



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: November 17, 2021

Agenda Section: Consent

Agenda Item Title: 2021-2022 Campus Improvement Plans

From: Theresa Servellon, Chief Academic Officer

Additional Presenters if Applicable:

Description: District and campus administration teams conducted comprehensive reviews of accountability summaries, federal & state compliance reports, budget and program allotments, technology inventories and security reviews. Finding of the comprehensive needs analysis at each campus led to the identification of key actions to address priorities on the Campus Improvement Plans.

Historical Data: Campus reviews and revises the campus improvement plans on an annual basis. The plans are presented to the Board of Trustees for approval at a regular board meeting each year.

Recommendation: Approve the 2021-2022 Campus Improvement Plans

Funding Budget Code and Amount: N/A

**South San Antonio Independent School District**  
**Neil Armstrong Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

*We, the Armstrong family, believe in providing a safe learning environment, and high quality instruction in collaboration with the community including students, parents, and each other. At Armstrong Elementary School, we are stronger together. "*

## Vision

ArmSTRONG! Strength through Unity and Commitment

## Core Beliefs

We believe the school campus, in partnership with families and the community, will create and foster an environment that is safe, nurturing, and respectful for all.

We believe, as an innovative community, we create relevant and enjoyable learning experiences with home & school connections that result in motivated learners.

We believe our school, students, and their families model behavioral and academic expectations that allow students to embrace and achieve their future goals.

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# Goals

**Goal 1:** Neil Armstrong Elementary School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 50% of all students, with a concentrated effort on all special populations, will meet established standards on the state assessments.


## HB3 Goal


**Evaluation Data Sources:** Formative Assessments, Universal Screeners, Benchmarks, TAPR, Fountas and Pinnell, District and Campus benchmarks.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Focus on small group instruction &amp; data- based interventions in reading and math.  <b>Strategy's Expected Result/Impact:</b> Increase in student formative assessment scores, and benchmarks.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional coach, teachers.  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Part Time Support - 199 PIC 30 State Comp - \$2,880, Gateway Printing inc - 211 Title I, Part A - \$748.86</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide targeted tutoring in Reading.  <b>Strategy's Expected Result/Impact:</b> Increase in student formative assessment scores. Increase reading proficiency  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Instructional Coach  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Funds for Tutoring - 211 Title I, Part A - \$5,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide targeted tutoring in Math.  <b>Strategy's Expected Result/Impact:</b> Increase in student formative assessment scores. Increase Math performance at all grade levels.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Instructional Coach, & Counselor  
**Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math  
**Funding Sources:** - 211 Title I, Part A

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

**Goal 2:** Neil Armstrong Elementary School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

**HB3 Goal**





**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be provided effective training with the instructional playbook, Fundamental 5, TEKS Resource System, and Tier I instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will become more effective in the instructional playbook, Fundamental 5, TEKS Resource System, and Tier I instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p> <p><b>Funding Sources:</b> Technology Centered Professional Development. - 199 Local - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Kinder through fifth grade teachers will be provided professional learning in Imagine Math .</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student outcomes in math.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coach and campus administration.</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> K-5th grade teachers s will be provided training in Mclass, the instructional playbook, Fundamental 5, TEKS Resource System, and Tier I instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> The delivery of high quality Tier I instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional coach and campus administration.</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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**Goal 2:** Neil Armstrong Elementary School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** 100% of all teachers will meet state requirements for certification in area being taught.

**Evaluation Data Sources:** HR Audit Documents

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Complete audit and review of all teacher certifications.  <b>Strategy's Expected Result/Impact:</b> All teachers will be full certified in areas being taught.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b>  <b>Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> An interview panel will be created for all vacancies to ensure the best candidate will be selected for all positions.  <b>Strategy's Expected Result/Impact:</b> High quality staff will be hired at Armstrong Elementary School.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 3:**

Neil Armstrong Elementary School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

**HB3 Goal**

**Evaluation Data Sources:** Clearinghouse Document, AP test results, Dual Enrollment Data, CTE Certifications and Licensures

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement career explorations lessons and surveys.  <b>Strategy's Expected Result/Impact:</b> Students will become aware of possible career paths that align with District magnet programs.  <b>Staff Responsible for Monitoring:</b> Counselor  <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Career Explorations day to allow students to be exposed to a variety of career types and the level of education needed to achieve.  <b>Strategy's Expected Result/Impact:</b> Students will become more aware of different types of careers and needed education levels.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 3:**

Neil Armstrong Elementary School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** Develop College and Career readiness skills through learning activities for 100% students in grades PK-12.

**HB3 Goal**





**Evaluation Data Sources:** Graduation Pathways, Graduation Rates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Guidance Counselor will provide lessons on the importance of higher education.  <b>Strategy's Expected Result/Impact:</b> Students will become more aware of the importance of Post Secondary education.  <b>Staff Responsible for Monitoring:</b> Counselor  <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Promotion of College Day on Wednesdays  <b>Strategy's Expected Result/Impact:</b> Students will become more aware of College options.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture  <b>Funding Sources:</b> Literature - 199 Local - \$200</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 4:** Neil Armstrong Elementary School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.





**Evaluation Data Sources:** Discipline Referrals

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Use of restorative practices to address student misbehavior.  <b>Strategy's Expected Result/Impact:</b> Decrease in campus based Level 1 offenses.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Comprehensive Support Strategy - Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize campus counselor to conduct Guidance Counseling lessons to all grade levels.  <b>Strategy's Expected Result/Impact:</b> Decrease in campus referrals and Level 1 offenses. Promote positive sense of well being amongst all students.  <b>Staff Responsible for Monitoring:</b> Counselor, Principal  <b>Title I Schoolwide Elements:</b> 2.6, 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Targeted Support Strategy</b>  <b>Funding Sources:</b> Printed literature, resource literature - 211 Title I, Part A - \$500</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 4:** Neil Armstrong Elementary School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Partner with community partners to provide services(mental health,etc.) for our at-risk students to succeed in school.





**Evaluation Data Sources:** Cafecito Agendas, Flyers, Community outreach videos

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop quality monthly Cafecitos to inform community members of upcoming events and campus news. <b>Strategy's Expected Result/Impact:</b> Better inform community of Campus Happenings. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor <b>Title I Schoolwide Elements:</b> 3.1 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Comprehensive Support Strategy</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Partner with Parent Liaison to bring in additional community resources and support. <b>Strategy's Expected Result/Impact:</b> Increased outreach with local organizations and increased donations and resources. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Parent Liaison <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
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**Goal 5:** Neil Armstrong Elementary School will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 85% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

**Evaluation Data Sources:** Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monthly Cafecitos featuring community programs speakers.  <b>Strategy's Expected Result/Impact:</b> Increase in parent/campus participation.  <b>Staff Responsible for Monitoring:</b> Principal, Counselor, Principal's Secretary, and Parent Liaison  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Targeted Support Strategy</b>  <b>Funding Sources:</b> Incentive items for attendees, courtesy items such as food and coffee - 199 Local - \$1,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilization of Blackboard messaging system, Campus calendars, Seesaw, Class Dojo, and social media to increase communication.  <b>Strategy's Expected Result/Impact:</b> Increased communication with campus community.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, and Parent Liaison  <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilization of a virtual parent cafecito to increase communication during the COVID-19 pandemic.  <b>Strategy's Expected Result/Impact:</b> Communication lines will continue in spit of pandemic.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>Title I Schoolwide Elements:</b> 3.1 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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**South San Antonio Independent School District**  
**Exploratory Arts & Trilingual Academy**  
**2021-2022 Goals/Performance Objectives/Strategies**

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Goal 4: The Exploratory Arts and Trilingual Academy will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.	5
Goal 5: The Exploratory Arts and Trilingual Academy will collaborate with parents and community to ensure all students receive a gold standard education.	6

# Goals

**Goal 1:** The Exploratory Arts and Trilingual Academy will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 50% of all students, with a concentrated effort on all special populations, will meet established standards on the state assessments.

**Evaluation Data Sources:** Formative Assessments, Universal Screeners, Benchmarks, TAPR, Fountas and Pinnell, District and Campus benchmarks.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Focus on small group instruction &amp; data- based interventions in reading and math.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student formative assessment scores, and benchmarks.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional coach, teachers.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levels:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide targeted tutoring in Reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student formative assessment scores. Increase reading proficiency</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Instructional Coach</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levels:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide targeted tutoring in Math.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student formative assessment scores. Increase Math performance at all grade levels.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, &amp; Counselor</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levels:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 2:** The Exploratory Arts and Trilingual Academy will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

**HB3 Goal**

**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas and Sign in Sheets





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be provided effective training with the instructional playbook, Fundamental 5, TEKS Resource System, and Tier I instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be provided effective training with the instructional playbook, Fundamental 5, TEKS Resource System, and Tier I instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional coach</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> First through fourth grade teachers will be provided professional learning in MAP.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student outcomes in math and reading.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coach and campus administration.</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 1st-4th grade teachers s will be provided training in MAP, the instructional playbook, Fundamental 5, TEKS Resource System, and Tier I instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> The delivery of high quality Tier I instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional coach and campus administration.</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 3:** The Exploratory Arts and Trilingual Academy will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

**HB3 Goal**







**Evaluation Data Sources:** Clearinghouse Document, AP test results, Dual Enrollment Data, CTE Certifications and Licensures

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement career explorations lessons and surveys.  <b>Strategy's Expected Result/Impact:</b> Students will become aware of possible career paths that align with District magnet programs.  <b>Staff Responsible for Monitoring:</b> Counselor  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Career Explorations day to allow students to be exposed to a variety of career types and the level of education needed to achieve.  <b>Strategy's Expected Result/Impact:</b> Students will become more aware of different types of careers and needed education levels.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** The Exploratory Arts and Trilingual Academy will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.







**Evaluation Data Sources:** Discipline Referrals

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Use of restorative practices to address student misbehavior.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in campus based Level 1 offenses.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize campus counselor to conduct Guidance Counseling lessons to all grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in campus referrals and Level 1 offenses. Promote positive sense of well being amongst all students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.6, 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** The Exploratory Arts and Trilingual Academy will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 85% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

**Evaluation Data Sources:** Agendas and Sign In Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monthly Cafecitos featuring community programs speakers.  <b>Strategy's Expected Result/Impact:</b> Increase in parent/campus participation.  <b>Staff Responsible for Monitoring:</b> Principal, Counselor, Principal's Secretary, and Parent Liaison  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilization of Blackboard messaging system, Campus calendars, Seesaw, Class Dojo, and social media to increase communication.  <b>Strategy's Expected Result/Impact:</b> Increased communication with campus community.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, secretary, and Parent Liaison  <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**South San Antonio Independent School District**  
**Athens Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

Think big, think positive, think forward.

## Vision

Together, igniting action, inspiring growth.

## Value Statement

We believe that:

1. All of us must be bold, student-focused advocates, making collaborative decisions to ensure a united vision that enhances educational opportunities.
2. Trust is an active process and essential to ensure the academic wellness, safety, and success of our students, staff, and community.
3. All of us deserve to be cherished, challenged, and stretched to reach our highest level of contribution.
4. All of us must take responsibility for our learning journey to achieve the goals we set for ourselves.
5. Authentic transformation requires being comfortable with being uncomfortable.

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# Goals

**Goal 1:** Athens will increase academic achievement for all students, thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** Establish a system that provides consistent and ongoing feedback in support of reading and math instructional initiatives, resulting in a 15% increase in benchmark scores.

**Evaluation Data Sources:** STAAR data, Common Assessments, District Benchmarks, Teacher Observations, RTI, BOY, MOY, EOY universal screeners in Reading and Math.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish screeners using MClass to provide data that will help determine efficiency and literacy skills at the beginning, middle and end of year as well as Circle Assessments for PreK.</p> <p><b>Strategy's Expected Result/Impact:</b> Composite score improvement by 5 points between BOY, MOY and EOY.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Coach, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b></p> <p><b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Establish and implement Imagine Math to provide data that will help improve math skills at the beginning, middle and end of year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase percentage score from BOY to EOY by 15%</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Coach, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b></p> <p><b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Purchase and implement a bilingual reading program to support our ELL and DL students as they become emergent readers such as sets of bilingual books and Capstone.</p> <p><b>Strategy's Expected Result/Impact:</b> Monitor ELL and DL student progress using leveled reading text and move students from A level to D level.</p> <p><b>Staff Responsible for Monitoring:</b> Teacher, IC, Admin, and Reading Teacher.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b></p> <p><b>Levers:</b> Lever 4: High-Quality Curriculum</p> <p><b>Funding Sources:</b> CAPSTONE Reading Program - 199 Local - 199-11-6329-00-115-030-000 - \$10,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 2:** Athens will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff ensuring student success.

**HB3 Goal**





**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas, Sign in Sheets, teacher portfolios and PLC's.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be given PD opportunities through Region 20, District PD, attend conferences, PreK 4 SA trainings, and Reading Academy training sessions.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of teachers who want to attend PD will have that opportunity.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Admin, Campus Secretary</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Athens will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** 100% of all teachers will meet state requirements for certification in area being taught.

**Evaluation Data Sources:** HR Audit Documents





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Recruit and retain high-quality teachers who are fully certified in the grade level.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of teachers will be highly qualified in their grade level. T-Tess evaluations will be used.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Recruiting Committee, HR</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** Athens will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** 100% of all students will participate in a post-secondary educational or career path to expand their awareness of future opportunities, such as Career on Wheels, Endorsement Showcase, Career Exploration, Guest Speakers in person or through google meets, and Field Trips.

