

Hillsboro Independent School District

Hillsboro Elementary School

2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

Preparing Today's Students for Tomorrow's World

Vision

Hillsboro ISD - the Choice for Student Success

Belief Statements

We believe in:

E - Enrichment, Engagement, Encouragement for the whole child

A - All students who can achieve through differentiation

G- Growing relationships with open communication

L - Lifelong learners who take responsibility

E- Establishing high expectations

S - Safe and supportive environments

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Goals

Goal 1: HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade-level expectations, commensurate to individual capabilities.






Performance Objective 1: All campus student sub-groups will meet or exceed the highest level of academic performance and meet target goals measured by local assessments.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>1) Provide professional development, resources, and support for a TEKS aligned curriculum across all content areas.</p>	2, 4	Principal, Assistant Principal, Grade Chairs, Department Chairs, Teachers	<p>Training agendas, PLC's, walk-throughs, lesson plans, vertical alignment meetings</p> <p>Better aligned curriculum should lead to increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1</p> <p>2) Provide and support programs to meet the needs of gifted/advanced students through differentiated instruction, pull out programs, and extracurricular programs.</p>	1, 2	Principal, Assistant Principal, Grade Chairs, Department Chairs, Teachers	<p>Training agendas, PLC's, walk-throughs, lesson plans, vertical alignment meetings.</p> <p>Better meet the needs of gifted students.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>3) Support the full implementation of a balanced literacy program including Neuhaus Language Enrichment, Empowering Writers and guided reading.</p>	1, 4, 9	Principal, Assistant Principal, Grade Chairs, Department Chairs, Teachers	<p>Training agendas, PLC's, walk-throughs, lesson plans, vertical alignment meetings, Family Literacy Night</p> <p>Improved literacy skills across all grade levels.</p>			
Funding Sources: Federal, State, Local - \$0.00						

<p>System Safeguard Strategy Critical Success Factors CSF 2</p> <p>4) Provide and support data conferences to monitor growth of students.</p>	1, 8	Principal, Assistant Principal, Grade Chairs, Department Chairs, Teachers	Walk-throughs, T-TESS, observation reports, NWEA data, data reviews, PLC agendas, SST documentation meetings Increased academic performance on CBAs and NWEA screenings.			
Funding Sources: Federal, State, Local - \$0.00						
<p>System Safeguard Strategy Critical Success Factors CSF 2</p> <p>5) Effectively monitor academic progress and provide appropriate interventions to all students in danger of not meeting required grade level performance standards.</p>	8, 9	Principal, Assistant Principal, Tier II Teachers, Teachers	SST meetings, NWEA data, intervention logs, Neuhaus Skills Check data, Tier 2 Compass Math Lab, Tier 2 Reading, ESL pull out, Eagle's Nest tutoring Better understanding of RTI process and how to meet struggling student's needs.			
Funding Sources: Federal, State, Local - \$0.00						
<p>System Safeguard Strategy Critical Success Factors CSF 2</p> <p>6) Teachers will create curriculum-based assessments to evaluate the student expectations and TEKS. Student progress will be monitored and communicated through a standards-based report card.</p>	8, 9	Principal, Assistant Principal, Teachers	Assessments, report card, PLC agenda, parent conferences Accurate reporting of student performance to parents/guardians.			
Funding Sources: Federal, State, Local - \$0.00						
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>7) All teachers will engage in deep analysis of the student expectations through the backwards design process to increase teacher effectiveness and student achievement.</p>	8, 9	Principal, Assistant Principal, Classroom Teachers	Assessments, lesson plans, PLC agendas, grade-level meeting agendas, TEKS form Plan and provide effective lessons that meet the depth and complexity needed for all SEs.			
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2</p> <p>8) Provide intervention programs for at-risk students. Provide tier two support for students with significant gaps in reading and/or math.</p>	7, 9	Principal, Assistant Principal, Counselor, Tier II Teachers, Classroom Teachers	Level two intervention records, Neuhaus Skills Check, SST meeting records, record of at-risk students Improvement academic achievement across all grade levels.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>9) Provide professional development on integrating technology to increase administrative, teaching, and student effectiveness.</p>	3, 4	Principal, Assistant Principal, Director of Instructional Technology, Teachers	Technology Facilitator's reports, increased performance on the STAR report, walk-throughs, training agendas Further implementation of technology usage.			
Funding Sources: Federal, State, Local - \$0.00						


