monthly Cafecitos, financial Fridays, and other informational meetings with Parents Funding Sources: Sams Club - 211 Title I, Part A - \$300	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

South San Antonio Independent School District
West Campus High School
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated



Mission Statement

Think BIG, Think POSITIVE, Think FORWARD!

Vision

Learning and Growing Together! COUGAR Strong!

Value Statement

We believe in constructive engagement of the school community for the success of our district.

We believe in a strong support system for the school community to achieve excellence.

We believe that innovative and challenging experiences for all students produce successful learners.

We believe that trusting relationships among the school community are essential to student success.

We believe that an inclusive school culture promotes positive student development and voice.

We believe strong and effective student and adult leadership is essential to build a culture of high expectations.

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Goal 4: West Campus High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.	7
Goal 5: West Campus High School will collaborate with parents and community to ensure all students receive a high-quality education.	9
Goal 6: West Campus High School will develop, implement and communicate campus systems and structures that reflects healthy operational management.	10






Goals

Goal 1: West Campus High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, 80% of all students, with a concentrated effort on special populations, will meet established standards on the state assessments.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Common Assessments, Benchmarks






Strategy 1 Details		Reviews			
Strategy 1: West Campus HS will provide focused and targeted instruction during interventions after school and Saturdays, SPED support teacher is providing weekly accommodations during class time that are STAAR appropriate, and supplemental resources will be implemented based on TEKS standards. Strategy's Expected Result/Impact: The expected result will be an overall increase in state assessments with all students and concentrated special populations. Staff Responsible for Monitoring: All teachers and leadership team. Funding Sources: - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 2: West Campus High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Quality professional development during the 2022-2023 school year will be provided to 100% of instructional staff thus ensuring student success.

HB3 Goal






Evaluation Data Sources: PD Evaluation Forms, PD Agendas and Sign-in sheets.

Strategy 1 Details	Reviews			
Strategy 1: West Campus will provide professional developments through Gear UP (Ti-Nspire Training; UT Gear-up PD), common planning period professional development, peer observations, support from Instructional Coaches and administration walkthroughs / data walks. Strategy's Expected Result/Impact: Increase in instructional support and community for teachers which will increase student achievement. Staff Responsible for Monitoring: Leadership Team Funding Sources: - 211 Comprehensive Support	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: West Campus High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

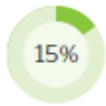




HB3 Goal
Evaluation Data Sources: Dual Enrollment Data, AP Courses, Pre-AP Courses & Enrollment / AP Scores, TSIA2 Data, CTE Certification & Licensures

Strategy 1 Details	Reviews			
Strategy 1: West Campus will provide interventions through the College Transition course for TSIA2, PSAT, SAT/ACT. Strategy's Expected Result/Impact: An increase in college ready students for advanced academics. Staff Responsible for Monitoring: All teachers and West Campus Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: West Campus High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Develop College and Career readiness skills through learning activities for 100% students in grades PK-12.






HB3 Goal
Evaluation Data Sources: Graduation Pathways, Graduation Rates

Strategy 1 Details		Reviews			
Strategy 1: West Campus HS will continue the P-Tech Academy (Institute of Data Science & Cybersecurity) for year 2 and continue to provide career pathways opportunities for students to enroll in Early College. Strategy's Expected Result/Impact: Increase choices for students to earn college credit, certification and licensures. Staff Responsible for Monitoring: Advanced academic teachers and Leadership Team		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

Goal 4: West Campus High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: By July 2023, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.






Evaluation Data Sources: Discipline Referrals

Strategy 1 Details	Reviews			
Strategy 1: Participate in Professional Development and implement a restorative approach for teachers and students. Strategy's Expected Result/Impact: Increase in positive student behavior and a decrease in undesirable behavior. Staff Responsible for Monitoring: All campus staff Funding Sources: - 211 Title I, Part A - 199	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: West Campus High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: Partner with community partners to provide services(mental health,etc.) for our at-risk students to succeed in school.


Evaluation Data Sources: CARE Zone Activity Log, Teacher-Student Mentoring Logs, Parent Contact Logs

Strategy 1 Details	Reviews			
Strategy 1: West Campus will implement a system that monitors students needs, such as phone logs, mentoring (Catalyst for Change) and guidance. Strategy's Expected Result/Impact: To offer support to meet the social emotional needs of each student. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: West Campus High School will collaborate with parents and community to ensure all students receive a high-quality education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school sponsored activity.






Evaluation Data Sources: Agendas and Sign-In Sheets

Strategy 1 Details		Reviews			
Strategy 1: We will host campus community events such as Meet the Cougar Night, National Honor Society Induction Ceremony, Mu Alpha Theta Honor Night, Fall Festival, Winter Wonderland, Parent Nights, Academic Honor Nights, Athletic Banquet. Strategy's Expected Result/Impact: Increase Parent Engagement Staff Responsible for Monitoring: West Campus Leadership Team & Gear-up		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div><div></div></div><div>Continue/Modify</div></div><div><div><div></div><div></div></div><div>Discontinue</div></div></div></div>					

Goal 6: West Campus High School will develop, implement and communicate campus systems and structures that reflects healthy operational management.