**HB3 Goal**

**Evaluation Data Sources:** O Net Interest Profiler, Campus Calendar





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create opportunities for students to participate in Career on Wheels, Endorsement Showcase, Career Exploration, and Field Trips. (In person and virtual)</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of students will have an opportunity to participate in a career enhancement activity.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Counselor, Admin, CIS</p> <p><b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Athens will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** Develop College and Career readiness skills through collaboration and mentorship with UTSA and Palo Alto College.

**HB3 Goal**

**Evaluation Data Sources:** NEPO Math data, Benchmarks, STEM





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create partnerships with UTSA to have students visit and learn from other learning environments.  <b>Strategy's Expected Result/Impact:</b> 100% of students will have opportunity to meet or visit with College and Career mentors.  <b>Staff Responsible for Monitoring:</b> Teachers, ICs, Admin, Counselor  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Athens will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 3:** Students will have tools and resources to make them competitive and challenge them to be creative and innovative, by using advanced tools such as a Cricut to make innovative designs for research projects, create templates in Fine Arts, along with graphs and charts utilizing different types of vinyl for classroom projects.

**HB3 Goal**





**Evaluation Data Sources:** Classroom projects, Fine Art projects, Research projects, Lesson Plans

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Finding tools that students can manipulate to create projects to help refine their creative skills, such as the Cricut device and the different type of vinyl used for each individual type of project.</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom students will be able to create graphs, charts, templates to augment their projects with 100% accuracy.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, Fine Art Teacher, Librarian</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> 199 E 11 6399 00 115 0 11 000 - 199 Local - \$750</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Athens will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** By May 2022, all students will attend lessons provided by school counselor on mental health, bullying, violence, tobacco, alcohol and other drug use and improve accessibility & engagement for bilingual/EL students.





**Evaluation Data Sources:** Harmony Lesson Tracking, Discipline Referrals, School Counselor Log, Near pod, Care Zone Referral.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> School counselor will provide lessons discussing resources available to curb mental health, bullying and other topics.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of all students, K-5th, will have received guidance from school counselor.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Admin, Teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Athens will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Create a partnership with CARE Zone to provide services (mental health, family services, CIS, food pantry, clothing closet, etc.) for our at-risk students to succeed in school.





**Evaluation Data Sources:** Teacher Selection Forms, Counselor Submittals, CARE Zone Activity Log

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide outreach programs for our Athens families to assist with mental health resources, bereavement assistance, clothing and food banks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase enrollment into CIS and CARE Zone by 10%</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, CIS, Admin, Teacher</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** Athens will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity/award ceremony and campus events.

**Evaluation Data Sources:** Agendas and Sign In Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create parent engagement opportunities to inform parents of Title 1 funds, academic nights, award ceremonies, cafecitos, and campus events.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of parents will have attended at least 1 parent engagement event.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselor, CIS, Head Start Facilitator, Admin</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				







**Goal 5:** Athens will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Utilize communication & feedback programs & apps that appeal to the audiences in the school community, culminating in EOY parent survey with 100% feedback.

**HB3 Goal**





**Evaluation Data Sources:** Blackboard School Messenger, Marquee, Website, Remind Me App, Twitter, Facebook, Newsletter, Flyers

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct parent surveys to improve campus through feedback and implementation of new ideas.</p> <p><b>Strategy's Expected Result/Impact:</b> Receive 80% of surveys back from families to help generate feedback and new ideas.</p> <p><b>Staff Responsible for Monitoring:</b> Parents, teachers, admin, counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** Athens will provide supplemental support and resources to low performing sub-groups.

**Performance Objective 1:** Utilize enrichment groups, targeted intervention, junior achievement, buddy reading system, to assist students with core content support in Reading and Math through small group sessions, increasing 10% in the area of school progress.





**Evaluation Data Sources:** TAPR, Universal Screener Data, Benchmarks, Common Assessment Data, STAAR Data, teacher observations

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Facilitate and sustain a schedule for enrichment teachers to pull-out students and support them in Reading and Math <b>Strategy's Expected Result/Impact:</b> Identify the At-Risk students and have 100% attend tutoring. <b>Staff Responsible for Monitoring:</b> Enrichment Teachers, ICs, Reading Teacher, Admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b> <b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** Athens will provide supplemental support and resources to low performing sub-groups.

**Performance Objective 2:** Create a strategic professional learning plan aligned to district initiatives and campus needs based on student outcomes, resulting in 10% increase in Reading and Math assessment scores.

**Evaluation Data Sources:** STAAR data, Common Assessments, District Benchmarks, PLCs, Lesson Plans





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create PLCs, one for reading and one for math, and have teachers and ICs review TEKS, Lessons, and Data to ensure student goals are being met, Reading Academies where teachers do modules</p> <p><b>Strategy's Expected Result/Impact:</b> 10% increase in reading and math assessment scores.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b></p> <p><b>Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** Athens will provide supplemental support and resources to low performing sub-groups.

**Performance Objective 3:** Create tutoring groups that will be conducted by Athens teachers to be held after school and/or on Saturday to increase reading and math scores by 10% from student's last benchmark score.

**HB3 Goal**





**Evaluation Data Sources:** Benchmark Data, STAAR Data, Grades

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will analyze teacher-made test, benchmark data, and STAAR data to create tutoring groups, that will lead to 10% improvement from their last data points.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase 10% from last data points.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b></p> <p><b>Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Tutors - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 6:** Athens will provide supplemental support and resources to low performing sub-groups.

**Performance Objective 4:** Purchase library books for our bilingual, dual language and special ed students based on their reading levels and to increase their reading skills by 10%.





**Evaluation Data Sources:** mClass, benchmarks, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Librarian and teachers will distribute books to our special populations and motivate them to read books creating a chart to have students track the amount of books they have read.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students reading books to 20% or higher.</p> <p><b>Staff Responsible for Monitoring:</b> Librarians, Teachers, ICs</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Books, Library Supplies - 199 Local - 199 E12 6329 00 115 0 99 0, Demco - 199 PIC 30 State Comp</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** Athens will provide supplemental support and resources to low performing sub-groups.

**Performance Objective 5:** Find Reading and Math resources to supplement student learning increasing student academic scores by 10%. Resources such as Math Warm-Ups, count down to math, count down to Reading, mentoring minds online.





**Evaluation Data Sources:** Benchmarks, STAAR data,

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will use count down to Math and count down to Reading to increase Reading and Math fluency.  <b>Strategy's Expected Result/Impact:</b> Increase of 10% in benchmark and STAAR scores.  <b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches and admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.6  <b>Funding Sources:</b> Countdown to Math and Reading - 199 PIC 30 State Comp</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 6:** Athens will provide supplemental support and resources to low performing sub-groups.

**Performance Objective 6:** Use the two computer labs with Chromebooks so students may use MClass/Amplify, Happy Numbers, Imagine Math, Reading A-Z, Benchmark Testing, STAAR Testing, TELPAS or other programs that require web access.

**Evaluation Data Sources:** MClass, Happy Numbers, Imagine Math, Benchmark, STAAR data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers and staff will have students use computer lab to access web programs, with teachers monitoring usage to ensure students are completing web sourced programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase use of MClass/Amplify, Happy Numbers, Imagine Math</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Computer Aide, Admin, ICs</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> Troxell communications - 199 PIC 30 State Comp - \$4,400, Troxell communications - 199 Local - \$2,300</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide power sources like chromebook chargers to be used by students to secure and ensure technology connectivity while in class and are necessary for students to be able to charge up chromebooks at any given time.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain the ongoing use of chromebooks without interruption to assignments and instruction due to lack of power sources.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Computer Aides, Admin, Instructional Coaches.</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Amazon - chargers - 199 PIC 30 State Comp - \$525.25</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**South San Antonio Independent School District**  
**Roy P. Benavidez Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**

**Accountability Rating: Not Rated: Declared State of Disaster**





# Mission Statement

All students will enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

## Vision

Providing high quality instruction that develops successful future global leaders.

## Core Beliefs

Family, Faith, Service

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# Goals

**Goal 1:** Roy P. Benavidez will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..






**Performance Objective 1:** -Increase the percentage of students scoring Meets Grade Level Standard or Above in Reading from 19% in 2021 to 40% in 2022.

-Increase the percentage of students scoring Meets Grade Level Standard or Above in Science from 8% in 2021 to 40% in 2022.

-Increase the percentage of students scoring Meets Grade Level Standard or Above in Math from 14% in 2021 to 40% in 2022.

**Evaluation Data Sources:** Common Assessments, District Benchmark Assessments, State Assessments






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Incorporate the use of quality TEKS based resources in Tier I instruction.  <b>Strategy's Expected Result/Impact:</b> Increased State and District Assessments  <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> Instructional supplies for students- Chart Paper, construction paper, journals, car stock, markers, pencils, highlighter, crayons, ect. - 211 Title I, Part A - \$10,064, Reading Material - 211 Title I, Part A - \$15,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Technology will be used to enhance classroom and virtual instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, Chromebooks/Cart, and Ipads into their lessons  <b>Strategy's Expected Result/Impact:</b> student engagement during walkthroughs and virtual walkthroughs  <b>Staff Responsible for Monitoring:</b> Admin, technology, and teachers  <b>TEA Priorities:</b> Build a foundation of reading and math  <b>Funding Sources:</b> Laptops, headphones - 211 Title I, Part A - \$3,000, Technology Equipment - 199 Local - \$4,800</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards . <b>Strategy's Expected Result/Impact:</b> increase student academic achievement <b>Staff Responsible for Monitoring:</b> administration, teachers, & central office <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> TEA Priorities  Provide supplemental resources for small group instruction to build a strong foundation in reading and math. <b>Strategy's Expected Result/Impact:</b> Close the achievement gap in reading and math <b>Staff Responsible for Monitoring:</b> Campus administration	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Teachers will incorporate Informational/Expository text in their science/reading lessons on a weekly basis. <b>Strategy's Expected Result/Impact:</b> Lesson Plans, Walkthroughs, Observations, Face-to-Face Feedback <b>Staff Responsible for Monitoring:</b> Principal, Vice Principal, Grade Level Chairs	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Students will receive differentiated instruction, aligning methods and techniques to meet their needs. <b>Strategy's Expected Result/Impact:</b> Lesson Plans Walkthroughs Observations Face to Face Feedback <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Students will utilize the CAP model (Concrete, Pictorial, Abstract) during Math instruction.	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
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**Goal 1:** Roy P. Benavidez will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..

**Performance Objective 2:** Increase the percentage of students at the Benchmark level on the MCLASS assessment by 20%.






**Evaluation Data Sources:** Common Assessments, District Benchmark Assessments, State Assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will develop knowledge and skills to begin reading by participating in researched based literacy instruction with a focus on effective instructional practices that promote early reading success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in District Assessments/ Diagnostic Assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Roy P. Benavidez will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..

**Performance Objective 3:** Implement assessment program to measure student achievement

**Evaluation Data Sources:** Program Evaluations





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will participate in District, Campus, and State Assessments. <b>Strategy's Expected Result/Impact:</b> Increase in State, District, and Campus Assessments. <b>Staff Responsible for Monitoring:</b> Assistant Principal <b>Funding Sources:</b> Headphones, Pencils, Overlays, Dictionaries, Paper - 211 Title I, Part A - \$2,715	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff

**HB3 Goal**






**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide professional development opportunities for teachers and administrators to improve instruction.  <b>Strategy's Expected Result/Impact:</b> Provide good first instruction for teachers.  <b>Staff Responsible for Monitoring:</b> Administration, CILT, IC  <b>Title I Schoolwide Elements:</b> 2.4 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> Travel and Subsistence- Employees - 211 Title I, Part A - \$4,900, Region 20 Services - 211 Title I, Part A - \$100, Travel and Subsistence- Employees - 211 Title I, Part A - \$5,686</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives.

**Evaluation Data Sources:** Administrators, CILT TEAM ,Instructional Coach

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be provided feedback sessions to provide bite-size strategies for immediate implementation after TTESS Walkthroughs/Evaluations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in teacher support and effectiveness.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b></p> <p><b>Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus will participate in school wide Learning Walks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement on Diagnostics, Benchmarks, Common Assessments, and STAAR.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
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**Goal 2:** Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** Classroom teachers will participate in the Teaching Learning Cycle throughout the year.

**HB3 Goal**







**Evaluation Data Sources:** State Assessments, Benchmark Assessments, Diagnostic Assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will develop and create engaging and rigorous interactive lessons which incorporate technology devices (such as Chromebooks, laptops, headsets with microphones), tech apps and web-based programs to keep students engaged.</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** Roy P. Benavidez will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 4:** Classroom teachers will engage in the teaching learning cycle to improve student outcomes.

**Evaluation Data Sources:** State and District Assessments.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teacher will participate to in weekly PLC's.  <b>Strategy's Expected Result/Impact:</b> Increase in student achievement in State and District Assessments.  <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Classroom teachers will participate in backwards designing for Quality Tier I instruction.  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
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**Goal 3:** Roy P. Benavidez will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** Establish a partnership with middle schools Academies of Choice: Fine Arts, Health Sciences, and STEM.






**HB3 Goal**

**Evaluation Data Sources:** 5th Grade Promotion Rates, 5th Grade Acceptance to Choice Academies.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct career exploration surveys to fourth and fifth grade students to determine career interests. <b>Strategy's Expected Result/Impact:</b> Increase career exploration opportunities to determine academy of choice <b>Staff Responsible for Monitoring:</b> Counselor <b>Title I Schoolwide Elements:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** Roy P. Benavidez will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 2:** Establish and sustain a comprehensive Early College Model.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide opportunities for students to to participate in Enrichment Programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students performing at the Masters Level of Above on Diagnostic, Benchmarks, Common Assessments, STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Teacher, Staff and Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide the students the opportunity to participate in Elementary National Honor Society.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students performing at the Masters Level of Above on Diagnostic, Benchmarks, Common Assessments, STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers, Counselor, Office Staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> All students will engage in formative assessments, frequent small group purposeful talk and writing critically daily.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student performance in State and District Assessments.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
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**Goal 3:** Roy P. Benavidez will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 3:** Improve daily attendance by minimum one percent.

