

Garland TSSA	Total Allocated	\$89,370								
Goal # Action Step #	List Expense Here	Total	Salaries 100	*1.0725 NonCont *1.3134 Cont Employee Benefits 200	Purchased Professiona I & Tech Services 300	Other Purchased Services 500	Travel 580	Supplies and Materials 600	Property Including Equipment 700	Other 800
Goal #1 /#2 Step #1	TSSA Para [1]	\$7,294.80	\$6,786.00	\$508.80					Not allowed	Not allowed
Goal #1 /#2 Step #1	TSSA Para	\$14,588.00	\$13,572.00	\$1,016.00					Not allowed	Not allowed
Goal #1 /#2 Step #1	TSSA Para	\$14,588.00	\$13,572.00	\$1,016.00					Not allowed	Not allowed
Goal #1 /#2 Step #1	TSSA Para	\$14,588.00	\$13,572.00	\$1,016.00					Not allowed	Not allowed
Goal #1 /#2 Step #1	TSSA Para [2]	\$12,912.00	\$11,719.50	\$1,192.50					Not allowed	Not allowed
Goal #1 /#2 Step #1	TSSA Para [3]	\$8,510.00	\$7,917.00	\$593.00					Not allowed	Not allowed
Goal #1 /#2 Step #3	Teacher Subs for Teacher Learning	\$5,000.00			\$5,000.00				Not allowed	Not allowed
Goal #1 /#2 Step #3	Teacher Incentives(5% of \$89,370	\$3,050.00						\$3,050.00	Not allowed	Not allowed
Goal #1 Step #4	Guiding Coalition	\$1,313.10	\$1,000.00	\$313.10					Not allowed	Not allowed
Goal #1 /#2 Step #10	Student Council Advisor	\$1,313.10	\$1,000.00	\$313.10					Not allowed	Not allowed
Goal #1 /#2 Step #10	AM Library Hours (60 hours)	\$1,072.50	\$1,000.00	\$72.50					Not allowed	Not allowed
Goal #1 Step #4	Team Leader	\$656.70	\$500.00	\$156.70					Not allowed	Not allowed
Goal #1 Step #4	Team Leader	\$656.70	\$500.00	\$156.70					Not allowed	Not allowed
Goal #1 Step #4	Team Leader	\$656.70	\$500.00	\$156.70					Not allowed	Not allowed
Goal #1 Step #4	Team Leader	\$656.70	\$500.00	\$156.70					Not allowed	Not allowed
Goal #1 Step #4	Team Leader	\$656.70	\$500.00	\$156.70					Not allowed	Not allowed
Goal #1 Step #4	Team Leader	\$656.70	\$500.00	\$156.70					Not allowed	Not allowed
Goal #2 Step #6	Math Materials	\$1,150.00						\$1,150.00	Not allowed	Not allowed
Goal #1 Step #6	95% Phonics Core Materials	\$25,000.00						\$25,000.00	Not allowed	Not allowed
		\$0.00							Not allowed	Not allowed
		\$0.00							Not allowed	Not allowed
	Total Subcategories	\$114,319.70	\$73,138.50	\$6,981.20	\$5,000.00	\$0.00	\$0.00	\$29,200.00	Not allowed	Not allowed
	24-25 FINAL EXP	\$123,180.29	\$64,336.55	\$6,417.49	\$5,722.20	\$19,947.71		\$26,756.34		

## Goal 1- ACTION PLAN

**Goal 1- ACTION PLAN: Our goal is to increase proficiency of all Garland student's literacy to 95% on grade level by 2027. Our 2024-2025 action plan will increase literacy performance across all grade levels, moving us toward the 95% mark.** 81% of kindergartners will blend 10 or more Whole Words Read. 66% of first graders will read 47 WPM AND with 90% Accuracy. 80% of second graders will read 87 WPM AND with 97% Accuracy. 83% of third graders will read 100 WPM AND with 97% Accuracy. 85% of fourth graders will read 115 WPM AND with 98% Accuracy. 82% of fifth graders will read 130 WPM AND with 99% Accuracy.

### Tasks/Activities

*What specific tasks/activities will need to be done to help reach your goal?*

1. Paraprofessionals will be hired to support behavior and reteach tier 1 instruction and provide small-group tier 2 and tier 3 instruction. Weekly training for paraprofessionals by coach on: classroom management, program implementation, and LETRS instruction.

2. Use adopted tier 1 programs (SuperKids and Wonders) and LETRS Instruction to improve literacy instruction.

3. Coaching cycles, training and feedback for paraprofessionals and teachers to improve instruction and program implementation.

4. Teams will align daily schedules to include the literacy block outlined in SB-127, prioritizing regular collaboration and data discussion to facilitate appropriate response to intervention.

5. Progress monitoring will be performed as required throughout the year. Pathways of Progress goals will be set and monitored.