Performance Objective 1: By June 2023, new operational campus systems will be developed, written down and placed in a central location for teachers and staff to view.

Evaluation Data Sources: procedures written down and placed in Cougar Hub,

Strategy 1 Details	Reviews			
Strategy 1: Administration will create a Hub when a campus system is created and can be viewed or accessed by adminstration and staff. Strategy's Expected Result/Impact: Campus systems will be more efficient and effective Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

South San Antonio Independent School District

DAEP

2022-2023 Goals/Performance Objectives/Strategies

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Goal 5: DAEP will collaborate with parents and community to ensure all students receive a gold standard education.	6

Goals

Goal 1: DAEP will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2023, 80% of all our students that attended the DAEP will have completed 90% or more of all their work sent by their home campus teachers in English, Science, Math, Social Studies and Electives.

Evaluation Data Sources: We will use the feedback from the students' home campus admin and the teacher of record in Math, Science, English, Social Studies, and Electives. We will send a survey out to the teachers and campus admin to rate the service that the DAEP provided.

Strategy 1 Details	Reviews			
Strategy 1: Continue to make sure that the work is provided for all students in their English, Math, Science, and Social Studies classes. The DAEP teachers will remain in constant communication with the home campus teachers. Strategy's Expected Result/Impact: The students return back to their home campus and the teacher of record in English, Science, Math, and Social Studies with very little gap from the entire class while placed at the DAEP. Staff Responsible for Monitoring: DAEP principal and teachers.	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: DAEP will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





Performance Objective 1: By the end of the 2023 school year, 80% or higher of the teachers assigned to the DAEP Campus will be retained.

Evaluation Data Sources: T-TESS evaluations and Feedback

Staff Professional Development feedback and strategies being used in the classroom.

Teacher Survey feedback focused on the Climate and Culture, Support and Leadership of the campus, such as Discipline Support, Process and procedures, and communication from the administrator.





PLC Meeting Attendance and IC Support and the implementation of the strategies discussed in these meetings.

Strategy 1 Details	Reviews			
Strategy 1: T-TESS evaluations and Feedback Staff Professional Development both Individual and Campus Attendance Teacher Survey focused on the Climate and Culture, Support and Leadership of the campus, such as Discipline Support, Process and procedures, and communication from the administrator. PLC Meeting Attendance and IC Support Strategy's Expected Result/Impact: To obtain and retain highly qualified instructional staff. Staff Responsible for Monitoring: District and Campus Administrator TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: DAEP will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post secondary educational or career paths.

Performance Objective 1: By June 2023, 80% of all our high school students that attended the DAEP will complete 90% or more of their work assigned from their home campus teachers in English, Math, Science, Social Studies, and Electives.

Evaluation Data Sources: We will use the feedback from the students' home campus admin and the teacher of record in Math, Science, English, Social Studies, and Electives. We will send a survey out to the teachers and campus admin to rate the service that the DAEP provided.

Strategy 1 Details	Reviews			
Strategy 1: Continue to make sure that the work is provided for all students in their English, Math, Science, and Social Studies classes. The DAEP teachers will remain in constant communication with the home campus teachers. Strategy's Expected Result/Impact: The students return back to their home campus and the teacher of record in English, Science, Math, and Social Studies with very little gap from the entire class while placed at the DAEP. Staff Responsible for Monitoring: DAEP Administrator and teachers. TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: DAEP will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: By June 2023, we will reduce our recidivism rate from 22% in 2021-2022 to 17% in 2022-2023.





Evaluation Data Sources: The percentage of students that get placed to the DAEP for the second time in 2022-2023 using hearing data and discipline referrals.

Strategy 1 Details	Reviews			
Strategy 1: That we are able to help provide the supports and services to our students and their families in regard to any social and emotional needs using resources such as CIS, Care Zone, Rise Recovery, Home Campus Counselors, and weekly restorative lessons. Strategy's Expected Result/Impact: That we are able to decrease our recidivism rate from 22% in 2020-2021 to 17% in the 2021-2022 school year. Staff Responsible for Monitoring: DAEP Administrator, District Counselors, outside services such as Home Campus Counselors, CIS where available, Care Zone, and Rise Recovery. ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 5: DAEP will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2023, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

Evaluation Data Sources: Agendas and Sign In Sheets
 Open House (1x a semester)
 Snacks with Staff (1x a month)

Strategy 1 Details	Reviews			
Strategy 1: To get the parent/guardians engaged in their child's education and to also gain any feedback to help drive decisions. Strategy's Expected Result/Impact: To get more parent/guardian involvement in their child's education. Staff Responsible for Monitoring: The DAEP Administration and teachers. ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				