Mary D & F. Howard Walsh Elementary
Aledo ISD

Comprehensive Needs Assessment & Campus Strategic Plan
2017-2018

Our Mission

As a community of learners, we at Walsh Elementary are dedicated to inspiring young people.
Through a climate of respect and high expectations, we will foster creative minds,
healthy bodies and honorable character in order to lead today, explore the world and build the future.

Our Motto

Leading today, exploring the world and building the future

Mary D. & F. Howard Walsh Elementary School

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Comprehensive Needs Assessment

Demographics Narrative

Mary D. & F. Howard Walsh Elementary open its doors to 325 students on August 28, 2017. The school joins the Aledo ISD family. The school brought together students from within the district and students new to the area. Our population at Walsh is 325 students with 46% female and 54% male. The breakdown of ethnicity is as follows: African American 3.4%, other 3.5% and Caucasian 78.5% and 14.6% is Hispanic.   Our economically disadvantaged population is 22.6%. The percent of students receiving special education services is 5.7% and our students receiving ESL services is 3.7%. Walsh has been deemed a Title I school based on our demographics. Walsh is proud to have 20 full-time instructional professionals, 3 full-time special education instructors and 5 part time professional staff members.

As a new campus, Walsh staff created a mission and vision that would support the ideas around an environment that promotes personalized learning, sustainability, creativity, collaboration and critical thinking. We are dedicated to ensuring that students have opportunities to master skills and knowledge, understand strong character development and create continuous high quality work. Our new state of the art facility has collaborative areas, thinking walls, innovative technology, a STEAM lab, maker space and science labs.

Walsh gathered data from many sources in developing our first Comprehensive Needs Assessment. The Walsh process for reviewing our data, identifying our campus foundational strengths and needs began the first week of school. Staff members also collaborated continuously to evaluate our first few weeks of school. From that data and feedback, the campus leadership team and Campus Improvement Committee reflected and designed this comprehensive analysis.

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School Context and Organization

Walsh Elementary opened August 2017. This year the school will receive funds to develop strong instructional and co-curricular programs that integrate STEAM. In addition to receiving state and local funds, the school also receives Federal Funds such as Title money.
The school utilizes a Campus Improvement Committee made up of the principal, other professional staff, teachers, parents and community members to make operational and organizational decisions. We have created a Leadership Council that is designed to evaluate our effectiveness and facilitate necessary changes for improvement.

The entire staff also plays an active role in decision-making at Walsh as administration meets regularly with small groups-grade level teams, individuals, and the faculty as a whole. Our school culture allows all voices to be heard and respected as staff plays a vital role in program selection and implementation.

Strengths:
- New Campus that is implementing new programs to ensure student success
- Strong staff involvement that respects all voices and ideas
- Active parent and community involvement
- Strong school and parent communication
- Flexible, enthusiastic staff that is dedicated to building relationships and ensuring student success
- Grade levels (with common planning periods) create an atmosphere of collaboration for vertical articulation and planning
- Faculty and staff maintain high standards for behavior and academic achievement
- Walsh character habits create a strong climate and culture for students to take risks and feel safe
- Innovative, collaborative school environment: STEAM Studio, Science Labs, Collaborative Thinking Areas, Flexible Seating and Thinking Walls

Needs:
- Integration of all new instructional technology (with specific training per content area)
- Professional Development to ensure vision is implemented

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Student Achievement

Walsh Elementary School believes that achievement and success for all students is a main priority. Growth of students will be strong through the implementation of purposeful and individualized instruction, specific interventions and continuously monitor student data throughout the school year. With collaboration, critical thinking, creativity and communication, students will have the opportunity to explore, analyze and apply their daily learning to real world situations. As a new campus, Walsh has students coming from diverse learning experiences. By individualizing instruction, students will experience a flawless transition and continue to grow. As a new campus, we have developed processes, and instructional practices that will engage students through high quality instructional practices. Walsh staff has worked to create a master schedule that allows for intense intervention times, student tutoring periods and genius hours. Our plan involves engaging students and helping them build a love of learning. Our Response to Intervention processes are clear and allow for the identification of students skills to strengthened. During tutor time, our staff works to strengthen those skills and close learning gaps.