**Evaluation Data Sources:** Attendance and enrollment rates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a school wide attendance plan.  <b>Strategy's Expected Result/Impact:</b> Increase of student attendance.  <b>Staff Responsible for Monitoring:</b> Date Clerk/ Teachers/ Administration  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b>  <b>Funding Sources:</b> Bikes or Scooters - 199 Local - \$800</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Coordinate activities for students based on their attendance, such as, dances, movie nights, etc.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide after school activities and clubs for students to participate.  <b>Strategy's Expected Result/Impact:</b> Increased in attendance.  <b>Staff Responsible for Monitoring:</b> Teachers and Campus administration  <b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 4:** Roy P. Benavidez will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Create and implement safety standards that promote safe facilities and equipment across the district.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> New Safety protocols , safety guidelines, emergency and safety folders, playground upkeep and bullying protocols. <b>Strategy's Expected Result/Impact:</b> Communication Safety <b>Staff Responsible for Monitoring:</b> Administration Teachers and Staff Counselor CIS Committee SAPD SAFD State Troopers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 4:** Roy P. Benavidez will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Create clear policies and procedures for student conduct, incorporating Positive Behavior Intervention Supports (PBIS)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement PBIS training, student behavior charts, flow charts, discipline referrals, PBIS Store  <b>Strategy's Expected Result/Impact:</b> Positive Behavior Positive SWISS reports  <b>Staff Responsible for Monitoring:</b> PBIS Committee Administration, Teachers and Staff  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> student folders, cardstock paper - 211 Comprehensive Support - \$500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 100% of instructional staff will fully implement a social -emotional program (Sanford Harmony) and supports for all students.  <b>Strategy's Expected Result/Impact:</b> Decrease the number of the students in crisis.  <b>Staff Responsible for Monitoring:</b> Counselor and Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 4:** Roy P. Benavidez will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 3:** Implement a collaborative instructional model that integrates technology and hands-on instructional experiences.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will utilize Chromebooks/Laptops, iPads or Smart Board for interactive lessons to provide experiences for students to think critically to support learning and provide instruction through on-line platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans Learning Walks Walkthroughs Observations</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, CILT, Instructional Coach, Teacher, Staff and technology coordinator.</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase laptops, iPads, iPad covers, infocus, document cameras, and other technology equipment materials for teacher use to support lesson delivery and promote critical thinking and problem solving.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans, Learning Walks and Walkthroughs</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Principal, Assistant Principal</p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$511, Amazon - 211 Title I, Part A - \$958, Apple computers - 211 Title I, Part A - \$24,986, Accelerated Learning - 199 PIC 30 State Comp - \$2,329, Scholastic - 199 PIC 30 State Comp - \$1,115, Troxell - 199 PIC 30 State Comp - \$6,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide hands on instructional materials for teachers to use to support lesson delivery and promote critical thinking and problem solving.</p> <p><b>Strategy's Expected Result/Impact:</b> Rigours lessons.</p> <p><b>Staff Responsible for Monitoring:</b> campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$1,028.75, Laekshore - 199 PIC 30 State Comp - \$3,990, Amazon - 211 Title I, Part A - \$1,198.40, Amazon - 211 Title I, Part A - \$102.66, Amazon - 211 Title I, Part A - \$981, Amazon - 211 Title I, Part A - \$822, Amazon - 211 Title I, Part A - \$1,098.36, Amazon - 211 Title I, Part A - \$976, Follett School Solutions - 199 PIC 30 State Comp - \$7,606.31, Amazon - 211 Title I, Part A - \$681, Amazon - 211 Title I, Part A - \$727.50, Midamerica Books - 199 PIC 30 State Comp - \$477.40, Bound to Stay Bound Book - 199 PIC 30 State Comp - \$1,576.29, Lakeshore - 211 Title I, Part A - \$157, Amazon - instructional materials - 211 Title I, Part A - \$3,624.32, Lakeshore Learning Material - 211 Title I, Part A - \$466</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 5:** Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Develop a wellness program to encourage participation from all members of the school community in healthy pursuits.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Offer Parent Nutrition Classes for families in the Head Start Program.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent Engagement</p> <p><b>Staff Responsible for Monitoring:</b> Head Start Facilitator Administration PBIS Sponsor, PTO and SA Youth</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				






**Goal 5:** Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Implement a structured program to connect and involve the home within the school setting.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct Head Start Parent Home Visits for all students in the Early Childhood Program.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent Engagement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Head Start Facilitator and Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 5:** Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 3:** Establish a volunteer program that utilizes staff, student and community membership.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement a parent volunteer program. <b>Strategy's Expected Result/Impact:</b> Parent engagement and support Parent Volunteer Log Parent Room <b>Staff Responsible for Monitoring:</b> Administration Teachers and Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement monthly opportunities for parents to engage with the school and their child. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement. <b>Staff Responsible for Monitoring:</b> Parent Liaison <b>Funding Sources:</b> General Supplies, Make and Takes - 211 Title I, Part A - \$1,000, Miscellaneous Operating Costs - 211 Title I, Part A - \$1,194	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.





**Performance Objective 4:** We will grow reciprocal business partnerships that offers the school community real world experiences.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Staff will will work with outside entities to provide services for our students and families. <b>Strategy's Expected Result/Impact:</b> Increase in outside agency referrals. <b>Staff Responsible for Monitoring:</b> Administration, Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

**Goal 5:** Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 5:** By May 2021, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.





**Evaluation Data Sources:** Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Host Monthly Principal Cafecitos <b>Strategy's Expected Result/Impact:</b> Monthly Parent Sign In Parent Surveys Agenda <b>Staff Responsible for Monitoring:</b> Campus administration Head Start Facilitator <b>Funding Sources:</b> General Supplies - 211 Title I, Part A - \$1,000, Miscellaneous Operating Costs - 211 Title I, Part A - \$1,194	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Conduct with parent volunteer support Reading Night, Math Night and Science Night to provide parents with information about what students are currently learning and how they can support the learning at home. <b>Strategy's Expected Result/Impact:</b> Parent Flyer and Parent Sign In Sheets, Campus Website <b>Staff Responsible for Monitoring:</b> All Teachers, Principal/Vice Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create at least 3 student/teacher interest clubs: music, gardening, cheer, embroidery, art and library. Parent (nutrition classes) <b>Strategy's Expected Result/Impact:</b> Club by-laws Club Membership Club Meetings/schedule Agenda and sign in sheet <b>Staff Responsible for Monitoring:</b> Administration, Teachers & Staff, Students and Parents	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Invite parents to Title 1 Parent Meeting at initial Open House meeting held in the evening. <b>Strategy's Expected Result/Impact:</b> Agenda, Title1 Parent sign In sheets <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Roy P. Benavidez will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 6:** 100% of classroom teachers will create and maintain a teacher website and online app that is user friendly to the families of Benavidez





**Evaluation Data Sources:** Teacher websites

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a variety of communication platforms and social media platforms to encourage parents to communicate with the school, to share important information with families and to highlight and promote special events. Platforms may include: School Messenger, Blackboard, Twitter, Facebook, Benavidez school website and teacher websites, Skyward and charter apps driveline safety application.</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p> <p><b>Funding Sources:</b> Charter apps - 211 Title I, Part A - \$537</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 6:** Roy P. Benavidez will provide supplemental support and resources to low performing classrooms.

**Performance Objective 1:** Assist students with core content support in Math and Reading through small group tutoring sessions, increasing overall students performance on STAAR and Diagnostic Assessments by 15%.

**Evaluation Data Sources:** School Report Card, Universal Screener Data, Benchmarks, Common Assessment Data, STAAR Data, teacher observations






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hire part-time tutors to pull-out students and support them in Math and Reading. <b>Strategy's Expected Result/Impact:</b> Identify the At-Risk students and have 100% attend tutoring with part-time tutors. <b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction <b>Funding Sources:</b> Part- Time Certified Tutors - 211 Title I, Part A - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** Roy P. Benavidez will provide supplemental support and resources to low performing classrooms.

**Performance Objective 2:** Create intervention/tutoring groups that will be conducted by teachers/staff to be held after school and/or on Saturday to increase reading and math scores by 10% from student's last assessment

**HB3 Goal**

**Evaluation Data Sources:** Benchmark Data, STAAR Data, Grades

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will analyze teacher-made test, benchmark data, and STAAR data to create tutoring groups, that will lead to 10% improvement from their last assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of 10% on Common Assessments, Diagnostic Assessments, Benchmarks, STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Certified Tutors and Paraprofessional Monitors - 211 Title I, Part A - \$4,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will analyze teacher-made test, benchmark data, and STAAR data to create intervention groups, that will lead to 10% improvement from their last assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of 10% on Common Assessments, Diagnostic Assessments, Benchmarks, STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**South San Antonio Independent School District**  
**Global Leadership Academy**  
**2021-2022 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1:** The Global Leadership Academy at Benavidez Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





**Performance Objective 1:** -Increase the percentage of students scoring Meets Grade Level Standard or Above in Reading in 2022.

-Increase the percentage of students scoring Meets Grade Level Standard or Above in Science in 2022.

-Increase the percentage of students scoring Meets Grade Level Standard or Above in Math in 2022.

**Evaluation Data Sources:** Common Assessments, District Benchmark Assessments, State Assessments





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Incorporate the use of quality TEKS based resources in Tier I instruction.  <b>Strategy's Expected Result/Impact:</b> Increased State and District Assessments  <b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional supplies for students- Chart Paper, construction paper, journals, car stock, markers, pencils, highlighter, crayons, etc. - 211 Title I, Part A - \$10,064, Reading Material - 211 Title I, Part A - \$15,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Technology will be used to enhance classroom and virtual instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, Chromebooks/Cart, and Ipads into their lessons  <b>Strategy's Expected Result/Impact:</b> student engagement during walkthroughs and virtual walkthroughs  <b>Staff Responsible for Monitoring:</b> Admin, technology, and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math  <b>Funding Sources:</b> Laptops, headphones - 211 Title I, Part A - \$3,000, Technology Equipment - 199 Local - \$4,800</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards . <b>Strategy's Expected Result/Impact:</b> increase student academic achievement <b>Staff Responsible for Monitoring:</b> administration, teachers, & central office  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> TEA Priorities  Provide supplemental resources for small group instruction to build a strong foundation in reading and math. <b>Strategy's Expected Result/Impact:</b> Close the achievement gap in reading and math <b>Staff Responsible for Monitoring:</b> Campus administration	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Teachers will incorporate Informational/Expository text in their science/reading lessons on a weekly basis. <b>Strategy's Expected Result/Impact:</b> Lesson Plans, Walkthroughs, Observations, Face-to-Face Feedback <b>Staff Responsible for Monitoring:</b> Principal, Vice Principal, Grade Level Chairs	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Students will receive differentiated instruction, aligning methods and techniques to meet their needs. <b>Strategy's Expected Result/Impact:</b> Lesson Plans Walkthroughs Observations Face to Face Feedback <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Students will utilize the CAP model (Concrete, Pictorial, Abstract) during Math instruction.	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 1:** The Global Leadership Academy at Benavidez Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance..

**Performance Objective 2:** Increase the percentage of students at the Benchmark level on the MCLASS assessment by 20%.





**Evaluation Data Sources:** Common Assessments, District Benchmark Assessments, State Assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will develop knowledge and skills to begin reading by participating in researched based literacy instruction with a focus on effective instructional practices that promote early reading success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in District Assessments/ Diagnostic Assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** The Global Leadership Academy at Benavidez Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 3:** Implement assessment program to measure student achievement

**Evaluation Data Sources:** Program Evaluations





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will participate in District, Campus, and State Assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in State, District, and Campus Assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>Funding Sources:</b> Headphones, Pencils, Overlays, Dictionaries, Paper - 211 Title I, Part A - \$2,715</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** The Global Leadership Academy at Benavidez Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff

**HB3 Goal**





**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide professional development opportunities for teachers and administrators to improve instruction.  <b>Strategy's Expected Result/Impact:</b> Provide good first instruction for teachers.  <b>Staff Responsible for Monitoring:</b> Administration, CILT, IC</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> Travel and Subsistence- Employees - 211 Title I, Part A - \$4,900, Region 20 Services - 211 Title I, Part A - \$100, Travel and Subsistence- Employees - 211 Title I, Part A - \$5,686</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** The Global Leadership Academy at Benavidez Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives.

**Evaluation Data Sources:** Administrators, CILT TEAM, Instructional Coach

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be provided feedback sessions to provide bite-size strategies for immediate implementation after TTESS Walkthroughs/Evaluations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in teacher support and effectiveness.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b></p> <p><b>Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus will participate in school wide Learning Walks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement on Diagnostics, Benchmarks, Common Assessments, and STAAR.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 2:** The Global Leadership Academy at Benavidez Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** Classroom teachers will participate in the Teaching Learning Cycle throughout the year.

**HB3 Goal**





**Evaluation Data Sources:** State Assessments, Benchmark Assessments, Diagnostic Assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will develop and create engaging and rigorous interactive lessons which incorporate technology devices (such as Chromebooks, laptops, headsets with microphones), tech apps and web-based programs to keep students engaged.</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** The Global Leadership Academy at Benavidez Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 4:** Classroom teachers will engage in the teaching learning cycle to improve student outcomes.