<p>System Safeguard Strategy Critical Success Factors CSF 4 CSF 7</p> <p>10) Promote design of meaningful and authentic learning experiences that are aligned to the TEKS and include student choice, interest, technology integration, and real world relevancy in order to transform students into creative thinkers.</p>	9	Principal, Assistant Principal, Grade Level Chairs, Department Chairs, Teachers	Lesson plans, walk-throughs, Eagle Expo of Excellence, PLC agendas, team meeting agendas, Design Team agendas Increased academic achievement across all grade levels.			
Funding Sources: Federal, State, Local - \$0.00						
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2</p> <p>11) To increase teacher and student effectiveness, the Student Support Team (SST) will implement a systemic approach to monitor and support instruction through analyzing data, evaluating the implementation of researched-based interventions, and planning collaboratively.</p>	7, 9	Principal, Assistant Principal, Counselor, Classroom Teachers	SST meetings log, intervention logs Effective use of RTI process to meet struggling student's needs.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1</p> <p>12) Provide additional classroom support for ELL students, through the utilization of an ESL Coordinator to model lessons.</p>	1	Principal, Assistant Principal, ESL Coordinator	Campus schedule, Walk-throughs, lesson plans Improved ELL student achievement and an increase in successful exiting of language program.			
<p>Critical Success Factors CSF 1 CSF 2</p> <p>13) Provide effective summer school program for all ELL students who will be entering Kinder and First Grades.</p>	1	Principal, Assistant Principal, Classroom Teachers, ESL teachers	Summer School Plan, Report Cards, Achievement Data			
<p>Critical Success Factors CSF 1</p> <p>14) To increase achievement of Special Education students, teachers will collaborate to develop measurable goals, select appropriate modifications and accommodations and hold efficient and effective ARD meetings.</p>	1	Principal, Assistant Principal, Special Education teachers, Classroom teacher	SEAS documents, Schedules and agendas for Staffing Meetings Increased academic achievement of Special Education students.			
<p>Critical Success Factors CSF 7</p> <p>15) Provide time for Special Education staff to collaborate with general education staff and provide access to all curriculum resources and tools.</p>	1	Principal, Assistant Principal, Special Education teachers, General Classroom teachers	Schedules for Staffing meetings, collaboration documentation, lesson plans			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: HISD has highly qualified and effective personnel.

Performance Objective 1: Hillsboro Elementary will maintain high quality, effective teachers and paraprofessionals.

Evaluation Data Source(s) 1:

Summative Evaluation 1:






Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
Critical Success Factors CSF 7 1) Maintain high quality teachers and paraprofessionals.	3	Principal	Walk-throughs and Observations, Professional Development records, student success Decrease in turnover of high performing staff members.			
Funding Sources: Federal, State, Local - \$0.00						
						

Goal 2: HISD has highly qualified and effective personnel.