Data included in identifying needs are state assessment data including student group disaggregation, grade reports, teacher input, current discipline data, RtI referrals, previous benchmark data, current attendance rates, retention rates, and teacher input.

Strengths:
- New campus that is creating a strong climate and culture around high quality work and mastery of skills and knowledge
- Specific student intervention time in the master schedule to work with small groups, pull out workshops and hone in on targeted skills
- Innovative thinking amongst staff to monitor the progress of targeted student population
- Highly Qualified staff that is implementing STEAM, Thinking Maps & *The Fundamental 5* strategies

Needs:
- Continue from the beginning of the year trainings to assist teachers in raising the level of rigor for instruction and assessment using deeper questioning and think time
- Ensure strong attendance rate

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Curriculum and Instruction

As a new campus, Walsh Elementary will continually review and reflect upon the improvement of curriculum, instruction and assessment and integration of best instructional practices. Walsh has designed embedded staff development and PLC time in the school day to ensure teachers are continuously improving their skills in the classroom. The mini professional development sessions are based on data gathered through a teacher needs survey, goal setting plans and TTESS observations.

Aledo ISD has developed a common scope and sequence for all subject areas across all elementary grade levels. The District continues to update and revise the Scope and Sequences as needed and train all staff. With the district goal to implement technology in the daily learning of students, Walsh has taken steps to ensure the integration of technology into instruction by including Promethean Boards, iPads, Chromebooks and interactive student boards in the classrooms. Teachers have been trained in the use of genius hour. *The Fundamental 5* Instructional Strategies, Thinking Maps, technology integration, Project-Based Learning, and they are implementing these into daily instruction. The T-TESS process is being implemented to facilitate teacher growth in curriculum and instruction.

Data sources reviewed in identifying curriculum and instructional needs include: teacher lesson plans, student achievement data, staff input, state standards, research-based curriculum resources, available technology, observations, and collaborative departmental alignment.

Strengths:
- Access to various innovative, interactive technology resources to enhance instruction and student engagement
- Meeting in Professional Learning Communities to collaborate and share effective instructional strategies weekly
- Vertical and horizontal curriculum alignment to make learning seamless, relevant and rigorous
- Campus Learning Opportunities to address Instructional Strategies (Thinking Maps, Fundamental 5, Technology Integration)
- Innovative Resources – STEAM Studio, Collaborative Workspaces, Maker Space, Outdoor Learning Spaces

Needs:
- On-going, professional development focused on varying instructional strategies, student engagement, and rigor
- Increased teacher integration of innovative instructional resources – continued training in PBL, etc.
- Increase technology tools for student individualized learning and engagement

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School Culture and Climate

Walsh Elementary designed a belief system with the assistance of staff, parents and students. As a new campus, we will foster relationships, habits of character, a growth mindset, innovation, creativity, collaboration, critical thinking, communication and positive behavior support system. Walsh adopted six Habits of Character, targets and a rubric for all to follow. The six habits are designed with three academic habits and three relational; courage, compassion, impact, collaboration, GRIT, and craftsmanship. We start our day throughout the building with morning meetings. This class family time is crafted to build relationships, strengthen teams and expose students to new ideas and thinking. Our parent volunteer program has already shown to help parents acclimate to our culture while contributing to student learning. Walsh has adopted the Watch D.O.G Dad Program to bring positive male mentorship to the building. The Walsh staff is one hundred percent highly qualified and work together to maintain the positive climate and culture that has been established since the doors opened.

The data sources reviewed to identify areas of need include questionnaires/surveys, school walkthrough data, focus groups and meetings.