**Evaluation Data Sources:** State and District Assessments.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teacher will participate to in weekly PLC's.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement in State and District Assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Classroom teachers will participate in backwards designing for Quality Tier I instruction.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 3:** The Global Leadership Academy at Benavidez Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** Establish a partnership with middle schools Academies of Choice: Fine Arts, Health Sciences, and STEM.





**HB3 Goal**

**Evaluation Data Sources:** 5th Grade Promotion Rates, 5th Grade Acceptance to Choice Academies.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct career exploration surveys to fourth and fifth grade students to determine career interests.  <b>Strategy's Expected Result/Impact:</b> Increase career exploration opportunities to determine academy of choice  <b>Staff Responsible for Monitoring:</b> Counselor   <b>Title I Schoolwide Elements:</b> 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** The Global Leadership Academy at Benavidez Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 2:** Establish and sustain a comprehensive Early College Model.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide opportunities for students to participate in Enrichment Programs.  <b>Strategy's Expected Result/Impact:</b> Increase in students performing at the Masters Level of Above on Diagnostic, Benchmarks, Common Assessments, STAAR.  <b>Staff Responsible for Monitoring:</b> Teacher, Staff and Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide the students the opportunity to participate in Elementary National Honor Society.  <b>Strategy's Expected Result/Impact:</b> Increase in students performing at the Masters Level of Above on Diagnostic, Benchmarks, Common Assessments, STAAR.  <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Counselor, Office Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> All students will engage in formative assessments, frequent small group purposeful talk and writing critically daily.  <b>Strategy's Expected Result/Impact:</b> Increase in student performance in State and District Assessments.  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** The Global Leadership Academy at Benavidez Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 3:** Improve daily attendance by minimum one percent.

**Evaluation Data Sources:** Attendance and enrollment rates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a school wide attendance plan.  <b>Strategy's Expected Result/Impact:</b> Increase of student attendance.  <b>Staff Responsible for Monitoring:</b> Date Clerk/ Teachers/ Administration</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b>  <b>Funding Sources:</b> Bikes or Scooters - 199 Local - \$800</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Coordinate activities for students based on their attendance, such as, dances, movie nights, etc.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide after school activities and clubs for students to participate.  <b>Strategy's Expected Result/Impact:</b> Increased in attendance.  <b>Staff Responsible for Monitoring:</b> Teachers and Campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				





**Goal 4:** The Global Leadership Academy at Benavidez Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Create and implement safety standards that promote safe facilities and equipment across the district.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> New Safety protocols, safety guidelines, emergency and safety folders, playground upkeep and bullying protocols.</p> <p><b>Strategy's Expected Result/Impact:</b> Communication Safety</p> <p><b>Staff Responsible for Monitoring:</b> Administration Teachers and Staff Counselor CIS Committee SAPD SAFD State Troopers</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 4:** The Global Leadership Academy at Benavidez Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Create clear policies and procedures for student conduct, incorporating Positive Behavior Intervention Supports (PBIS)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement PBIS training, student behavior charts, flow charts, discipline referrals, PBIS Store</p> <p><b>Strategy's Expected Result/Impact:</b> Positive Behavior Positive SWISS reports</p> <p><b>Staff Responsible for Monitoring:</b> PBIS Committee Administration, Teachers and Staff</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> student folders, cardstock paper - 211 Comprehensive Support - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 100% of instructional staff will fully implement a social -emotional program (Sanford Harmony) and supports for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease the number of the students in crisis.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor and Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** The Global Leadership Academy at Benavidez Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 3:** Implement a collaborative instructional model that integrates technology and hands-on instructional experiences.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will utilize Chromebooks/Laptops, iPads or Smart Board for interactive lessons to provide experiences for students to think critically to support learning and provide instruction through on-line platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans Learning Walks Walkthroughs Observations</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, CILT, Instructional Coach, Teacher, Staff and technology coordinator.</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase laptops, iPads, iPad covers, infocus, document cameras, and other technology equipment materials for teacher use to support lesson delivery and promote critical thinking and problem solving.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans, Learning Walks and Walkthroughs</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Principal, Assistant Principal</p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$511, Amazon - 211 Title I, Part A - \$958, Apple computers - 211 Title I, Part A - \$24,986, Accelerated Learning - 199 PIC 30 State Comp - \$2,329, Scholastic - 199 PIC 30 State Comp - \$1,115, Troxell - 199 PIC 30 State Comp - \$6,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide hands on instructional materials for teachers to use to support lesson delivery and promote critical thinking and problem solving.</p> <p><b>Strategy's Expected Result/Impact:</b> Rigours lessons.</p> <p><b>Staff Responsible for Monitoring:</b> campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$1,028.75, Laekshore - 199 PIC 30 State Comp - \$3,990, Amazon - 211 Title I, Part A - \$1,198.40, Amazon - 211 Title I, Part A - \$102.66, Amazon - 211 Title I, Part A - \$981, Amazon - 211 Title I, Part A - \$822, Amazon - 211 Title I, Part A - \$1,098.36, Amazon - 211 Title I, Part A - \$976, Follett School Solutions - 199 PIC 30 State Comp - \$7,606.31, Amazon - 211 Title I, Part A - \$681, Amazon - 211 Title I, Part A - \$727.50, Midamerica Books - 199 PIC 30 State Comp - \$477.40, Bound to Stay Bound Book - 199 PIC 30 State Comp - \$1,576.29, Lakeshore - 211 Title I, Part A - \$157, Amazon - instructional materials - 211 Title I, Part A - \$3,624.32, Lakeshore Learning Material - 211 Title I, Part A - \$466</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				







**Goal 5:** The Global Leadership Academy at Benavidez Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Develop a wellness program to encourage participation from all members of the school community in healthy pursuits.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Offer Parent Nutrition Classes for families in the Head Start Program.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent Engagement</p> <p><b>Staff Responsible for Monitoring:</b> Head Start Facilitator Administration PBIS Sponsor, PTO and SA Youth</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> 0% No Progress</span> <span> 100% Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 5:** The Global Leadership Academy at Benavidez Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Implement a structured program to connect and involve the home within the school setting.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct Head Start Parent Home Visits for all students in the Early Childhood Program.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent Engagement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Head Start Facilitator and Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 5:** The Global Leadership Academy at Benavidez Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 3:** Establish a volunteer program that utilizes staff, student and community membership.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement a parent volunteer program. <b>Strategy's Expected Result/Impact:</b> Parent engagement and support Parent Volunteer Log Parent Room <b>Staff Responsible for Monitoring:</b> Administration Teachers and Staff	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement monthly opportunities for parents to engage with the school and their child. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement. <b>Staff Responsible for Monitoring:</b> Parent Liaison  <b>Funding Sources:</b> General Supplies, Make and Takes - 211 Title I, Part A - \$1,000, Miscellaneous Operating Costs - 211 Title I, Part A - \$1,194	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** The Global Leadership Academy at Benavidez Elementary will collaborate with parents and community to ensure all students receive a gold standard education.





**Performance Objective 4:** We will grow reciprocal business partnerships that offers the school community real world experiences.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Staff will will work with outside entities to provide services for our students and families. <b>Strategy's Expected Result/Impact:</b> Increase in outside agency referrals. <b>Staff Responsible for Monitoring:</b> Administration, Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** The Global Leadership Academy at Benavidez Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 5:** By May 2021, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.





**Evaluation Data Sources:** Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Host Monthly Principal Cafecitos <b>Strategy's Expected Result/Impact:</b> Monthly Parent Sign In Parent Surveys Agenda <b>Staff Responsible for Monitoring:</b> Campus administration Head Start Facilitator  <b>Funding Sources:</b> General Supplies - 211 Title I, Part A - \$1,000, Miscellaneous Operating Costs - 211 Title I, Part A - \$1,194	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Conduct with parent volunteer support Reading Night, Math Night and Science Night to provide parents with information about what students are currently learning and how they can support the learning at home. <b>Strategy's Expected Result/Impact:</b> Parent Flyer and Parent Sign In Sheets, Campus Website <b>Staff Responsible for Monitoring:</b> All Teachers, Principal/Vice Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create at least 3 student/teacher interest clubs: music, gardening, cheer, embroidery, art and library. Parent (nutrition classes) <b>Strategy's Expected Result/Impact:</b> Club by-laws Club Membership Club Meetings/schedule Agenda and sign in sheet <b>Staff Responsible for Monitoring:</b> Administration, Teachers & Staff, Students and Parents	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Invite parents to Title 1 Parent Meeting at initial Open House meeting held in the evening. <b>Strategy's Expected Result/Impact:</b> Agenda, Title1 Parent sign in sheets <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** The Global Leadership Academy at Benavidez Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 6:** 100% of classroom teachers will create and maintain a teacher website and online app that is user friendly to the families of The Global Leadership Academy at Benavidez Elementary





**Evaluation Data Sources:** Teacher websites

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a variety of communication platforms and social media platforms to encourage parents to communicate with the school, to share important information with families and to highlight and promote special events. Platforms may include: School Messenger, Blackboard, Twitter, Facebook, Benavidez school website and teacher websites, Skyward and charter apps driveline safety application.</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p> <p><b>Funding Sources:</b> Charter apps - 211 Title I, Part A - \$537</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** The Global Leadership Academy at Benavidez Elementary will provide supplemental support and resources to low performing classrooms.

**Performance Objective 1:** Assist students with core content support in Math and Reading through small group tutoring sessions, increasing overall students' performance on STAAR and Diagnostic Assessments by 15%.

**Evaluation Data Sources:** School Report Card, Universal Screener Data, Benchmarks, Common Assessment Data, STAAR Data, teacher observations





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hire part-time tutors to pull-out students and support them in Math and Reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify the At-Risk students and have 100% attend tutoring with part-time tutors.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b></p> <p><b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Part- Time Certified Tutors - 211 Title I, Part A - \$10,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 6:** The Global Leadership Academy at Benavidez Elementary will provide supplemental support and resources to low performing classrooms.

**Performance Objective 2:** Create intervention/tutoring groups that will be conducted by teachers/staff to be held after school and/or on Saturday to increase reading and math scores by 10% from student's last assessment

**HB3 Goal**

**Evaluation Data Sources:** Benchmark Data, STAAR Data, Grades

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will analyze teacher-made test, benchmark data, and STAAR data to create tutoring groups, that will lead to 10% improvement from their last assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of 10% on Common Assessments, Diagnostic Assessments, Benchmarks, STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Certified Tutors and Paraprofessional Monitors - 211 Title I, Part A - \$4,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will analyze teacher-made test, benchmark data, and STAAR data to create intervention groups, that will lead to 10% improvement from their last assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of 10% on Common Assessments, Diagnostic Assessments, Benchmarks, STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, ICs, Reading Teacher, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**South San Antonio Independent School District**  
**Miguel Carrillo, Jr. Elementary**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.

## Vision

Miguel Carrillo, Jr. Elementary is a positive student-centered environment, which empowers students to be productive lifelong learners through collaboration and innovative education within our school community.

## Core Beliefs

- We believe effective communication and collaboration creates strong leadership.
- We believe compassionate and dedicated teachers foster a positive culture which inspires students to become independent learners.
- We believe all members of the community are accountable for student success.
- We believe students are responsible for taking ownership of their learning and achievement.



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# Goals

**Goal 1:** Miguel Carrillo, Jr will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





**Performance Objective 1:** By 2021, Math and Reading STAAR scores will increase by 5% at Meets level.

**HB3 Goal**

**Evaluation Data Sources:** daily formative assessments, district assessment data and STAAR scores.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Kinder - 5th grade teachers will provide after school tutoring for struggling students in math and reading</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR scores for math and reading.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, instructional coach, and campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 2 - Student Learning 2 - Curriculum, Instruction, and Assessment 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> After 9 weeks Benchmark, teachers will create a Teacher Action Plan to reteach TEKS standards that have been identified as not mastered.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase math and reading scores.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches and Assistant Principal, and Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide part-time support for students who have not mastered TEKS on formative assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase a math and reading STAAR scores.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Problem Statements:</b> Student Achievement 2 - Student Learning 2 - Curriculum, Instruction, and Assessment 3</p> <p><b>Funding Sources:</b> Part-time teachers - 211 Title I, Part A - \$10,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Implement Imagine Math for K-5th grade to differentiate instruction for all students to help build problem solving skills and conceptual understanding.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR Math Scores</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, and Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement M-Class screener to provide targeted interventions for reading to close the gap for grades K-5th.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase reading skills</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, and Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Problem Statements:</b> Student Achievement 2 - Student Learning 2 - Curriculum, Instruction, and Assessment 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Campus will conduct district assessments to measure teacher academic progress and student progress monitoring.</p> <p><b>Strategy's Expected Result/Impact:</b> Small group and accelerated instruction driven by data.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and instructional coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Implement in all Head Start classrooms, CIRCLE and ASQ assessments for Beginning, Middle, and End of Year checkpoints in literacy and math components. CIRCLE and ASQ provides grouping, differentiation, and RTI strategies in order to fill the achievement gap.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student outcome</p> <p><b>Staff Responsible for Monitoring:</b> Pre-K and Head Start Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Purchase supplemental student learning materials and teacher preparations from Mentoring Minds, ESC Learning Systems and Curriculum Associates to develop Closing Task and campus based assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase reading and math.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, and Campus Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p><b>Strategy 9:</b> Purchase classroom instructional materials or supplies to utilize for multiple response strategies. Materials will develop skills in writing, reading, vocabulary, math and science.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student outcomes in all grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches, Assistant Principal, and Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Level 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Performance Objective 1 Problem Statements:**





Student Learning
<p><b>Problem Statement 2:</b> Students performed below district average on the STAAR reading test. <b>Root Cause:</b> Tier 1 does not reflect the use of high quality instructional strategies.</p>

**Goal 2:** Miguel Carrillo, Jr. will recruit, develop, support, and retain effective teachers, principals, and other individual staff.

