

Hillsboro Independent School District
Franklin Elementary School
2016-2017 Goals/Performance Objectives/Strategies

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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: Franklin Elementary students will meet or exceed the highest level of academic performance as determined by local and state accountability measures.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Provide professional development, resources, and support for a PreK guidelines aligned curriculum.</p>	4	PreK Coordinator, Grade Chair, Teacher Leaders	Training agendas, PLC's, walk-through, lesson plans, YAG, professional development sign in sheets and certificates			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Support programs to meet the needs of advanced students through differentiated instruction, pull out programs, and academic competition.</p>	1, 2	PreK Coordinator, Grade Chair, Teacher Leaders	Lesson plans and academic competition rosters (Destination Imagination)			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Support data conferences with campus and district leadership and ensure data is used to inform and monitor student performance growth.</p>	1, 8	Superintendent, PreK Coordinator, Teachers	Schedule of meetings, CIRCLE data reports, checklists, report cards			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1</p> <p>4) Provide coordinated intervention programs for at-risk students that will focus on assessed individual needs of students.</p>	2, 7, 9	PreK Coordinator, Teachers	Lesson plans, intervention schedule, intervention logs, CIRCLE progress monitoring data, checklist, report cards			
Funding Sources: Federal, State, Local						
<p>5) Provide a full day prekindergarten program for all students.</p>	2, 3, 7	PreK Coordinator, Office Staff, Teachers	Enrollment and attendance records, PreK grant			
Funding Sources: Federal, State, Local						


6) Provide ongoing support of the Texas School Ready online curriculum along with the CLI Engage and ensure all ten components of the prekindergarten guidelines are addressed.	7, 10	PreK Coordinator, Teachers	Lesson plans, certificates, meeting agendas and sign in sheets, PreK grant compliance submissions.			
7) Promote design of meaningful and authentic learning experiences that are aligned to the standards and include student choice, interest, technology integration, and real-world relevancy.	2, 9	PreK Coordinator, Teachers	Lesson plans, e-portfolios, Eagle Expo of Excellence, team meetings, observations, and walkthroughs			
Funding Sources: Federal, State, Local						
State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 7	1, 4, 9, 10	PreK Coordinator, Teachers	PD certificates and agendas, lesson plans, observations			
8) Support culturally responsive teaching and pedagogy through professional development and awareness.	Funding Sources: Federal, State, Local					
State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 4	1, 4	ELL Coordinator, PreK Coordinator, Teachers	Class schedules and observations			
9) Ensure intensive language instruction for ELLs.	Funding Sources: Federal, State, Local					
Critical Success Factors CSF 1	1, 3	Executive Director of Curriculum, Mentors, RTA Volunteers, PreK Coordinator, Teachers	Observation checklists, sign in sheets, schedules			
10) Provide instructional support through coaching, modeling, professional development and planning.	Funding Sources: Federal, State, Local					
State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1	1, 9	Director of Special Education, PPCD Teachers, PreK Coordinator	Schedules, agendas/sign-in sheets, observations			
11) Provide services and programs for special education students. Conduct planning sessions to improve coordination of services and scheduling to enhance learning for students.	Funding Sources: Federal, State, Local					
12) Provide professional development opportunities for special education staff to collaborate with general education staff and provide access to all curriculum resources and tools.	3, 4	PreK Coordinator, Teachers	PLC agendas and training notes			
Funding Sources: Federal, State, Local						
13) Provide daily organized physical development.	1	Franklin Staff	morning meeting, music and movement, indoor and outdoor recess			
Funding Sources: Federal, State, Local						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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 2: Completion Rate will be 95% or higher with dropout rate being less than 2%.

Evaluation Data Source(s) 2:

Summative Evaluation 2:






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Provide an effective summer school program for students who are eligible.</p>	1, 4	ELL Coordinator, PreK Coordinator, Teachers	Summer school roster, lesson plans, observations			
Funding Sources: Federal, State, Local						
						

Goal 2: HISD has high quality and effective personnel.

Performance Objective 1: Franklin Elementary will meet Every Student Succeeds Act requirements for all teachers and paraprofessionals.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Maintain high quality teacher and paraprofessional staff.</p>	3	Director of Human Resources, PreK Coordinator, Teachers	Observations, professional development records, student achievement data			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 7</p> <p>2) Focus recruiting efforts on seeking out the best and the brightest professionals and paraprofessionals who are aligned to campus needs and priorities and share the same beliefs about teaching and learning as the campus.</p>	3	Director of Human Resources, PreK Coordinator, Teachers	Interview records, HR hiring data report			
Funding Sources: Federal, State, Local						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: HISD has high quality and effective personnel.