Strengths:

- Morning Meetings create a strong classroom community where students can take risks
- All staff work together to create a safe learning environment for students
- Our Student Council is facilitating projects that promote a positive school culture and climate
- Student Ambassador program allows for students to engage in leadership activities that promotes student voice and choice

Needs:

- Continue training staff on how to implement and sustain our teaching of the Habits of Character that have been adopted
- Continue to plan activities that build a sense of team and community among faculty and staff
- Continue to increase parent and community involvement to communicate a welcoming, positive culture
- Create additional recognition programs for students and communicate that recognition to parents and the community

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Technology

Walsh Elementary staff embeds technology in to the daily teaching and learning for students. Technology helps in the development of individualized learning, innovation, creativity and deeper critical thinking. Each classroom is outfitted with Promethean Board, iPads, and Chromebooks. Throughout the building, technology is available for teacher and student use including a ten-foot interactive board for all to use. Our STEAM Lab and Maker Space also allows for the integration of technology along with two state of the art science labs fully equipped with technology for use during investigative lessons. Our staff is trained in many Google Apps and web apps that bring about student engaged learning. One form of communication for each teacher and the school is web pages. Walsh also has a Facebook page and twitter account. Many teachers have created class web pages for parents and extended family to join and follow the happenings in the classroom.

Our library is outfitted with a Promethean Board; two flex carts of Chrombooks and a full set of student desktops. Our library maker space allows students to use technology to invent, be creative and innovative. Our STEAM Studio allows for innovative technology and is housed with Chromebooks and a Promethean Board. Our two state of the art science labs house innovative microscopes that use innovative technology.

Walsh has formed a technology team comprised of six teachers, three students and two parents.

The data sources reviewed to identify needs in the area of technology were technology hardware and software, technology infrastructure, technology policies and procedures, and professional development needs.

Strengths:
- Various, state of the art instructional technology tools available to teachers and students
- Teachers are utilizing individual web pages, and various social media resources to keep parents informed (lesson plans, upcoming assignments, announcements, deadlines, etc.)
- Professional development provided regularly including teacher tech tips
- Teachers integrate technology into instruction on a daily basis
- Technology Team

Needs:
- On-going technology professional development
- Address continuous one to one needs of technology
- Create a three year technology plan including integration, increased devise needs, and professional development

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Family and Community Involvement

Walsh believes that family and community involvement plays a vital role in the success of students. From the first, "teacher meet" before school began, Walsh emphasized the importance of parent/family participation. The campus provides various opportunities for volunteering. This includes STUCO, WatchD.O.G Dads Program, PTO events, classroom helpers, lunch monitors, and community-business involvement using Skype, Junior Achievement and classroom guest speakers.

The campus website, Parent Link, Remind, campus Facebook, Twitter and YouTube are ways Walsh is communicating. Teachers are also utilizing their webpages, Remind, and other resources to keep parents informed.

Additionally, Walsh hosts "Coffee Chats" to provide time to discuss learning and teaching at Walsh in a relaxed and informal environment. Walsh has planned for one per quarter. The first Coffee Chat was heavily attended.

Strengths:

- Parents are dedicated and excited to work in the school
- WatchD.O.G. Dads Kick off was a success and sign up is filling
- A strong sense of community is shared by all stakeholders as evident by attendance at school events and activities
- Communication systems such as webpage, Facebook, Twitter, Remind, coffee chats
- Parent PTO Program

Needs:

- Sustain volunteer participation
- Continue Watch D.O.G Dads wanting to be in the building
- Parent training programs within the school
- Investigate additional opportunities for evening family events

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Staff Quality, Recruitment and Retention

Walsh Elementary is a new campus. Our climate and culture emphasizes collaboration, teamwork and respect. One hundred percent of Walsh staff volunteered and now participates on either a school or a district committee. Planning time is created during the school day for teachers to meet, collaborate and share ideas for teaching and learning. Continuous learning is part of the Walsh expectation. Thus, teachers attend trainings, return to campus, and train the entire staff. Teacher to teacher walk through times afford staff time to learn from one another and strengthen instructional practices in the school.

The following data sources were reviewed to identify needs in the area of staff quality, recruitment, and retention: observation data, collaborative feedback.