**Performance Objective 1:** By the end of 2022, 100% of Carrillo staff will participate in Professional Learning for district initiatives.

**HB3 Goal**

**Evaluation Data Sources:** Professional Learning Agendas, Professional Learning Sign-in Sheets

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Carrillo teachers will be trained on the new district programs (M-Class/Amplify and Imagine Math) <b>Strategy's Expected Result/Impact:</b> Increase reading and math scores. <b>Staff Responsible for Monitoring:</b> Instructional Coaches and Campus Administration <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b> <b>Levers:</b> Lever 2: Effective, Well-Supported Teachers	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will be trained during PLCs to support district initiatives. <b>Strategy's Expected Result/Impact:</b> Increase math and reading scores <b>Staff Responsible for Monitoring:</b> Instructional Coaches and Campus Administration <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b> <b>Levers:</b> Lever 2: Effective, Well-Supported Teachers	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will attend training as Region 20 as per teacher's T-TESS goals. <b>Strategy's Expected Result/Impact:</b> To support teachers in their professional learning. <b>Staff Responsible for Monitoring:</b> Campus administrators and Instructional Coaches <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b> <b>Levers:</b> Lever 1: Strong School Leadership and Planning	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				











**Goal 3:** Miguel Carrillo, Jr. will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** Develop College and Career readiness skills through learning activities for 100% students in grades PK-5th.

**HB3 Goal**





**Evaluation Data Sources:** 5th Grade Promotion Rates, 5th Grade Acceptance to Choice Academies.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase the number of students being accepted to the District's Academy of Choice Middle Schools. <b>Strategy's Expected Result/Impact:</b> Increase graduation rates. <b>Staff Responsible for Monitoring:</b> Teachers and Counselors <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All 2nd grade students will participate in the district's Career on Wheels. <b>Strategy's Expected Result/Impact:</b> Increase to college and career readiness awareness <b>Staff Responsible for Monitoring:</b> 2nd Grade Teachers and Counselor <b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All K-5th grade students will do goal setting for the character trait of the month. <b>Strategy's Expected Result/Impact:</b> Increase career and college readiness awareness. <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Carrillo 5th students will attend a tour of the middle school academies. <b>Strategy's Expected Result/Impact:</b> Increase College and Career Readiness awareness <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 5th students will attend District-Wide Showcase of the Choice Academies. <b>Strategy's Expected Result/Impact:</b> Increase College and Career Readiness Awareness <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> 5th grade student will attend a Choice Academy Presentation <b>Strategy's Expected Result/Impact:</b> Increase College and Career Readiness Awareness. <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Miguel Carrillo, Jr. will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 1:** By 2022, Carrillo's attendance rate will be at 93%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase attendance incentives to improve attendance.  <b>Strategy's Expected Result/Impact:</b> Purchasing incentives will motivate students to help the campus reach our attendance goal of 93% for the 2021-2022 SY.  <b>Staff Responsible for Monitoring:</b> Principal, Vice Principal, Counselor, Teachers and Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Campus will implement Attendance Intervention Meetings addressing students who have 3 or more unexcused absences.  <b>Strategy's Expected Result/Impact:</b> Increase attendance rates  <b>Staff Responsible for Monitoring:</b> Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Comprehensive Support Strategy - Targeted Support Strategy</b>  <b>Funding Sources:</b> Attendance Incentives - 199 Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Campus will utilize our district Truancy Attendance Officer to assist with students who have 8 or more unexcused absences.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance  <b>Staff Responsible for Monitoring:</b> Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Miguel Carrillo will reach out to as many community stakeholders (students, parents and business') to help support the functions and activities and school function put on by the school through ClassDojo, Facebook, Twitter, Website, School Marquee, School Messenger, School Flyers.  <b>Strategy's Expected Result/Impact:</b> Student Discipline Referrals will reduce by 20%  <b>Staff Responsible for Monitoring:</b> Principal, Vice Principal  <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </p>				

**Goal 4:** Miguel Carrillo, Jr. will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** The campus will have a 10% reduction in discipline referrals from past three years based on the PBIS behavior system we have in place.






**Evaluation Data Sources:** Provide students and staff with points on ClassDojo to be used to redeemed school purchased PBIS items.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase tangible items to promote positive behaviors on campus.  <b>Strategy's Expected Result/Impact:</b> Our campus will have less discipline referrals, and teachers will have less classroom behavior management issues.  <b>Staff Responsible for Monitoring:</b> Campus Administration, and Faculty and Staff, and the PBIS team.  <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Using the PBIS Matrix , students will follow all PBIS rules and expectations.  <b>Strategy's Expected Result/Impact:</b> Decrease student discipline referrals  <b>Staff Responsible for Monitoring:</b> Assistant Principal, Counselor, and Principal  <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> All campus staff will be using Class Dojo to award all students and staff points for following the PBIS rules and expectations to gain points to redeem at the PBIS store.  <b>Strategy's Expected Result/Impact:</b> Decrease student discipline referrals and increase staff morale.  <b>Staff Responsible for Monitoring:</b> All Campus Staff  <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Miguel Carrillo, Jr. will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** The campus will have a minimum of 8 monthly Cafecitos during the school year which will include a parent training component.

**Evaluation Data Sources:** Sign -In Sheets and Flyers from the event





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Have monthly Cafecitos <b>Strategy's Expected Result/Impact:</b> Increase parental involvement <b>Staff Responsible for Monitoring:</b> Counselor and Principal <b>Title I Schoolwide Elements:</b> 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The campus will offer two parent volunteer trainings. <b>Strategy's Expected Result/Impact:</b> Increase parental involvement on campus. <b>Staff Responsible for Monitoring:</b> Counselor and Head Start Family Facilitator,	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Miguel Carrillo, Jr. will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** By May 2022, parental involvement at Carrillo will increase by 50%.








**Evaluation Data Sources:** Agendas, Sign-In Sheets, Google Calendar, Recorded Meetings and trainings on Youtube, newsletters, Class Dojo, Seesaw.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize School Messenger , Twitter, Class Dojo, Facebook , marquee, flyers and morning announcements to increase parental engagement by announcing campus activities, parent involvement and family engagement functions.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase communication between school and community.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, counselor, and Paren Liaison</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Comprehensive Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Carrillo will implement the following parental activities: Open House, Meet the Teacher, Award Ceremonies, Red Ribbon Week Activities, Veteran's Day Program, Grandparent's Day, Halloween Parade, Fiesta Float Parade, Field Day, and Tour of South San ISD</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Parent Involvement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselor, Parent Liaison, and Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Communities in Schools will work with Carrillo families to assist in attendance, academics, and social-emotional students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parental involvement</p> <p><b>Staff Responsible for Monitoring:</b> CIS case worker, counselor, and campus administration</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The counselor will distribute two parent surveys one in the Fall and Spring in regards to interest for upcoming Cafecitos.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parental involvement by their needs, decision making and feedback.</p> <p><b>Staff Responsible for Monitoring:</b> School counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Partner with businesses in the community to provide incentives to attend evening activities. <b>Strategy's Expected Result/Impact:</b> Increase parental involvement <b>Staff Responsible for Monitoring:</b> Parent Liaison <b>Title I Schoolwide Elements:</b> 3.2	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Miguel Carrillo, Jr. will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 3:** Hire a Parent Liaison.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Recruit parent volunteers for the campus. <b>Strategy's Expected Result/Impact:</b> Increase parental involvement. <b>Staff Responsible for Monitoring:</b> Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Reach out to local community businesses and city councilman for donations. <b>Strategy's Expected Result/Impact:</b> Increase community involvement <b>Staff Responsible for Monitoring:</b> Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Assist in organizing Cafecitos and other campus events involving the community. <b>Strategy's Expected Result/Impact:</b> Increase parental and community involvement <b>Staff Responsible for Monitoring:</b> Counselor and Parent Liaison.	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 6:** Miguel Carrillo, Jr. will provide supplemental support and resources to low performing campuses.

**Performance Objective 1:** Carrillo will increase 20% in the area of school progress.

**Evaluation Data Sources:** Universal Screener Data, daily formative assessments, and benchmarks

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Master schedules will include math and reading intervention period.  <b>Strategy's Expected Result/Impact:</b> Improve standards based lessons for increased student outcomes.  <b>Staff Responsible for Monitoring:</b> Principal and instructional coaches  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Hire part-time certified, retired teachers to provide supplemental support in reading and math during the school day.  <b>Strategy's Expected Result/Impact:</b> Improve student outcomes in reading and math  <b>Staff Responsible for Monitoring:</b> Principal, Instructional coaches, Teachers  <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b>  <b>Funding Sources:</b> Retired certified teachers, time cards - 211 Comprehensive Support - \$3,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**South San Antonio Independent School District**  
**Miguel Carrillo, Jr. Elementary - TIP**  
**2021-2022 Cycles/Essential Actions/Action Steps**



**Superintendent:**  
**DCSI/Grant Coordinator:**

Marc Puig  
Kevin Rasco

**Principal:** Sandra J. Sandoval  
**ESC Case Manager:** Cheryl Stewart  
**ESC Region:** 20

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# Cycles

## Cycle 1 - (Sept – Nov)

**Did you achieve your student performance data goals? Why or why not?:** None

### 1. **Essential Action 4.1:** Daily use of high-quality instructional materials aligned to instructional planning calendars and interim and formative assessments.

**Implementation Level:** Partial Implementation

**Rationale:** Teachers currently have flex days on the scope and sequence to reteach skills taught during the unit lessons. Teachers currently have objectives that are aligned with the scope and sequence. The campus would like to see instructional materials being consistently used across the perspective grade levels. Teachers would like to see alignment with instructional materials and TEKS Resource. Teachers would like more time to internalize the instructional materials.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The campus will collaborate with our district DCSI, Cheryl Stewart, Region 20 ESC Case Manager, the School Improvement Committee along with the campus administration. Collaboration with district DCSI will strengthen the implementation support between the district and the campus providing instructional materials needed to successfully meet the needs of all students.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The campus will communicate the Essential Action during faculty meetings to address all teaching staff. The campus administration will communicate priorities during CLT monthly meetings. The campus administration will communicate priority with parents during monthly Cafecitos.

**Desired Annual Outcome:** Every teacher will have a district approved instructional list . The approved instructional materials will be documented in the teacher's lesson plans. Daily lesson plans will include aligned objectives, activities, and a closing task. By May 2022, 75% of teachers will use high-quality instructional materials to meet the needs of special ed., dyslexia, RtI, Hispanic, Economically Disadvantage, and EL students. This will be evident in the weekly lesson plan feedback.

**District Commitment Theory of Action:** If the district provides Carrillo with standards-aligned, high-quality instructional materials that include full unit and daily lesson plans, aligned assessments, scope and sequence, integrated supports to meet the needs of all students including special populations, and all necessary materials for implementation with fidelity then all students will engage daily with TEKS-aligned, high-quality instructional materials, and assessments that support learning at appropriate levels of rigor.

**Desired 90-day Outcome:** By the end of November, a list of district approved instructional materials list will be provided to each teacher. Campus administrators will check lesson plans weekly and create a checklist of teachers who are implementing the instructional materials. By November, 25% of teachers will consistently use high quality instructional materials to meet the needs of diverse learners.

**District Actions:** Provide campus with high quality instructional materials through the TCLAS grant, as well as professional development and support in the form of instructional coaches for effective use of HQIM that will reinforce high expectations for student achievement.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Campus Instructional Leaders will create a list of district approved instructional materials.</p> <p><b>Evidence Used to Determine Progress:</b> List of district approved instructional materials.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, and Instructional Coach</p> <p><b>Resources Needed:</b> TEKS Resource System and district approved list</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 27, 2021 - <b>Frequency:</b> One Time - <b>Evidence Collection Date:</b> November 5, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 2 Details	Reviews
<p><b>Action Step 2:</b> During PLCs, Instructional Coaches and campus leaders will train teachers on the use of high quality materials.</p> <p><b>Evidence Used to Determine Progress:</b> PLC agendas, PLC sign-in sheets, and feedback on walkthroughs.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, and Instructional Coach,</p> <p><b>Resources Needed:</b> District approved instructional material list</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 4, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 5, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Campus leaders will provide feedback on lesson plans and walkthroughs.</p> <p><b>Evidence Used to Determine Progress:</b> Lesson plans and walkthroughs</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, Instructional Coach, and Teachers</p> <p><b>Resources Needed:</b> TEKS Resource</p> <p><b>Addresses an Identified Challenge:</b> None</p> <p><b>Start Date:</b> September 27, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 5, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** We anticipate time will be one of the challenges. Teachers will not effectively use instructional materials. Teachers may not know how to implement instructional materials in the delivery of the lesson.

**What specific action steps address these challenges?:** The campus and district will conduct frequent learning walks to obtain data and give teachers feedback on the implementation of district materials.

## Cycle 1 - (Sept – Nov)

### 2. Essential Action 5.1: Effective classroom routines and instructional strategies.

**Implementation Level:** Partial Implementation

**Rationale:** The campus will be implementing the Fundamental 5 instructional strategies. The campus does not currently have nor has implemented a campus-wide instructional framework for instruction that contains high leverage practices.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The School Improvement Committee will ensure that the staff is aware of priorities, revisit the focus on effective classroom instructional strategies at monthly staff meetings and weekly PLCs. The campus will collaborate with our district DCSI, Region 20 Case Manager, and the School Improvement Committee, and campus administration.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The campus administration will engage in reflective conversations and barriers on progress. Community/families will be notified on focus areas on newsletters and during Cafecitos. Students will be aware of the focus area through campus vision.