Performance Objective 2: Hillsboro Elementary will reduce the faculty turnover rate by 20% by providing support to new teachers.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 6 CSF 7</p> <p>1) Provide an effective teacher induction and mentoring program that provides on-going support to improve teaching and performance.</p>	3, 4	Principal, Assistant Principal, Mentors	<p>Training agendas and sign-in sheets, mentor assignment rosters, cluster meeting feedback, results of new teacher surveys</p> <p>Decrease of new teachers leaving the campus after the first 1-5 years.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>2) Continue administration of HISD teacher applicant perception tool, core beliefs alignment, and committee interview process.</p>	3	Principal, Assistant Principal, Interview Committee	<p>Copy of perception tool, hiring data records, interview records</p> <p>Quality applicants hired and reduction in turnover.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 6 CSF 7</p> <p>3) Provide time for professional learning communities to deepen collaboration and improve teacher effectiveness. Teams will use protocols, goals, and collegial conversations to design engaging lessons.</p>	3, 4	Principal, Assistant Principal, Department Chairs, Grade-Level Chairs	<p>PLC agendas, lesson plans</p> <p>Increase effective collaboration and design of engaging lessons.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 6 CSF 7</p> <p>4) Provide mentors and mentees training and time to collaborate, complete observations, and follow up with reflections.</p>	3, 4	Principal, Assistant Principal	<p>Training agendas and sign-in sheets, mentor/mentee assignments, schedule of classroom observations, cluster groups</p> <p>Increase effective new teacher performance.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						


Goal 3: HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

Performance Objective 1: Hillsboro Elementary will foster safe learning environments that allow for student success and safety.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Continue to ensure a safe, orderly, and disciplined environment through review/revisions to the following: Schoolwide Discipline Plan, Student Code of Conduct, Student Handbook, Conscious Discipline - Safe Place</p>		Principal, Assistant Principal, Counselor, Teachers, Support Staff	Discipline referrals, teacher documentation Continue to provide safe and effective schools for all staff.			
	Funding Sources: Federal, State, Local - \$0.00					
<p>Critical Success Factors CSF 6</p> <p>2) Implement the use of Restorative Practices to support positive campus behaviors.</p>	3	Principal, Assistant Principal, Support Staff	Discipline referrals, Time-Out/ISS documentation logs, Restorative Practice questions Improved behavior and academic performance.			
	Funding Sources: Federal, State, Local - \$0.00					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Provide assemblies with special speakers stressing character development and drug awareness (Red Ribbon Week).</p>		Principal, Assistant Principal, Counselor	Schedules, Red Ribbon Week activities, annual report, budget records Increased awareness of healthy choices and positive behaviors.			
	Funding Sources: Federal, State, Local - \$0.00					
<p>Critical Success Factors CSF 6</p> <p>4) Hillsboro Elementary staff will be encouraged to wear an ID badge.</p>		Principal, Assistant Principal, Staff	Evidence of expectations and usage for all campus staff Increased number of staff wearing ID badges.			
	Funding Sources: Federal, State, Local - \$0.00					






Critical Success Factors CSF 6 5) To emphasize character development and civic responsibility, we will provide guidance lessons to all classrooms on a regular basis addressing: bullying, monthly character traits, positive energy, self-esteem, and conflict resolution.	Principal, Assistant Principal, Counselor	Guidance schedule, lesson plans Improved relationships among students and strong positive culture on campus.			
	Funding Sources: Federal, State, Local - \$0.00				
Critical Success Factors CSF 6 6) Guidance and Counseling Needs Assessments will be utilized to plan counseling interventions that address student needs.	Principal, Assistant Principal, Counselor	Guidance schedule, lesson plans Provide student counseling interventions to students as needed.			
	Funding Sources: Federal, State, Local - \$0.00				
Critical Success Factors CSF 6 7) Post welcome signs on the front door in English and Spanish instructing visitors to sign in at the office.	Office Staff	Observation, sign-in logs Increased safety in the building with all visitors signed in.			
	Funding Sources: Federal, State, Local - \$0.00				
Critical Success Factors CSF 6 8) Continue to lock all doors, except the front door, during the school day.	Principal, Assistant Principal, Counselor, Janitorial Staff, Teachers, Support Staff	Observation, frequent checks Increased safety in the building.			
	Funding Sources: Federal, State, Local - \$0.00				
Critical Success Factors CSF 6 9) Conduct crisis support training for staff in coordination with SRO.	Principal, Assistant Principal, Counselor, SRO, Staff	Schedule for training, sign-in sheets, handouts Increase knowledge of safety procedures.			
	Funding Sources: Federal, State, Local - \$0.00				
Critical Success Factors CSF 6 10) Conduct routine fire and tornado evacuation drills.	Principal, Assistant Principal, Counselor, Staff, Students, Fire Dept.	Reports Increased knowledge of safety procedures.			
	Funding Sources: Federal, State, Local - \$0.00				
Critical Success Factors CSF 5 CSF 6 11) Require background checks for all volunteers and visitor badges.	Principal, Assistant Principal, Counselor	Cleared-volunteer list Increased safety in the building.			
	Funding Sources: Federal, State, Local - \$0.00				
					

Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 1: Hillsboro Elementary will provide parent and community involvement opportunities.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Provide opportunities for parents to volunteer in the classroom and extracurricular activities to help support the school.</p>	6	Principal, Assistant Principal, Counselor, Librarian	<p>Number of volunteer hours</p> <p>Increase external and internal communication capacity.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>2) Provide opportunities for community members to share career, wellness, and curriculum enhancing information.</p>	6	Principal, Assistant Principal, Counselor, Office Staff, Teachers	<p>Lesson plans and newsletters</p> <p>Increase external and internal communication capacity.</p>			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 2: Hillsboro Elementary will provide opportunities for stakeholders (parents, community, business, and school personnel) to participate in planning.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) HES will continue to solicit input from all stakeholders to plan and make recommendations for campus improvement.</p>	6	Principal, Assistant Principal, Counselor	<p>Surveys, Campus Improvement Committee meeting minutes</p> <p>Increase communication effectiveness and input from community.</p>			
Funding Sources: Federal, State, Local - \$0.00						
						


Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 3: Hillsboro Elementary will increase community awareness of school related issues and activities.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Continue to run articles and pictures of students in the newspaper and on social media for achievement awards, accolades and other special acknowledgements.</p>	6	Principal, Assistant Principal, Counselor, Office Staff, Teachers	Newspaper articles, Twitter, Facebook Increased parent and community communication.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>2) Educate parents about the importance of parental involvement in the academic success of students by providing letters home and by parent involvement meetings.</p>	6	Principal, Assistant Principal, Counselor, Parent Liaison, Teachers	Parent sign-in sheets, copies of letters to parents, agendas from parent meetings, Watch D.O.G.S. Increased parent and community communication.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>3) Collaborate with PTA to increase parental involvement in organizational activities.</p>	6	Principal, Assistant Principal, Counselor	Agenda from PTA meetings, schedules of meetings and events Increased parent and community communication.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>4) Provide a translator for parent conferences, calling parents, etc.</p>	6	Principal, Assistant Principal, Counselor, Staff	sign-in sheets, parent conference logs Increased parent and community communication.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>5) Provide translations of written communications as needed for parents.</p>	6	Principal, Assistant Principal, Counselor, Staff	Copies of letters sent home Increased parent and community communication.			
Funding Sources: Federal, State, Local - \$0.00						






<p align="center">System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 5</p> <p>6) Provide on-going communication with parents through: parent conferences, e-mails, phone calls, progress reports, report cards, monthly calendars, monthly newsletters, communication folders, and social media.</p>	6	Principal, Assistant Principal, Counselor, Staff	Copies of progress reports/report cards, parent-communication logs, campus newsletters, social media website observations Increased parent and community communication.			
Funding Sources: Federal, State, Local - \$0.00						
						

Goal 5: HISD has a variety of successful extracurricular opportunities.