Performance Objective 2: Franklin Elementary will reduce the faculty turnover rate by 20% by providing competitive salaries, incentives and support.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Provide an effective teacher induction and mentoring program that provides on-going support to improve teaching and performance while promoting professional well-being.</p>	2, 3, 5, 10	Director of Human Resources, Executive Director of Curriculum and Instruction, PreK Coordinator, Mentors, Teachers	Training agendas and sign-in sheets, mentor assignment rosters, cluster meeting feedback, new teacher survey results			
Funding Sources: Federal, State, Local						
2) Provide district daycare center for the children of HISD staff.	5	Director of Human Resources and Daycare Director	Enrollment roster, staff surveys			
Funding Sources: Federal, State, Local						
						

Goal 2: HISD has high quality and effective personnel.

Performance Objective 3: Franklin Elementary will increase minority teaching staff to better align with district demographics.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Collaborate with post-secondary organizations to encourage minority teacher to apply to campus openings.	3	Director of Human Resources, PreK Coordinator	Hiring reports and interview documentation			
Funding Sources: Federal, State, Local						
						

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: Franklin Elementary will provide quality facilities and learning environments that meet or exceed state guidelines.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Assess facility needs and make recommendations for improvement and future structures.	1	Director of Maintenance and Operations, PreK Coordinator, Franklin Staff	Eduphoria work orders			
Funding Sources: Federal, State, Local						
						

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 2: HISD will provide efficient operation and a high level of quality in all support service operations.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Provide a food service program that meets the child nutrition guidelines and provides quality food options for students and staff.	10	Chartwells, Franklin Staff	Menus			
						

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 3: Franklin Elementary will foster safe learning environments that allows for student success and safety.

Evaluation Data Source(s) 3:

Summative Evaluation 3:






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Franklin Elementary will evaluate and revise crisis plan with assistance from the District Resource Officer	1	Resources Officer, PreK Coordinator, Franklin Staff	Crisis plans, meeting agendas, documentation of practice drills			
Funding Sources: Federal, State, Local						
2) Provide district ID badges and encourage usage at all times.	1	PreK Coordinator, Franklin Staff	Observations			
Funding Sources: Federal, State, Local						
3) Franklin Elementary will review discipline data trends and training needs to identify areas of support for discipline.	1	PEIMS Coordinator, PreK Coordinator, Franklin Staff	Restorative discipline documentation, discipline reports			
Funding Sources: Federal, State, Local						
4) Provide assemblies and speakers addressing character development and drug awareness.	1	Resource Officer, Counselor, Franklin Staff	Red Ribbon Week activities, guidance schedule			
Funding Sources: Federal, State, Local						
5) Franklin staff members will be aware of suicide prevention protocols and participate in suicide prevention training.	1	Franklin Staff	Training Certificates			
Funding Sources: Federal, State, Local						
						

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

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

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Franklin Elementary will spotlight learning through a district wide expo of excellence showcase.</p>	6	PreK Coordinator, Franklin Staff	Schedule and event layout			
<p>2) Provide opportunities for community members to volunteer in the classroom and share career, wellness, and curriculum enhancing information.</p>	6	PreK Coordinator, Franklin Staff	Calendar of monthly events, newsletter			
Funding Sources: Federal, State, Local						
<p>3) Participate in the district's back to school health fair for families.</p>	6	SHAC, Franklin Staff	Observations, pictures			
<p>4) Ensure seamless transitions from campus to campus and home to campus by coordinating crossover meetings and family nights.</p>	6, 7	Franklin Staff	Meet the teacher and crossover meeting agendas			
Funding Sources: Federal, State, Local						
<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: Franklin 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Franklin Elementary will continue to solicit input from all stakeholders (teachers, staff, students, parents, and community) to plan and make recommendations for campus improvement.</p>	1, 6	PreK Coordinator and Franklin Staff	Surveys, meeting agendas and protocols			
Funding Sources: Federal, State, Local						

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

Performance Objective 3: Franklin Elementary will partner with local businesses and organizations to enhance learning for students.

Evaluation Data Source(s) 3:

Summative Evaluation 3:






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>1) Franklin Elementary will continue to partner with the Education Foundation to enhance and enrich educational programs for students.</p>	6	Franklin Staff	Reports and agendas			
Funding Sources: Federal, State, Local						
						

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

Performance Objective 4: Franklin Elementary will increase community awareness of school related issues and activities.