**Desired Annual Outcome:** By May 2022, 90% of teachers will use high quality instructional strategies. ICs will provide training during PLCs and support for teachers. Sign in sheets, training agendas and teacher feedback will be used to document evidence. Carrillo leadership team will coach teachers to support the implementation of instructional strategies.

**District Commitment Theory of Action:** If the district ensures that Carrillo instructional leaders receive initial training and ongoing coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data driven instruction, and observation and feedback) then campus leaders will provide teachers with job embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Desired 90-day Outcome:** 30% of teachers will use high quality instructional strategies. Campus administrators will conduct weekly walkthroughs and provide feedback and coach teachers on the implementation of high quality instructional strategies. Weekly Leadership meetings will focus on teachers who are still in need of further training and support.

**District Actions:** Provide campus with best practices for routines and procedures and professional development for successful implementation through monthly meetings with campus leadership as well as data walks to be conducted monthly.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> During the PLCs, campus leaders and instructional coach will review the different components of the Fundamental 5 with teachers.</p> <p><b>Evidence Used to Determine Progress:</b> PLC agenda, PowerPoint Presentation, and sign in sheets.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, and Instructional Coach</p> <p><b>Resources Needed:</b> Fundamental 5 Book</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 27, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 5, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 2 Details	Reviews
<p><b>Action Step 2:</b> Teachers will implement the Fundamental 5 in the classroom and on lesson plans.</p> <p><b>Evidence Used to Determine Progress:</b> Lesson plans and walkthroughs</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, and Instructional Coach</p> <p><b>Resources Needed:</b> Lesson plans</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> August 23, 2021 - <b>Frequency:</b> Ongoing - <b>Evidence Collection Date:</b> September 1, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> The campus will monitor the implementation of Fundamental 5 through the district's Learning Walk protocol.</p> <p><b>Evidence Used to Determine Progress:</b> Learning Walk Protocol observational data collection</p> <p><b>Person(s) Responsible:</b> Campus Administration, Campus Leadership Team, District Leadership Team</p> <p><b>Resources Needed:</b> Fundamental 5, observational data form, Reflection Tool</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> November 19, 2021 - <b>Frequency:</b> Quarterly - <b>Evidence Collection Date:</b> November 19, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

Step 4 Details	Reviews
<p><b>Action Step 4:</b> Principal, with the support of the DCSI, will discuss the patterns from the Learning Walk Protocol to provide additional support for future Professional Learning.</p> <p><b>Evidence Used to Determine Progress:</b> Feedback from the Learning Walk</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, DCSI, and Instructional Coach</p> <p><b>Resources Needed:</b> Reflection Tool from the Learning Walk, Fundamental 5 book</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> November 19, 2021 - <b>Frequency:</b> Ongoing - <b>Evidence Collection Date:</b> November 19, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** Teachers may not consistently use instructional materials throughout the school year.

Teachers may struggle with differentiated instruction.

Teachers may not be vested in taking the time to learn the framework and practices.

**What specific action steps address these challenges?:** The campus and district will conduct frequent Learning Walks to obtain data and give teachers feedback on instructional strategies.



## Cycle 2 - (Dec – Feb)

**Did you achieve your student performance data goals? Why or why not?:** None

### 1. **Essential Action 4.1:** Daily use of high-quality instructional materials aligned to instructional planning calendars and interim and formative assessments.

**Implementation Level:** Partial Implementation

**Rationale:** Teachers currently have flex days on the scope and sequence to reteach skills taught during the unit lessons. Teachers currently have objectives that are aligned with the scope and sequence. The campus would like to see instructional materials being consistently used across the perspective grade levels. Teachers would like to see alignment with instructional materials and TEKS Resource. Teachers would like more time to internalize the instructional materials.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The campus will collaborate with our district DCSI, Cheryl Stewart, Region 20 ESC Case Manager, the School Improvement Committee along with the campus administration. Collaboration with district DCSI will strengthen the implementation support between the district and the campus providing instructional materials needed to successfully meet the needs of all students.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The campus will communicate the Essential Action during faculty meetings to address all teaching staff. The campus administration will communicate priorities during CLT monthly meetings. The campus administration will communicate priority with parents during monthly Cafecitos.

**Desired Annual Outcome:** Every teacher will have a district approved instructional list . The approved instructional materials will be documented in the teacher's lesson plans. Daily lesson plans will include aligned objectives, activities, and a closing task. By May 2022, 75% of teachers will use high-quality instructional materials to meet the needs of special ed., dyslexia, RtI, Hispanic, Economically Disadvantage, and EL students. This will be evident in the weekly lesson plan feedback.

**District Commitment Theory of Action:** If the district provides Carrillo with standards-aligned, high-quality instructional materials that include full unit and daily lesson plans, aligned assessments, scope and sequence, integrated supports to meet the needs of all students including special populations, and all necessary materials for implementation with fidelity then all students will engage daily with TEKS-aligned, high-quality instructional materials, and assessments that support learning at appropriate levels of rigor.

**Desired 90-day Outcome:** By the end of February 2022, 50% of teachers will consistently use high-quality instructional materials to meet the needs of diverse learners. Campus leaders will continue to use the lesson plan checklist to identify teachers who may need additional support using high quality instructional materials.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

## Cycle 2 - (Dec – Feb)

### 2. Essential Action 5.1: Effective classroom routines and instructional strategies.

**Implementation Level:** Partial Implementation

**Rationale:** The campus will be implementing the Fundamental 5 instructional strategies. The campus does not currently have nor has implemented a campus-wide instructional framework for instruction that contains high leverage practices.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The School Improvement Committee will ensure that the staff is aware of priorities, revisit the focus on effective classroom instructional strategies at monthly staff meetings and weekly PLCs. The campus will collaborate with our district DCSI, Region 20 Case Manager, and the School Improvement Committee, and campus administration.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The campus administration will engage in reflective conversations and barriers on progress. Community/families will be notified on focus areas on newsletters and during Cafecitos. Students will be aware of the focus area through campus vision.

**Desired Annual Outcome:** By May 2022, 90% of teachers will use high quality instructional strategies. ICs will provide training during PLCs and support for teachers. Sign in sheets, training agendas and teacher feedback will be used to document evidence. Carrillo leadership team will coach teachers to support the implementation of instructional strategies.

**District Commitment Theory of Action:** If the district ensures that Carrillo instructional leaders receive initial training and ongoing coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data driven instruction, and observation and feedback) then campus leaders will provide teachers with job embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Desired 90-day Outcome:** 60% of teachers will use high quality instructional strategies. The campus leaders will utilize the district learning walk protocol reflection.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

### Cycle 3 - (Mar – May)

**Did you achieve your student performance data goals? Why or why not?:** None

#### 1. **Essential Action 4.1:** Daily use of high-quality instructional materials aligned to instructional planning calendars and interim and formative assessments.

**Implementation Level:** Partial Implementation

**Rationale:** Teachers currently have flex days on the scope and sequence to reteach skills taught during the unit lessons. Teachers currently have objectives that are aligned with the scope and sequence. The campus would like to see instructional materials being consistently used across the perspective grade levels. Teachers would like to see alignment with instructional materials and TEKS Resource. Teachers would like more time to internalize the instructional materials.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The campus will collaborate with our district DCSI, Cheryl Stewart, Region 20 ESC Case Manager, the School Improvement Committee along with the campus administration. Collaboration with district DCSI will strengthen the implementation support between the district and the campus providing instructional materials needed to successfully meet the needs of all students.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The campus will communicate the Essential Action during faculty meetings to address all teaching staff. The campus administration will communicate priorities during CLT monthly meetings. The campus administration will communicate priority with parents during monthly Cafecitos.

**Desired Annual Outcome:** Every teacher will have a district approved instructional list . The approved instructional materials will be documented in the teacher's lesson plans. Daily lesson plans will include aligned objectives, activities, and a closing task. By May 2022, 75% of teachers will use high-quality instructional materials to meet the needs of special ed., dyslexia, RtI, Hispanic, Economically Disadvantage, and EL students. This will be evident in the weekly lesson plan feedback.

**District Commitment Theory of Action:** If the district provides Carrillo with standards-aligned, high-quality instructional materials that include full unit and daily lesson plans, aligned assessments, scope and sequence, integrated supports to meet the needs of all students including special populations, and all necessary materials for implementation with fidelity then all students will engage daily with TEKS-aligned, high-quality instructional materials, and assessments that support learning at appropriate levels of rigor.

**Desired 90-day Outcome:** By the end of May 2022, 75% of teachers will consistently use high-quality instructional materials to meet the needs of diverse learners.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

## Cycle 3 - (Mar – May)

### 2. Essential Action 5.1: Effective classroom routines and instructional strategies.

**Implementation Level:** Partial Implementation

**Rationale:** The campus will be implementing the Fundamental 5 instructional strategies. The campus does not currently have nor has implemented a campus-wide instructional framework for instruction that contains high leverage practices.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The School Improvement Committee will ensure that the staff is aware of priorities, revisit the focus on effective classroom instructional strategies at monthly staff meetings and weekly PLCs. The campus will collaborate with our district DCSI, Region 20 Case Manager, and the School Improvement Committee, and campus administration.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The campus administration will engage in reflective conversations and barriers on progress. Community/families will be notified on focus areas on newsletters and during Cafecitos. Students will be aware of the focus area through campus vision.

**Desired Annual Outcome:** By May 2022, 90% of teachers will use high quality instructional strategies. ICs will provide training during PLCs and support for teachers. Sign in sheets, training agendas and teacher feedback will be used to document evidence. Carrillo leadership team will coach teachers to support the implementation of instructional strategies.

**District Commitment Theory of Action:** If the district ensures that Carrillo instructional leaders receive initial training and ongoing coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data driven instruction, and observation and feedback) then campus leaders will provide teachers with job embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Desired 90-day Outcome:** 90% of teachers will use high quality instructional materials.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

**Cycle 4 - (Jun – Aug)**

**South San Antonio Independent School District**  
**Talented & Gifted Academy**  
**2021-2022 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1:** The Talented and Gifted Academy will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** Increase the percentage scores for Meets and Masters in reading.  
Increase the percentage scores for Meets and Masters in Math.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All TAG teachers will implement the TEKS Resource System.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR scores for math ELAR</p> <p><b>Staff Responsible for Monitoring:</b> TAG Teachers and Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Campus will conduct district assessments to measure teacher academic progress and student progress monitoring.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR Scores in math and reading.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and Campus Administration</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement MAP testing for BOY, MOY, and EOY to provide targeted interventions for reading, math and science.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase math and reading</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Learning and Innovation, Teachers and Campus Administration</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%			








Strategy 4 Details	Reviews			
<b>Strategy 4:</b> TAG teachers will provide after school tutoring for students struggling on math and reading. <b>Strategy's Expected Result/Impact:</b> Narrow the gap for math and reading. <b>Staff Responsible for Monitoring:</b> Teachers and Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement Project Based Learning in the classrooms. <b>Strategy's Expected Result/Impact:</b> Provide a high quality curriculum <b>Staff Responsible for Monitoring:</b> Executive Director of Learning and Innovation, TAG Teachers and Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** The Talented and Gifted Academy will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be trained during PLCs to support district initiatives.  <b>Strategy's Expected Result/Impact:</b> Support and retained teachers.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide professional development opportunities for teachers and administrators to improve instruction.  <b>Strategy's Expected Result/Impact:</b> Recruit, support and retain teachers and admin. staff.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The campus will participate in school wide Learning Walks.  <b>Strategy's Expected Result/Impact:</b> Increase Tier I Instruction  <b>Staff Responsible for Monitoring:</b> District Staff, Campus Administration, and Teachers  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> All TAG teachers, Instructional Coach, and Principal will be trained on MAP testing for BOY, MOY, EOY testing.  <b>Strategy's Expected Result/Impact:</b> Provide quality PD for teachers and staff  <b>Staff Responsible for Monitoring:</b> Executive Director of Learning and Innovation</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	0%			

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Train teachers, instructional coaches and principal on Project Based Learning. <b>Strategy's Expected Result/Impact:</b> Increase a high quality curriculum <b>Staff Responsible for Monitoring:</b> Executive Director of Learning and Innovation	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** The Talented and Gifted Academy will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

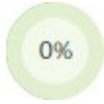





**Performance Objective 1:** Develop College and Career readiness skills through learning activities for 100% students in grades 1st - 4th grade.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase the number of students being accepted to the District's Academy of Choice Middle Schools.	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All 2nd grade students will participate in the district's Career on Wheels. <b>Strategy's Expected Result/Impact:</b> Increase career and college readiness awareness <b>Staff Responsible for Monitoring:</b> Counselor, Teachers, and Campus Administration  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All 1st - 4th grade students will do goal setting for the character trait of the month. <b>Strategy's Expected Result/Impact:</b> Increase career and college readiness awareness.	Formative			Summative
	Nov	Jan	Mar	June
	0%			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All 2nd grade students will participate in the district's Career on Wheels. <b>Strategy's Expected Result/Impact:</b> Increase career and college readiness awareness. <b>Staff Responsible for Monitoring:</b> Counselor and Teachers  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
	0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** The Talented and Gifted Academy will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Create clear policies and procedures for student conduct, incorporating Positive Behavior Intervention Supports (PBIS)

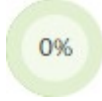




**Evaluation Data Sources:** Discipline Referrals

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement PBIS training, student behavior charts, flow charts, discipline referrals, PBIS Store <b>Strategy's Expected Result/Impact:</b> Decrease discipline referrals <b>Staff Responsible for Monitoring:</b> Teachers and Campus Administration.  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 100% of instructional staff will fully implement a social -emotional program (Sanford Harmony) and supports for all students. <b>Strategy's Expected Result/Impact:</b> Decrease the number of students in crisis  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** The Talented and Gifted Academy will collaborate with parents and community to ensure all students receive a gold standard education.