Strengths:
- Professional staff is 100% highly qualified
- Professional Development provided to develop new ideas to promote student success
- Teacher of the Month Honor
- Teachers are appreciated and recognized for their accomplishments and contributions
- Climate of trust and respect
- Administration is in the classrooms coaching teachers and providing support regularly
- Implementation of T-TESS as a growth model for teachers to set goals, provide feedback regarding professional needs, etc.

Needs:
- Continue to provide professional learning opportunities related to content
- Ensure Walsh is continuously meeting the needs for staff
- Providing teacher leader opportunities

Mary D. & F. Howard Walsh Elementary

14113 Walsh Avenue
Fort Worth, TX   76008

2017-2018

CAMPUS STRATEGIC PLAN

Leading today, exploring the world and building the future

Mary D. F. Howard Campus Improvement Committee Members:

Sheri Coll - Principal (Chair)
Sheila Lashley – Other Professional Staff (Elected Member)
Samantha Hatton – Teacher (Elected Member)
Lashana Morris – Teacher (Elected Member)
Kim Timmons – Auxiliary Staff
Earl Husfeld – Central Office Administration Representative
Kindle Tuin – Parent
Lindsay Hamilton – Parent
Michelle Hughes – Parent
Colleen Hubbard - Parent
Bixie Nobles – Community
Jason Johnston – Business

Faculty members were selected by nomination and elected by Walsh Faculty. Parent representatives were selected by nomination from Walsh community. Community and business representatives were selected by the principal.

The Campus Strategic Plan was created over a series of 2 meetings (9/11 and 10/3) with the committee. The plan was presented to Walsh Elementary staff on 10-2 for review and discussion. The Walsh Campus Strategic Plan will be monitored, reviewed and revised during our meetings to be held in December, March and May. Our data was collected through staff/parent survey, observations, walk through analysis, collaborative groups/dialog, staff leadership committee, STAAR tests, other school and district assessment data, and parent informal meetings.

District Priority #1: Learning – Mary D. & F. Howard Walsh Elementary Campus shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.						
Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1.1 Walsh will utilize assessment data to align curriculum and instruction through common planning and collaboration, revision of curriculum documents, and integration of high yield instructional strategies while creating appropriate rigor to maximize student success.	Campus Administration, Campus Staff, Campus Specialists Instructional Title 1 AP	Eduphoria, Think Through Math, Stem Scopes, Thinking Maps, Title 1 funds, $22,300	2017-2018 school year; as data becomes available	STAAR Results, Lesson plans, Grade Book, Benchmarks	STAAR Results, Lesson Plans, Mastery of Content Assessments, Grade Book	PD CNA A C
1.2 Walsh Elementary will provide relevant and rigorous core content that is differentiated through the implementation of current instructional strategies that support individual student needs for success.	Campus Administration, Counselor, Teachers, Technology Personnel, GT Teacher, ESL Teacher, Dyslexia Specialist	Title II funds of $4634.00, Local Funds, Fundamental Five	2017-2018 school year	Lesson Plans, STAAR Results, Grade Level Collaborative Meetings	Student Engagment, STAAR Results, Federal Report Card	HQ A CNA
1.3 Walsh Elementary will integrate the use of instructional technology tools while implementing *The Fundamental 5* and Thinking Map Instructional Strategies to maximize student engagement and academic success.	Campus Administration, Campus staff, Technology Personnel, Special Education Staff	Classroom Technolgy Collaboration, Promethean Boards, Chromebooks, iPads and interactive boards	August 2017 – June 2018	RtI campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Walk Through Observations	T-TESS, Learning Walks, Thinking Map PD Sign-in sheets & Agendas,	PD C
1.4 Walsh Elementary will provide a variety of co-curricular activities, including UIL, Student Council, Runner's Club, Book Club, Spelling Bee, Maker Space, Choir and Ambassadors for enrichment with a high level of student participation.	Campus Administration, Campus staff	PE and UIL Teachers/Directors, Sponsors,	August 2017- June 2018	Enrollment numbers in activities, Rosters from programs, Calendar of Events, Organization Webpages	Increased attendance, academic achievements. UIL performance	PI C R/R

