Celina Independent School District

Martin Elementary School

2024-2025 Goals/Performance Objectives/Strategies

Board Approval Date: October 21, 2024
Public Presentation Date: October 21, 2024

Mission Statement

The mission of Celina ISD, the destination district, is to provide a safe, caring, and collaborative learning environment for all students.

Motto

Paving the way for the future

Vision

Shaping the future by providing an educational model of innovation & excellence

Core Beliefs

Inspiring students and empowering minds

Excellence in all we do

Our traditions while embracing the future

Faith, family, & relationships

Respect, loyalty, & integrity

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Goals

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 1: Martin will increase the percentage of students involved in co-curricular and extra curricular activities at school. (BG2)

Evaluation Data Sources: Student rosters from after school clubs and UIL competitions
Spelling Bee participant list
House Leader and Ambassador application counts
Music event attendance sheets

Strategy 1 Details	Reviews			
Strategy 1: Martin will develop, implement and improve programs to meet the needs of all stakeholders such as:	**Formative**			**Summative**
Spelling Bee UIL events	**Oct**	**Dec**	**Mar**	**June**
House Leaders School Ambassadors House Program with House Parties and Positive Behavior Reinforcement Music programs for each grade level Participation in STEAM class College and Career Week After school offerings such as drama, soccer, and robotics Reading Night Math Night Winter Wonderland	N/A			

Strategy's Expected Result/Impact: Students will have opportunities to try new things, challenge themselves, practice leadership skills and give them exposure to career choices.
    Staff Responsible for Monitoring: Leadership Team
    Committees
    Specials Teachers
 	
    TEA Priorities:
    Connect high school to career and college				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 2: Martin Elementary students will have multiple opportunities to explore a range of careers. (BG4, HB3 CCMR)

    Evaluation Data Sources: College and Career Week activities
Student Feedback

Strategy 1 Details		Reviews			

Strategy 1: Martin will develop and host a college and career week with multiple opportunities for students to engage in activities that promote college and careers including the use of Xello.
    Strategy's Expected Result/Impact: Exposure to a variety of careers
    Staff Responsible for Monitoring: Counselor
 	
    TEA Priorities:
Build a foundation of reading and math, Connect high school to career and college
		Formative			**Summative**

		Oct	**Dec**	**Mar**	**June**
		N/A			
	0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 3: Martin will achieve an increase of 5% for the Meets Performance Standard on Math STAAR when compared to 2023-2024 results. (HB3 Math)

> **HB3 Goal**

> **Evaluation Data Sources:** STAAR Data
> Map Data

Strategy 1 Details	Reviews			
Strategy 1: Increase the math instructional skills of staff by training more educators in the use of Building Thinking Classrooms strategies and supporting the implementation of these practices across the campus. (ESSA - TII, HB3 Math)	**Formative**			**Summative**
	Oct	**Dec**	**Mar**	**June**
Strategy's Expected Result/Impact: Positive Outcomes for Students: - Improved critical thinking and problem-solving skills in math. - Increased student engagement and participation in math lessons. - Greater confidence in tackling complex mathematical problems. - Enhanced collaboration among students in the classroom. Positive Outcomes for Staff: - Expanded capacity of staff trained in effective math instruction strategies. - Improved instructional practices leading to higher student achievement. - Strengthened professional confidence and competence in teaching math. - Fostered a collaborative community of educators focused on innovative teaching techniques. **Staff Responsible for Monitoring:** Teaching and Learning Math Specialist Campus Administrators Instructional Coach **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** Building Thinking Classrooms - 255--Title II - $280	N/A			

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 4: Martin will achieve an increase of 5% for the Meets Performance Standard on Reading STAAR when compared to 2023-2024 results. (HB3 Literacy)

HB3 Goal

Evaluation Data Sources: STAAR Data
Map Data

Strategy 1 Details	Reviews			
Strategy 1: We will learn and implement strategies to support student written responses to improve student learning and achievement including using rubrics and the ratings of responses to inform instruction across content areas.	**Formative**			**Summative**
	Oct	Dec	Mar	June
Strategy's Expected Result/Impact: Improved student written responses in all content areas. **TEA Priorities:** Build a foundation of reading and math	N/A			

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 1: Martin will establish and implement a variety of leadership opportunities for staff members through Guiding Coalition, Committee Chair Leaders, House Leaders, Mentors and Anchor Teachers, and District Leaders. (BG3)

Evaluation Data Sources: Design Time Agendas
Martin Meet Up Agendas (PD)
Mentor Logs

Strategy 1 Details	Reviews			
Strategy 1: A Design Time cycle will be utilized to assist teams in creating and analyzing formative assessments and in using assessment data to determine intervention/extension/grade level groups to meet student needs.	**Formative**			**Summative**
	Oct	**Dec**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased teacher capacity to determine and respond student needs Increase student learning and achievement **Staff Responsible for Monitoring:** admin, IC, teacher teams **ESF Levers:** Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
Strategy 2: Campus administrators will use walkthrough and evaluations to give teachers coaching feedback in order to improve teacher capacity and identify areas for individual, team, or campus professional development.	**Formative**			**Summative**
	Oct	**Dec**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased teacher capacity Improved student learning and achievement **Staff Responsible for Monitoring:** Campus administrators **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 5: Effective Instruction				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 2: Martin will recruit, hire, and retain highly qualified staff who will positively impact student learning and achievement. (BG5)

    Evaluation Data Sources: Staff Retention Rates
Staff Feedback from EOY

Strategy 1 Details	Reviews			
Strategy 1: Martin will support new teachers through coaching, use of mentors, monthly just-in-time learning at the campus level, frequent walkthroughs, and utilization of the PLC collaborative structure.	**Formative**			**Summative**
Strategy's Expected Result/Impact: New teachers will have the support they need to be successful. Teachers who are confident in their practices. Teachers will not feel overwhelmed as information is chunked as needed. **TEA Priorities:** Recruit, support, retain teachers and principals	**Oct**	**Dec**	**Mar**	**June**
	N/A			

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 3: Independent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

Performance Objective 1: Martin Elementary will build the leadership capacity of teachers and staff. (BG3)

Evaluation Data Sources: Retention rate of teachers
Leadership Opportunities for teachers
Increased capacity of teachers

Strategy 1 Details		Reviews		
Strategy 1: Martin will build a Guiding Coalition to assist in shared decision making and lead the work of our Professional Learning Community. As part of our work, we will learn strategies to lead teams, come to consensus, develop and maintain norms, address conflict, and make decisions.	**Formative**			**Summative**
	Oct	**Dec**	**Mar**	**June**
Strategy's Expected Result/Impact: Shared Leadership which leads to positive culture High Functioning Teams which will impact student achievement **Staff Responsible for Monitoring:** Guiding Coalition **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	N/A			
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 3: Independent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

Performance Objective 2: Martin Elementary will inspire, empower, and equip leaders who strive to make the community a better place. (BG1)

Evaluation Data Sources: Number of students participating
Opportunities provided to make a community impact
House Leaders and Ambassador programs

Strategy 1 Details	Reviews			
Strategy 1: Martin will inspire, equip and empower students to make a difference in the community by participating in events such as the food drive and collections that benefit various local organizations such as the fire department, library, and pet shelter.	**Formative**			**Summative**
	Oct	**Dec**	**Mar**	**June**
Strategy's Expected Result/Impact: Students who show care and compassion for their communities **Staff Responsible for Monitoring:** House Leaders Guiding Coalition	N/A			
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				