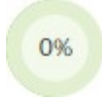




**Performance Objective 1:** Establish a volunteer program that utilizes staff, student and community membership.

**Evaluation Data Sources:** Increase parental involvement

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct a Parent Volunteer Training for all parents who will be volunteering throughout the school year. <b>Strategy's Expected Result/Impact:</b> Increase parental involvement	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                     </div> <div style="text-align: center;">  Accomplished                     </div> <div style="text-align: center;">  Continue/Modify                     </div> <div style="text-align: center;">  Discontinue                     </div> </div>				

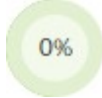
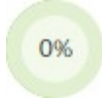




**Goal 5:** The Talented and Gifted Academy will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** The campus will have a minimum of 8 monthly Cafecitos during the school year which will include a parent training component.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Have monthly Cafecitos <b>Strategy's Expected Result/Impact:</b> Increase parental involvement <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** The Talented and Gifted Academy will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 3:** Hire a Parent Liaison.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Recruit parent volunteers for the campus. <b>Strategy's Expected Result/Impact:</b> Increase parental involvement at the campus.	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Assist in organizing Cafecitos and other campus events involving the community. <b>Strategy's Expected Result/Impact:</b> Increase parental involvement <b>Staff Responsible for Monitoring:</b> parent liaison  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**South San Antonio Independent School District**  
**Five Palms Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

Every Employee for Every Child!

## Vision

Five Palms' Vision is for all students to succeed at the highest level in a safe and caring environment with the collaboration of teachers, parents, students and community.

## Core Beliefs

We will develop strong relationships by nurturing, supporting, and encouraging all stakeholders.

All personnel will work cohesively to create a positive support system and encourage self-worth and integrity

All grade levels will collaborate and communicate in a professional and personal manner through vertical alignment and professional development in order to meet the needs of our students

We will plan creative and rigorous lessons while monitoring student mastery through formal assessments, and will include families in their child's academic development,

We will appropriately and maximize the use of funds to provide opportunities for students to develop their skills for their future.

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Goals 4

Goal 1: We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance. 4

Goal 2: We will recruit, develop, support, and retain effective teachers and other instructional staff. 7

Goal 3: We will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths. 8

Goal 4: We will promote and ensure a safe and secure learning environment for all students. 9

Goal 5: We will build partnerships with parents and community to ensure all students receive a gold standard education. 10

# Goals





**Goal 1:** We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 44% of 3rd graders will score at the meets level on STAAR Math and 34% of 3rd graders will score at the meets level on STAAR Reading.

**Evaluation Data Sources:** Bench markss, BOY MOY and EOY scores, Happy Numbers Data, M-Class amplify ,idel data  
Imagine math data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hire retired teacher to assist teachers with high priority students <b>Strategy's Expected Result/Impact:</b> Higher student scores in math and reading <b>Staff Responsible for Monitoring:</b> admin, ac <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 199 PIC 30 State Comp	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create Tutoring groups for at risk students <b>Strategy's Expected Result/Impact:</b> higher student score <b>Staff Responsible for Monitoring:</b> Admin , teachers, AC <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b> <b>Funding Sources:</b> - 211 Title I, Part A	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a collaborative instructional model that integrates technology and hands-on experiences. <b>Strategy's Expected Result/Impact:</b> Student growth through the implementation of stem scopes <b>Staff Responsible for Monitoring:</b> admin teachers coaches <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Purchase Mentoring Minds workbooks for 3rd 4th and 5th in core subject in both english and spanish  <b>Strategy's Expected Result/Impact:</b> higher student scores , close the gaps in student preformance  <b>Staff Responsible for Monitoring:</b> all teachers admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Mentoring Minds: student workbooks - 199 PIC 30 State Comp - \$9,995</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Purchase supplemental dictionaries for student to increase vocabulary  <b>Strategy's Expected Result/Impact:</b> increase reading and writing scores from approaching to meets  <b>Staff Responsible for Monitoring:</b> admin, teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Dictionaries_ Amazon - 199 PIC 30 State Comp - \$700</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Create an audio visual class to create supplemental opportunities to grow students in fields of technology, communications , music and video marketing  <b>Strategy's Expected Result/Impact:</b> extend opportunities for student growth in various audio visual fields  <b>Staff Responsible for Monitoring:</b> Admin and Mr Tuydk  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b>  <b>Funding Sources:</b> Intech Southwest Chromebooks - 211 Title I, Part A - \$5,420</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Reading materials for all students to place in library as supplemental resources  <b>Strategy's Expected Result/Impact:</b> Increase reading comprehension  <b>Staff Responsible for Monitoring:</b> Librarian, Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Follett School Solutions - 199 PIC 30 State Comp - \$3,164, Greenburg - 199 PIC 30 State Comp - \$6,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Purchase supplemental reading material for classroom libraries <b>Strategy's Expected Result/Impact:</b> Increase student reading levels <b>Staff Responsible for Monitoring:</b> Teacher academic coaches and admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 211 Title I, Part A - \$6,000	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 1:** We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





**Performance Objective 2:** Create opportunities for parent engagement to assist in student learning

**Evaluation Data Sources:** parent feedback through surveys and questionnaires

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Mentors, guest readers, educational parent nights <b>Strategy's Expected Result/Impact:</b> higher student performance engagement, family unity <b>Staff Responsible for Monitoring:</b> admin teachers coaches <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Literacy night math night <b>Strategy's Expected Result/Impact:</b> higher student performance engagement, family unity <b>Staff Responsible for Monitoring:</b> admin teachers coaches <b>Title I Schoolwide Elements:</b> 2.6, 3.1, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Summer Bridge Activity books to prompt and assist parents to help close the gap in both reading and math <b>Strategy's Expected Result/Impact:</b> Higher student achievement in both reading and math <b>Staff Responsible for Monitoring:</b> Teachers , admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 211 Title I, Part A - \$896.31	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** We will recruit, develop, support, and retain effective teachers and other instructional staff.

**Performance Objective 1:** By June 2022 any openings at Five Palms Elementary will be filled.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Fill opening as soon as possible to assure high quality applicants <b>Strategy's Expected Result/Impact:</b> High quality applicants <b>Staff Responsible for Monitoring:</b> Administration HR Dept. <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b> <b>Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**Goal 3:** We will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives that helps guide students in their academic paths to post-secondary education.





**Evaluation Data Sources:** open feedback through Polls, questionnaires, face to face discussions and surveys on evaluation of all district initiatives

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create multiple forms of feedback to gain insight on teachers view of district initiatives</p> <p><b>Strategy's Expected Result/Impact:</b> produce more compliance through ownership and will create a higher performing product</p> <p><b>Staff Responsible for Monitoring:</b> admin and academic coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Admin and academic coaches will participate in the Texas ILD program</p> <p><b>Strategy's Expected Result/Impact:</b> create better feedback with teachers to improve the presentation of lessons and improve student outcomes</p> <p><b>Staff Responsible for Monitoring:</b> Admin team, academic coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Hold a Career Day to provide students with insight into higher education and employment opportunities</p> <p><b>Strategy's Expected Result/Impact:</b> Encourage students and families to increase performance in order to acquire higher education experiences or trade-skill certifications</p> <p><b>Staff Responsible for Monitoring:</b> Teachers/Administration/Counselors</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** We will promote and ensure a safe and secure learning environment for all students.





**Performance Objective 1:** Create an environment where students will want to attend school on a regular basis of at least 96%

**Evaluation Data Sources:** attendance records

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Attendance incentives for students <b>Strategy's Expected Result/Impact:</b> higher daily attendance rates <b>Staff Responsible for Monitoring:</b> admin, attendance clerk, teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> - 211 Title I, Part A	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Wrapping the outside pillars with encouraging vocabulary to promote student self-confidence <b>Strategy's Expected Result/Impact:</b> High educational achievement <b>Staff Responsible for Monitoring:</b> Admin, counselor and teachers <b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 Local - \$700	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** We will build partnerships with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Implement school community feedback tools.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> create surveys, poll questions, physical comment box, parent meetings cafecitos, <b>Strategy's Expected Result/Impact:</b> higher community involvement, partnership with community <b>Staff Responsible for Monitoring:</b> admin, counselor, CILT <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> - 211 Title I, Part A - \$500	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 5:** We will build partnerships with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Expand parent engagement programs that utilize staff, students, and community members

**HB3 Goal**

**Evaluation Data Sources:** assessment scores

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Holding an N.F.L. (Night of Family Learning, N.B.A. Night (Night of Brain Activities)  <b>Strategy's Expected Result/Impact:</b> Higher Assessment scores  <b>Staff Responsible for Monitoring:</b> Admin Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Five Palms Drive-in Movie night  <b>Strategy's Expected Result/Impact:</b> Reconnect with community, bring families together speak to community about Five Palms what we have to offer  <b>Staff Responsible for Monitoring:</b> admin. counselor teachers  <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture  <b>Funding Sources:</b> Castle Collaborative llc - 211 Title I, Part A - \$1,737.15</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create procedures and protocols for all campuses and departments that ensure high quality customer service.  <b>Strategy's Expected Result/Impact:</b> Reconnect with community, bring families together speak to the community about Five Palms what we have to offer  <b>Staff Responsible for Monitoring:</b> admin. counselor teachers  <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Phone blast, internet posting, Marquee, flyers  <b>Strategy's Expected Result/Impact:</b> increase in attendance  <b>Staff Responsible for Monitoring:</b> admin, counselor  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture  <b>Funding Sources:</b> - 211 Title I, Part A - \$250</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create programs that inform and support parental involvement in district initiatives. <b>Strategy's Expected Result/Impact:</b> increase in attendance <b>Staff Responsible for Monitoring:</b> admin, counselor <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** We will build partnerships with parents and community to ensure all students receive a gold standard education.

**Performance Objective 3:** Provide an opportunity to present Title I, Part A information to community members.

**Evaluation Data Sources:** Meeting Sessions

**South San Antonio Independent School District**  
**Hutchins Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

Our mission is to prepare students for the 21st Century through quality instruction and learning experiences in a safe and enjoyable environment.

## Vision

At Hutchins Elementary we believe our students will be led by the guidance and support of a dedicated community to become critical thinkers in pursuit of life-long learning.

## Core Beliefs

- We believe in being passionate, innovative, and student focused.
- We believe strong communication allows us to apply constructive feedback to become empowering educators.
- We believe in establishing high expectations, routines, and procedures with positive outcomes.
- We believe strong leadership and teamwork create a unified community.





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# Goals

**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

**Performance Objective 1:** By June 2021, student's scores at approaches, meets and masters in Reading, Math and Science will increase by 10% at each grade level, as measured by STAAR:

**Evaluation Data Sources:** district benchmark assessments, state assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Incorporate the use of quality TEKS-based and/or STAAR-aligned teacher resources in PLCs (i.e. TEKS Resources System docs, Lead4ward Field Guides, Region 4 Supplemental resources) in an effort to increase teacher knowledge and positive impact instructional delivery.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on Common Assessments/Benchmarks and STAAR Reading, Writing, Math and Science.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum</p> <p><b>Problem Statements:</b> Student Achievement 1, 2, 3</p> <p><b>Funding Sources:</b> Region 4 supplemental - 211 Title I, Part A - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Improve Tier 1 Instruction classroom instruction and student engagement in Reading, Writing, Math and Science by incorporating district Instructional Playbook with high-yield strategies and best practices (i.e. The Fundamental 5, TEKS Resource System, STEMscope; Lead4ward Strategies Playlist, )</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on Common Assessments/Benchmarks and STAAR Reading, Writing, Math and Science.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy</b></p> <p><b>Problem Statements:</b> Demographics 2 - Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 1</p> <p><b>Funding Sources:</b> Follett Schools Solution, inc - 199 PIC 30 State Comp - \$7,362, Delaney Educational Enterprises - 199 PIC 30 State Comp - \$590.60, Education Galaxy - 211 Title I, Part A - \$4,400, Amazon: books for dyslexia - 211 Title I, Part A - \$125.10, Scholastic Book fair - 211 Title I, Part A - \$463, Scholastic - 211 Title I, Part A - \$455, First Book - 211 Title I, Part A - \$287.20, Follett Schools Solution, inc - 199 Local - \$610, Scholastic - 211 Title I, Part A - \$1,956.62</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide TEKS based Accelerated Instruction to meet the academic needs of all students (mClass, Imagine Math, supplemental math and reading resources)</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Reading/Writing performance on Common Assessments, Benchmarks, and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p> <p><b>Problem Statements:</b> Demographics 1, 2 - Student Achievement 3</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Problem Statements:**

Demographics
<p><b>Problem Statement 1:</b> There is a need for staff members to routinely design learning experiences that support the success of the whole child as well as meet their diverse academic needs. <b>Root Cause:</b> Students come to school with different strengths and challenges both academically and socially.</p> <p><b>Problem Statement 2:</b> There is a need for staff to continually review student progress and instructional strategies to support students identified as ELL, Sp Ed, 504 and At-Risk. <b>Root Cause:</b> Barriers exist due to significant learning gaps in these special populations that are not being effectively met.</p>

### Student Achievement

**Problem Statement 1:** 41% of Grade 3-5 Students scored at Approaches Level on 2021 Reading STAAR, which is 27 points below the state average and 4 points below. **Root Cause:** Tier 1 Instruction, including implementation of high yield strategies and engaging activities, has not been systematized.