1.5 Walsh Elementary will provide support programs, including GT, ESL, Special Education, Dyslexia, and RtI programs to meet the diverse needs of all learners while specifically targeting our special populations.	Campus Administration, Counselor, Campus Staff	GT Specialists, Campus Staff, ESL Teacher & Staff 504, RtI Team,	August 2017 – June 2018	GT Differentiation documentation, RtI documentation, Progress Monitoring Data for Individual Students, LPAC Meeting Data Dialog Meeting Minutes	Special Ed, 504, GT annual reports, TELPAS reports, RtI documentation	C PI HQ T
1.6 Walsh Elementary will emphasize the importance of student attendance with the use of parent communication, attendance follow-up meetings, and student incentive program	Campus Administration Attendance Secretary Teachers	PTO Funds, TxEIS Attendance Letters, Parent Link, School Website, School Weekly Blast	August 2017 - June 2018	Incentive Program promotional materials, Parent Link Notification Records	Attendance Rate as reported by the state	PI C CNA
		AISD Attendance Guidelines				
1.7 Walsh Elementary will create opportunities for all students and staff to use developmentally appropriate technology in creative learning environments using the STEAM Studio, Science Labs, Collaborative and Work Stations	Campus Administration STEAM Studio Teacher, Campus Staff	STEAM Studio, Science Labs, Collaborative Work Stations, Grant Money, PTO Funds, Campus Technology Funds	August 2017 - June 2018	STEAM Studio and Science Lab reservations, lesson plans, walk through observation	Student Surveys, Parent & Teacher Climate Survey	TAPR CNA PI RS
1.8 Walsh Elementary administrator will review STAAR Alt 2 Participation Guidelines to ensure eligibility criteria is established prior to STAAR Alt 2 testing. Documentation will be turned in to the District Testing Coordinator along with the STAAR Alt 2 Campus Coordinator materials.	Campus Administration District Staff Special Education Staff	STAAR ALT 2 Documentation, Coordinator Material	August 2017- June 2018	Documentation, Training Sign In Sheets, Time Lines	Special Education Students, STAAR Alt 2 results	CNA TAPR STAAR Alt 2,

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Assessment: PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, STAAR = The State of Texas Assessments of Academic Readiness, TELPAS = Texas English Language Proficiency Assessment System , TAPR = Texas Academic Performance Report

District Priority #2: Safety – Mary D. & F. Howard Walsh Elementary Campus shall maintain a safe and orderly environment.						
Goal	**Person(s) Responsible**	**Resources**	**Benchmark Timeline**	**Evidence of Implementation**	**Evidence of Impact**	**Title I S.C.**
2.1 Walsh Elementary will create emergency communication procedures so that employees, students and parents are prepared to respond to an emergency situation at any time and maintain partnerships with local emergency preparedness agencies.	AISD Police, Campus Administration, Campus Staff, Technology, Maintenance/Operations, Emergency Response Team	AISD Police, Local First Responders, Local funds, Grants, Edwards Risk Management, School Nurse, Parent Link, Remind	June 2017 - July 2018	Written plans for each campus/district, Documentation of Drills, Safety Procedure Notebooks	Appropriate response if emergency occurs	CNA
2.3 Walsh Elementary will comply with all state and federal guidelines and pursue best practices in facility safety.	Campus Administration, Campus Staff, Site Based Committee	AISD Police/Maintenance, Edwards Risk Management	August 2017– July 2018	Written documentation demonstrating compliance	All buildings and procedures will meet regulations	CNA
2.4 Walsh Elementary will communicate, adhere to, and enforce the guidelines outlined in the Student Code of Conduct.	Campus Administration, Campus Imp. Com. (CIC), Campus Staff	PEIMS data	August 2017 – July 2018	Campus Discipline data in PEIMS,	Decreased discipline issues as documented in PEIMS	CNA
2.5 Walsh Elementary will implement appropriate safety programs and staff development such as Jenna's Law Training, Habits of Character Development, Morning Meeting and The Wellness Program, to ensure a safe environment for students, staff, substitutes, volunteers and visitors.	Campus Administration, Maintenance/Operations, Technology, Transportation, Child Nutrition, District Student Services counselor	SHAC, Title II $4634 Local funds, AISD Police, Edwards Risk Management, PE Health Curriculum	August 2017- June 2018 Cyber Safety Week Red Ribbon Week	Campus Calendar Campus Drill Documentation, Faculty & Student Habits of Character Training Heath Curriculum	Lesson Plans for Red Ribbon & Cyber Safety, Bullying Report Data	CNA PD