Evaluation Data Source(s) 4:

Summative Evaluation 4:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Franklin Elementary will continue to partner with The Reporter Newspaper to provide school information through newspaper articles and pictures.</p>	1, 6	Franklin Staff	Newspaper articles			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 5</p> <p>2) Emphasize the importance of parental involvement in the academic success of students by providing written information and conducting family meetings.</p>	1, 6	Franklin Staff	Agendas and sign-in sheets from Meet the Teacher, Parent Conferences, Family Fun Night, E3, and Campus Improvement Meetings			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 5</p> <p>3) Translate written communications and provide translators for conferences, meetings, and the automated phone system.</p>	1, 6	Franklin Staff	Copies of letters sent home, logs, and sign-in sheets			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 5</p> <p>4) Provide two way communication pathways through weekly emails, progress reports, report cards, e-portfolios, monthly calendars, monthly newsletters, communication folders, feedback forms, and social media.</p>	1, 6	Franklin Staff	District App, Class Dojo, Twitter, Facebook, District Website, KHBR Radio			
Funding Sources: Federal, State, Local						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 5: HISD has outstanding campuses working towards superior levels.

Performance Objective 1: Franklin Elementary will provide students and parents with information related to post -secondary learning opportunities and information.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Franklin Elementary students will participate in career education and awareness activities.	6	Franklin Staff	Lesson plans, Volunteer log, Guidance lessons			
Funding Sources: Federal, State, Local						
2) Franklin Elementary will create a culture of college.	6	Franklin Staff	Hallway displays, Guest speakers, College Day activities			
Funding Sources: Federal, State, Local						
						

Goal 5: HISD has outstanding campuses working towards superior levels.

Performance Objective 2: HISD 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) 2:

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) 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.	4	PreK Coordinator, Teacher Leaders, Technology Department	Training certificates, agendas, reports and observations			
Funding Sources: Federal, State, Local						
State System Safeguard Strategy Federal System Safeguard Strategy 2) Utilize design teams to build capacity for profound learning and foster a shared understanding for transformation.	4	Executive Director of Innovative Learning, PreK Coordinator, Staff	Agendas and observations			
Funding Sources: Federal, State, Local						
3) The leadership team will monitor teacher effectiveness through frequent classroom walk-throughs and observations and take action as determined by the observation.	3	Superintendent, Directors, PreK Coordinator	T-TESS reports, classroom visits			
Funding Sources: Federal, State, Local						
4) Continue to implement a comprehensive staff development plan that addresses the assessed needs of all staff through Summer Academies and PLCs.	4	District and campus leadership team	Summer Academy rosters and surveys			
Funding Sources: Federal, State, Local						
5) Franklin Elementary will promote digital citizenship.	1	Franklin Staff	Lesson plans, walk-throughs, BrightByes Data			
Funding Sources: Federal, State, Local						
Critical Success Factors CSF 1 CSF 4 6) Encourage and support the use of Google Apps for Education.	1	Technology Department, Franklin Staff	Agendas, lesson plans, and observations			
Funding Sources: Federal, State, Local						
Critical Success Factors CSF 1 CSF 6 7) Support and encourage the design of learning opportunities that align with the Portrait of a Learner.	1	Central Office Staff	Student work and lesson plans			
Funding Sources: Federal, State, Local						






Critical Success Factors CSF 7 8) Provide learning on demand for school staff through Eagle W.I.N.G.S. badges/credentialing program.	4	Franklin Staff and Technology Department	Badges			
	Funding Sources: Federal, State, Local					
9) Contact parents when individual student's attendance drops.	6	Franklin Staff	Notes home, call logs			
	Funding Sources: Federal, State, Local					

Goal 6: HISD has a variety of successful extracurricular opportunities.

Performance Objective 1: Franklin Elementary will provide quality extracurricular organizations and programs available to students in academic, vocational, athletic and fine arts areas.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Provide opportunities for students to participate in fine arts, agriculture, and academic competitions.</p>		Franklin Staff	Musical programs, Schedule of events, Pictures of animals and plants, Destination Imagination roster			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> <p>2) Promote good sportsmanship, healthy competition and good character through extracurricular programs.</p>		Franklin Staff	Physical development schedule, List of Fun Day activities			
Funding Sources: Federal, State, Local						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	3	Support data conferences with campus and district leadership and ensure data is used to inform and monitor student performance growth.
1	1	8	Support culturally responsive teaching and pedagogy through professional development and awareness.
1	1	9	Ensure intensive language instruction for ELLs.
1	1	11	Provide services and programs for special education students. Conduct planning sessions to improve coordination of services and scheduling to enhance learning for students.
5	2	2	Utilize design teams to build capacity for profound learning and foster a shared understanding for transformation.

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	3	Support data conferences with campus and district leadership and ensure data is used to inform and monitor student performance growth.
1	1	8	Support culturally responsive teaching and pedagogy through professional development and awareness.
1	1	9	Ensure intensive language instruction for ELLs.
1	1	11	Provide services and programs for special education students. Conduct planning sessions to improve coordination of services and scheduling to enhance learning for students.
5	2	2	Utilize design teams to build capacity for profound learning and foster a shared understanding for transformation.