6. We will purchase needed materials for the 95% core phonics routine for grades 2-5.

### Review your progress with your leadership team once each trimester.

Trimester Updates:	Date of Review	Measurement Used	Comments
Trimester 1:	Friday Collaboration 1 x month	Acadience/RISE data, PSI data	1st-2nd grade might be moving too slowly and need to consider how they can better align with the district. 3-5 have a lot of questions about how to implement new RISE expectations, but Jeff Morris has been wonderful to answer our questions.
Trimester 2:	MOY Deep Dive after each team finished MOY testing	Acadience MOY data	2nd grade is not making it. I have directed Lori Jacobson to give explicit guidance to my 2nd grade team to see where we can make gains. They are not happy with me, but I feel like we have got to push past our own bias and ideas and take expert advice.
Trimester 3:	EOY Data Dive in RTI mtg. 5/23/25	Acadience EOY data	Because our goal was focused on blue in both accuracy and fluency, the data was very discouraging as we looked

**Procedures for evaluating success in reaching this goal. What summative evidence will be used to show you reached this goal on the final report?** Individual student progress as well as whole class projections will be reviewed in weekly collaboration meeting. Areas of concern will be targeted at MOY to ensure para support is being used where it is most needed. Acadience MOY and EOY data will be used as evidence for achieving our goal. \*\*\*We implemented this plan with as much fidelity as we could. We met every Friday with every grade level and really tried to dig into which kids were/were not moving and why.

**Final Report- Complete after January 15 of the following year. What were the results?** 82% of kindergartners can blend 10 or more Whole Words Read (-6% of our goal). This shows growth from last year's performance on whole words read, but not quite reaching our goal.

47% of first graders can read 47 WPM and 43% could read with 90% Accuracy. Only 23% (-46%) could do both. This was a frustrating statistic because 59% of our 1st graders were blue composite. We learned a lot by stretching for this goal.

27% of second graders can read 87 WPM AND with 97% Accuracy. The overall blue composite was 56%, which is much higher. But neither marker gets us to our combined fluency and accuracy of 80% (-43%)

21% of third graders can read 100 WPM AND with 97% Accuracy. The overall blue composite was 55%. This is significantly lower than our goal of 83% (-62%)

16% of fourth graders can read 115 WPM AND with 98% Accuracy. Overall Blue composite was 78% though, so it is very unusual that only 16% were blue combined on Fluency and Accuracy. (-69%)

14% of fifth graders can read 130 WPM AND with 99% Accuracy. Overall Blue composite was 63%, so again, it is very frustrating that only 14% were blue combined on Fluency and Accuracy. (-68%).

**GOAL NOT MET.**

## Goal 1- ACTION PLAN

**Goal 2: We will increase proficiency of Acadience math scores in K-3 from EOY 2024 to EOY 2025 by 5%. We will reduce Office Referrals and Minor Incidents in Educator's Handbook from EOY 2024 to EOY 2025.**

### Tasks/Activities

*What specific tasks/activities will need to be done to help reach your goal?*

1. Paraprofessionals will be hired to support behavior and reteach tier 1 instruction and provide small-group tier 2 and tier 3 instruction. Weekly training for paraprofessionals by coach on: classroom management and program implementation.

2. Use adopted tier 1 math program, HMH, with regular progress monitoring throughout the year.

3. Coaching cycles, training and feedback for paraprofessionals and teachers to improve instruction and program implementation.

4. Behavior paras will help manage the PBIS Bear Pride program, report to staff on results and support teacher with student behaviors as needed.

5. 5th grade Students will be given multiple leadership opportunities to help motivate them to use appropriate behavior.

6. Provide consulting service from an expert teacher (Amy Frandsen) and purchase her customized manipulatives that support Acadience Math testing preparation.

### Review your progress with your leadership team once each trimester.

Trimester Updates:	Date of Review	Measurement Used	Comments
Trimester 1:	Friday Collaborations 1 x month	Acadience benchmarks	We are reminding teachers regularly to make sure they are not neglecting math! It matters too!
Trimester 2:	Friday Collaborations 1 x month	Acadience MOY math data	Kinder moved from 40% to 56% at or above benchmark. 1st grade moved from 51% to 76% at or above benchmark. 2nd grade moved from 38% to 50% at or above Benchmark. 3rd grade moved from 68% to 67% at or above benchmark, which puts them as my team that lost ground in math.
Trimester 3:	5.23.25	Acadience EOY math data and EH data	Reviewed EOY data to find successes and document what changes worked and what we still need to tweak.

**Procedures for evaluating success in reaching this goal. What summative evidence will be used to show you reached this goal on the final report?** Individual student progress as well as whole class projections will be reviewed in weekly collaboration meeting. Areas of concern will be targeted at MOY to ensure para support is being used where it is most needed. Acadience MOY and EOY data will be used as evidence for achieving our goal in reading and math. ACADIENCE Math scores. \*\*\*We don't look at math data as often as we look at literacy. I feel this is an area of weakness that we need to improve upon.

### Final Report- Complete after January 15 of the following year. What were the results of your Efforts? TSSA goal #2 Math and Behavior

K Boy to Eoy 24-25= 38%- 79%. \*\*\*I made a mistake here! We didn't have Acadience Math data for 23-24 for Kindergarten because they weren't using that program, so I just showed the growth from BOY to EOY.

1st growth 23-24 to 24-25= +15% (66% to 81%) We met our goal! Yes!

2nd growth 23-24 to 24-25= +2% (72% to 74%) We grew, but not enough to say we met our goal. No, we did not meet it.

3rd growth 23-24 to 24-25= -1% (75% down to 74%) We did not meet our goal. This team works really hard and fights for every student, so I am hopeful that we will see greater success moving forward.

Educator's Handbook (Behavior Goal): 23/24 school year had 299 Office Referrals and 816 Minor Offenses vs. 24/25 school year with 214 Office Referrals and 717 Minor Offenses. We meet our goal and decreased both office referral and minor incidents. This is an interesting statistic. YES. We met our goal, but, I wonder if we just recorded less incidents or if we actually improved behavior. Quantitatively, it looks like we did.

[1] Half from  
SLT

[2] Move to TSSA

[3] Move to TSSA