2.6 Walsh Elementary will provide age level appropriate programs to create awareness among students and their families about Internet safety, and responsible technology usage.	Campus Administration, Counselor, District Instructional Technologist, District Student Services Director, Teachers	SHAC, Guidance Program, Coffee Talks, Parenting University	August 2017- June 2018 Cyber Safety Week, Coffee Talks, Parenting University	Cyber Safety Week Events/Lessons, Coffee Talk Presentations, Parenting University Presentations, School Calendar	Discipline Data, Parent/Teacher Survey	PI CNA

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District Priority #3: Parents/Community – Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of Walsh Elementary.						
Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
3.1 Walsh Elementary will use different platforms to ensure communication to our parents and community including Walsh website, Facebook, Twitter, Weekly Walsh Parent Blast, Remind, Parent Link and Google Classroom as well as other platforms of communication for our community and will provide opportunities for training to utilize campus resources through Coffee Talks and training videos.	Campus Administration, Campus Staff, Campus Webmaster	IT Department District Website Federal & State Local funds, Social Media Sites	Aug 2017 – July 2018	Training dates, Documentation of communication methodology, Web status, Facebook & Twitter Feeds, Parent Link Records, Coffee Chat Sign In Sheets	Continuous increased communication methods, Parent feedback, Parent Survey	PI PD
3.2 Walsh Elementary will provide programs for parents/guardians and community members to volunteer and actively participate including a Volunteer Program, Site Based Planning Committee, STUCO, PTO, Watch DOGS, and Coffee Talks.	Campus Administration, Counselor, Campus Staff	Site Based Planning Committee, District Personnel SHAC State & local funds PTO Watch DOGS Parent Volunteers	Monthly 2017-2018	Campus Calendar of Events, Parent Volunteer Orientation Sign-In, Volunteer & Watch Dog Schedules, Coffee Talk Sign-In Sheets	Parental involvement at the campus level, Community feedback, Parent survey	PI
3.3 Walsh Elementary will provide public communication forum opportunities and work with parents to gain support for the mission and goals of the campus by facilitating Meet The Teacher, Title I Meeting, Open House, Site-Based Planning Committee, and Parent Conferences.	Campus Administration, Counselor, Campus Staff	Site-Based Planning Committee Local funds	August 2017- June 2018	Documentation of attendance at meetings, Calendar of events, Website	Attendance at public meetings, Sign-in sheet, News releases, Parent survey	PI

3.4 Walsh Elementary will continue to build positive relationships with parent and school organizations such as PTO, AdvoCats, Watch D.O.G.S. Program, volunteers and the Site Based Planning Committee.	Campus Administration, Campus Staff	PTO, Site-Based Committee, Watch D.O.G.S. Program, Local Funds, SHAC	Aug 2017 – July 2018	Parent Surveys	Parent Survey Results	PI