Performance Objective 1: Hillsboro Elementary will continue to provide quality extracurricular organizations and programs to students in academics and fine arts.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 4 CSF 6</p> <p>1) Provide opportunities to participate in extracurricular activities.</p>		Principal, Music Teacher, Art Teacher, Rhythm Rascal Coordinator, Reading Rascal & Math Monsters Coordinators, Staff	Schedule of events, rosters of student participation, observations, Math Monsters, Rhythm Rascals, Reading Rascals Improved extracurricular activities and increased membership in activities.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Provide opportunities for all students to participate in musical programs for the student body, parents, and community.</p>		Principal, Music Teacher, Classroom Teachers	Schedule of events, observations Increased participation in musicals.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 4</p> <p>3) Provide opportunities for all second grade students to participate in academic UIL.</p>		Principal, UIL Coordinator, Staff	Schedule of events, rosters of student participation, performance results Maximum student participation and performance.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 4</p> <p>4) Provide daily opportunities for all students to participate in rigorous physical activities.</p>		PE Teachers, Principal, Assistant Principals	Lesson plans and observations Increased healthy behaviors.			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						






Goal 6: HISD has outstanding campuses working towards superior levels.

Performance Objective 1: Hillsboro Elementary will transform systems to more effectively prepare students with future-ready skills, and empower students and staff to be productive 21st Century Members.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 6 CSF 7</p> <p>1) Utilize district and campus teams to build capacity for profound learning and foster a shared understanding for transformation.</p>	4	Principal, Assistant Principal, Counselor, Staff	<p>Agendas of meetings, belief statements, observations, review campus culture, surveys, PLC agenda/meeting notes</p> <p>Increased culture and understanding that schools are learning organizations for all.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 5</p> <p>2) Communicate academic expectations to students and parents.</p>	6	Principal, Assistant Principal, Counselor, Staff, Teachers	<p>Teacher and Student Handbook, published list of expectations, standards based report cards, report card six weeks and yearly rubrics, parent conferences</p> <p>Better understanding of student expectations.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>3) Teacher effectiveness will be monitored through classroom walk-throughs and observations, and needed actions will be taken to ensure success.</p>	3	Principal, Assistant Principal, Mentors	<p>T-TESS reports, classroom visits</p> <p>Better understanding of teacher needs and performance.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 4</p> <p>4) Students will participate in career education and awareness activities,</p>		Principal, Assistant Principal, Staff, Nurse	<p>Improved student performance, career day at HIS, red ribbon week, health and safety speakers, guest speakers from different careers (second grade), GATE</p> <p>Greater awareness of career opportunities.</p>			
Funding Sources: Federal, State, Local - \$0.00						

<p align="center">Critical Success Factors CSF 7</p> <p>5) Provide differentiated professional development on integrating 21st Century technology skills into instruction management while increasing teacher's expertise of technology integration into teaching and learning.</p>	4	Technology department, Leadership Team	Agenda from trainings, increased performance on the STAR report, walk-throughs, lesson plans, tech time Increased utilization of technology integration on campus.			
Funding Sources: Federal, State, Local - \$0.00						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Provide professional development, resources, and support for a TEKS aligned curriculum across all content areas.
1	1	3	Support the full implementation of a balanced literacy program including Neuhaus Language Enrichment, Empowering Writers and guided reading.
1	1	4	Provide and support data conferences to monitor growth of students.
1	1	5	Effectively monitor academic progress and provide appropriate interventions to all students in danger of not meeting required grade level performance standards.
1	1	6	Teachers will create curriculum-based assessments to evaluate the student expectations and TEKS. Student progress will be monitored and communicated through a standards-based report card.
1	1	7	All teachers will engage in deep analysis of the student expectations through the backwards design process to increase teacher effectiveness and student achievement.
1	1	8	Provide intervention programs for at-risk students. Provide tier two support for students with significant gaps in reading and/or math.
1	1	10	Promote design of meaningful and authentic learning experiences that are aligned to the TEKS and include student choice, interest, technology integration, and real world relevancy in order to transform students into creative thinkers.
1	1	11	To increase teacher and student effectiveness, the Student Support Team (SST) will implement a systemic approach to monitor and support instruction through analyzing data, evaluating the implementation of researched-based interventions, and planning collaboratively.
4	3	6	Provide on-going communication with parents through: parent conferences, e-mails, phone calls, progress reports, report cards, monthly calendars, monthly newsletters, communication folders, and social media.
6	1	2	Communicate academic expectations to students and parents.