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District Priority #4 Human Resources – Walsh Elementary shall recruit, hire, train, and retain a highly qualified staff.						
Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
4.1 Walsh Elementary will maintain 100% fully certified and highly qualified staff.	Campus Administration	Local funds, Title I $5900 Title II $4634	August 2017- June 2018	Principal Attestation Report HQ Campus Reports	HQ Campus reports, Personnel records	HQ CNA R/R
4.2 Walsh Elementary will create a consistent structure of professional development for all employees, which includes a new teacher mentor program that aligns with AISD/campus instructional focus, supports new staff and meets the needs of our future-ready learners.	Campus Administration, Mentor Teachers, Teacher Leaders	Local funds Title II $ 4634	August 2017- June 2018	Calendar of Events, Sign in sheets, New Teacher Evaluations, Agendas	New Teacher Survey Results, Professional Progress Results, Teacher turnover, Exit surveys	CNA PD R/R
4.3 Walsh will develop and promote future leaders through multiple professional learning communities such as online PLNs, AISD professional Development Facilitation, AISD Teacher Leader cohort, Campus PLC's, School Committees, etc.	Campus Administration, School Committees	Title I $5900 Title II $ 4634	August 2017- June 2018	Professional Development Calendar, Sign-In Sheets, Agendas, Evaluations, Campus Mini-Staff Developments, PLC Meeting Agendas	Staff Development, Evaluations, Instructional Practices Observation, Walk through Data, Number of Campus/District Teacher Trainers, Teacher Leader Academy participation	PD R/R

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						Title I S.C.

District Priority #5 Financial/Facilities – Walsh Elementary shall exhibit excellence in financial and facility planning, management, and stewardship.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
5.1 Walsh Elementary will utilize a conservative approach to financial management in order to both manage campus finances and prepare for certain future staffing needs.	Campus Administration, Site-Based Committee CFO	District Funds Campus Funds, Local Funds, Title I $ 5900 , Title II $ 4634 funding	Aug 2017 – July 2018	Annual audits, Annual Budget Reports,	Campus Budget	CNA C
5.2 Walsh Elementary will be proactive in the maintenance and upkeep of the facilities.	Campus Administration Faculty & Staff CFO	Maintenance Staff, Custodial Staff,	Aug 2017 – July 2018	Maintenance Work Orders, Weekly Building Walk Data	Maintenance Data, Survey Results	PI
5.3 Walsh Elementary will identify and pursue new revenue opportunities through grants while nurturing current relationships.	Campus Administration, Campus Staff	Business Partners Education Foundation	Aug 2017 – July 2018	Documentation of approved revenue opportunities, Grant Documentation	Additional revenue	CNA C

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District Priority #6 Continuous Improvement – Walsh Elementary shall monitor and revise systems and processes to evaluate organizational effectiveness and customer satisfaction.						
Goal	**Person(s) Responsible**	**Resources**	**Benchmark Timeline**	**Evidence of Implementation**	**Evidence of Impact**	**Title I S.C.**
6.1 Walsh Elementary will annually evaluate the effectiveness of campus programs. (i.e. instructional, extracurricular, technology, remediation) to ensure effectiveness.	Campus Administrators, Site Based Team, Campus Staff	IT Department Campus Leadership Team	Aug 2017– July 2018	Annual Evaluation (i.e., survey, meetings with stakeholders) Improvement Plans, Individual Program Evaluations	Goals attained through the evaluation process	CNA PD C
6.2 Walsh Elementary will maximize the use of technology systems such as Raptor, Eduphoria, School Website, Google Classroom, Remind, AESOP, Parent Portal, Parent Link and Social Media to ensure effective internal communications.	Campus Administrators, Campus Leadership Team, Campus Staff	Campus Webmaster, Campus Personnel, IT Department	Aug 2017 – July 2018	School Website, Social Media Sites AESOP Eduphoria Parent Portal	Increase in automated internal systems, Increase ease of access to real time information.	CNA PD
6.3 Walsh Elementary will evaluate annual parent & teacher satisfaction surveys to develop improvement strategies.	Campus Administration, Campus Staff	IT Department District Administration	May 2018	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA
6.4 Walsh Elementary will establish departmental and campus-wide instructional focus areas and participate in professional learning to continuously improve.	Campus Administration Campus Teachers Campus Leadership Committee	Campus and District Administration, PD Resources, Title II $4634, Local Funds	May 2018	Professional Development Plan, PD Sign-In Sheets, Leadership Committee Agendas	Learning Walk Data, Evaluations, Survey Results	CNA PD RS

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