**Problem Statement 2:** 33% of students in Grades 3-5 scored at Approaches Level on 2021 Reading STAAR, which is 33 points below the state average and 4 points below the district average. **Root Cause:** Tier 1 Instruction, including implementation of high yield strategies and engaging activities and Concept Based Instruction, has not been systematized.

**Problem Statement 3:** As anticipated, English Learners in grades 3-5 underperformed on Reading STAAR 2021 **Root Cause:** Teacher training to support English Learners in Tier 1 instruction and Sheltered Instruction has not been systematized.

### Curriculum, Instruction, and Assessment





**Problem Statement 1:** Tier 1 instruction with a focus on formative assessment, effective instructional practices, PLCs, and differentiation is an area of growth at Hutchins. **Root Cause:** Lack of systemic training for effective instructional practices that address Tier 1 instruction.

**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

**Performance Objective 2:** Early Literacy-

By the end of the school year, at least 70% of K-2nd Grade students will be reading on grade level as measured by mClass Amplify and IDEL.

**Evaluation Data Sources:** mClass Amplify Data, Dibels/IDEL data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will plan, develop, and create Literacy-based intervention activities, spiraled activities, and center-based activities (both traditional and digital) to increase academic performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance from BOY to MOY and MOY to EOY as measured by mClass and iDEL.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 1</p> <p><b>Funding Sources:</b> Intech Southwest - 211 Title I, Part A - \$5,477, Intech Southwest - teacher laptops - 211 Title I, Part A - \$9,620, Gateway Printing - 211 Title I, Part A - \$412.70, PLC's to create effective instructional aids for literacy centers - 211 Title I, Part A - \$2,000, Amazon - 211 Title I, Part A - \$1,269.39, Intech Southwest - 199 PIC 30 State Comp - \$9,587, Amazon - 211 Title I, Part A - \$2,000, Gateway printing - 211 Title I, Part A - \$599, Demco - 199 PIC 30 State Comp - \$365.25</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Performance Objective 2 Problem Statements:**





Student Achievement
<p><b>Problem Statement 1:</b> 41% of Grade 3-5 Students scored at Approaches Level on 2021 Reading STAAR, which is 27 points below the state average and 4 points below. <b>Root Cause:</b> Tier 1 Instruction, including implementation of high yield strategies and engaging activities, has not been systematized.</p>

**Goal 1:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

**Performance Objective 3:** Early and Intermediate Numeracy-

By the end of the school year, at least 70% of K-5 students will be on grade level as measured by Imagine Math.

**Evaluation Data Sources:** Imagine Math Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will plan, develop, and create Numeracy intervention activities, spiraled activities, and center-based activities (both traditional and digital) to increase academic performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased numeracy abilities at the early and intermediate grades</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 2</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 3 Problem Statements:**

Student Achievement
<p><b>Problem Statement 2:</b> 33% of students in Grades 3-5 scored at Approaches Level on 2021 Reading STAAR, which is 33 points below the state average and 4 points below the district average. <b>Root Cause:</b> Tier 1 Instruction, including implementation of high yield strategies and engaging activities and Concept Based Instruction, has not been systematized.</p>





**Goal 2:** Hutchins Elementary will recruit, develop, support and retain effective teachers, principals and other instructional staff.

**Performance Objective 1:** To support teacher growth, 100% of classroom teachers will participate in weekly PLC meetings for all PreK-5th grade teachers led by campus administrators and instructional coaches.

**HB3 Goal**

**Evaluation Data Sources:** State Assessments, Benchmark Assessments, mClass, Imagine Math, Diagnostic Assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement a viable PLC structure (including DDI &amp; Content PLCs) in which teachers analyze data, share expertise, and work collaboratively towards improving their teaching skills and the academic performance of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in state assessment scores from previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>Problem Statements:</b> Demographics 1, 2 - Staff Quality, Recruitment, and Retention 1</p> <p><b>Funding Sources:</b> Region IV education center - 211 Title I, Part A - \$918, Demco - 211 Title I, Part A - \$664</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Performance Objective 1 Problem Statements:**

<b>Demographics</b>
<p><b>Problem Statement 1:</b> There is a need for staff members to routinely design learning experiences that support the success of the whole child as well as meet their diverse academic needs. <b>Root Cause:</b> Students come to school with different strengths and challenges both academically and socially.</p>
<p><b>Problem Statement 2:</b> There is a need for staff to continually review student progress and instructional strategies to support students identified as ELL, Sp Ed, 504 and At-Risk. <b>Root Cause:</b> Barriers exist due to significant learning gaps in these special populations that are not being effectively met.</p>
<b>Staff Quality, Recruitment, and Retention</b>
<p><b>Problem Statement 1:</b> Five teachers will be in a new grade level from the previous year. <b>Root Cause:</b> Teachers lack a training in developing a strong skill set on TEKS and Student Expectations in their new grade levels.</p>







**Goal 2:** Hutchins Elementary will recruit, develop, support and retain effective teachers, principals and other instructional staff.

**Performance Objective 2:** 100% of instructional staff will be provided with quality professional learning.

**Evaluation Data Sources:** TTESS, CWT's

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All professional staff will participated and engage in a book study using professional book Fundamental 5 led by the Administrative Leadership Team (ALT).</p> <p><b>Strategy's Expected Result/Impact:</b> Learning Walks Student growth from BOY to EOY on reading screener, STAAR</p> <p><b>Staff Responsible for Monitoring:</b> principal assistant principal teacher mentors instructional coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 2</p> <p><b>Funding Sources:</b> TLAC PD book - 211 Title I, Part A - \$200, QEP, inc - 211 Title I, Part A - \$668.45, Amazon - 211 Title I, Part A - \$95</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide K-1 teachers with a year-long, comprehensive Reading Academy to increase teacher knowledge in the science of Reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Student gains from BOY to MOY and MOY to EOY reading screener.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1</p> <p><b>Funding Sources:</b> Region 20 Professional Development - 211 Title I, Part A - \$3,100</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a district-wide curriculum in K-5 through on-going training and support of the TEKS Resource System <b>Strategy's Expected Result/Impact:</b> Diagnostics, Benchmarks, Universal Screeners, STAAR <b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal, Instructional Coaches  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide teachers with professional learning opportunities in the implementation of the Balanced Literacy model to include Guided Reading, Shared Reading, and Independent Reading. <b>Strategy's Expected Result/Impact:</b> Increase of students reading on-level from BOY to MOY and MOY to BOY <b>Staff Responsible for Monitoring:</b> Reading Teacher, Instructional Coach, Principal, Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction <b>Problem Statements:</b> Demographics 1 - Student Achievement 1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide Bilingual and Dual Language teachers opportunities for professional learning, vertical planning, and resource/lesson development. <b>Strategy's Expected Result/Impact:</b> Increase in test performance in district and state assessments from the previous year. <b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal, Instructional Coaches  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum <b>Problem Statements:</b> Demographics 2 <b>Funding Sources:</b> AMAZON ELL Professional Learning Books - 199 Local - \$500, Amazon: 38 Academic Language Builder books - 211 Title I, Part A - \$358	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Performance Objective 2 Problem Statements:**

Demographics
<b>Problem Statement 1:</b> There is a need for staff members to routinely design learning experiences that support the success of the whole child as well as meet their diverse academic needs. <b>Root Cause:</b> Students come to school with different strengths and challenges both academically and socially.

### Demographics

**Problem Statement 2:** There is a need for staff to continually review student progress and instructional strategies to support students identified as ELL, Sp Ed, 504 and At-Risk. **Root Cause:** Barriers exist due to significant learning gaps in these special populations that are not being effectively met.

### Student Achievement

**Problem Statement 1:** 41% of Grade 3-5 Students scored at Approaches Level on 2021 Reading STAAR, which is 27 points below the state average and 4 points below. **Root Cause:** Tier 1 Instruction, including implementation of high yield strategies and engaging activities, has not been systematized.

**Problem Statement 2:** 33% of students in Grades 3-5 scored at Approaches Level on 2021 Reading STAAR, which is 33 points below the state average and 4 points below the district average. **Root Cause:** Tier 1 Instruction, including implementation of high yield strategies and engaging activities and Concept Based Instruction, has not been systematized.

### Staff Quality, Recruitment, and Retention

**Problem Statement 1:** Five teachers will be in a new grade level from the previous year. **Root Cause:** Teachers lack a training in developing a strong skill set on TEKS and Student Expectations in their new grade levels.





### Curriculum, Instruction, and Assessment

**Problem Statement 1:** Tier 1 instruction with a focus on formative assessment, effective instructional practices, PLCs, and differentiation is an area of growth at Hutchins. **Root Cause:** Lack of systemic training for effective instructional practices that address Tier 1 instruction.

**Goal 3:** Hutchins Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary education or career paths

**Performance Objective 1:** By June 2021, the percentage of students meeting Masters levels in all content areas will increase by at least 1% point, as measured by STAAR.

**Evaluation Data Sources:** STAAR 2021

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize supplemental resources to improve the quality of instruction across the core contents.  <b>Strategy's Expected Result/Impact:</b> Increase in scores on state assessment from previous year.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Problem Statements:</b> Demographics 1 - Curriculum, Instruction, and Assessment 2</p> <p><b>Funding Sources:</b> Lead4ward Field Guides - 211 Title I, Part A - \$450, Mentoring Minds Think it Up - 211 Title I, Part A - \$5,262</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will analyze formative and summative assessment data to create and develop plans which incorporate differentiated instruction and target interventions leading to an increase in student performance levels.  <b>Strategy's Expected Result/Impact:</b> Gains in Domain 1 Student Achievement on state assessment rating system.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Performance Objective 1 Problem Statements:**

Demographics
<p><b>Problem Statement 1:</b> There is a need for staff members to routinely design learning experiences that support the success of the whole child as well as meet their diverse academic needs. <b>Root Cause:</b> Students come to school with different strengths and challenges both academically and socially.</p>

**Curriculum, Instruction, and Assessment**





**Problem Statement 2:** Misalignment of rigor of TEKS and STAAR to classroom application and instruction. **Root Cause:** Depth of understanding of TEKS (including SE breakouts) and STAAR items.

**Goal 3:** Hutchins Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary education or career paths

**Performance Objective 2:** 100% of students will participate in a rigorous academic programs that connects to their college and career aspirations.

**Evaluation Data Sources:** Increase score in all core content on STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will develop and create engaging and rigorous interactive lessons which incorporate technology devices (such as Chromebooks, laptops, headsets with microphones), tech apps and web-based programs to keep all students (both virtual and remote) engaged and learning to meet the demands of CCMR.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase scores in all core content on STAAR from previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5</p> <p><b>Problem Statements:</b> Technology 2</p> <p><b>Funding Sources:</b> technology tools- headphones, document cameras, projectors - 211 Title I, Part A - \$10,000, Amazon - 211 Title I, Part A - \$2,000, Amazon - 199 PIC 30 State Comp - \$360.80, technology devices- chrome books, laptops - 211 Title I, Part A - \$10,000, M&amp;A Technologies - 199 PIC 30 State Comp - \$377.64</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Performance Objective 2 Problem Statements:**





<b>Technology</b>
<p><b>Problem Statement 2:</b> Campus technology needs for students and staff have increased in volume and pacing during the last few months to fulfill the demands of remote learning. These technology needs include: 1-1 devices/Chromebooks, internet hot spots, ear phones, charging cords, charging stations, projectors, document cameras, adaptors , webcams, and extra monitors and the ability to replace and repair these items as needed. <b>Root Cause:</b> Previous campus technology phase-in plan did not account for the high and sudden demand of new technology and the phasing out of outdated items such as SMART boards.</p>

**Goal 4:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** 100% of instructional staff will fully implement a social-emotional program and supports for all students.

**Evaluation Data Sources:** Decrease in number of students on RtI Tier II for Behavior.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will implement Sanford Harmony SEL lessons on a daily basis in all grade levels to build social skills and increase student empathy.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in students on Behavior RtI at tier II level.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The counselor will organize school and family events such as food distributions, clothing drives, Red-Ribbon Week, anti-bullying campaigns, etc. to promote positive school-family relations.</p> <p><b>Strategy's Expected Result/Impact:</b> Families of 100% of students will participate in at least 1 event</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2</p> <p><b>Funding Sources:</b> supplies for events - 211 Title I, Part A - \$1,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Administrators and instructional staff will analyze referrals to develop behavior plans for students with multiple discipline referrals.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in the number of student major discipline referrals.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The counselor will address the immediate needs of students as they relate to attendance, truancy, physical/emotional/sexual abuse, grief/loss, stress, homelessness, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> 85% of families will benefit from support services to support the child and their family.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Parent and Community Engagement 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Conduct nine week grading period awards and student recognition for Good Citizenship, Academics, and Attendance utilizing local business partners for rewards when possible.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of students will receive at least one recognition.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 3.2</p> <p><b>Problem Statements:</b> Demographics 1</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Problem Statements:**





<b>Demographics</b>
<p><b>Problem Statement 1:</b> There is a need for staff members to routinely design learning experiences that support the success of the whole child as well as meet their diverse academic needs. <b>Root Cause:</b> Students come to school with different strengths and challenges both academically and socially.</p>
<b>Parent and Community Engagement</b>
<p><b>Problem Statement 1:</b> From the onset of the pandemic, learning platforms that ranged from virtual to hybrid instruction, many parents and grandparents have struggled to support their students' learning requirements and schedules. <b>Root Cause:</b> Parents have not had training or support in online learning tools being used for today's instruction.</p>



**Goal 4:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** 100% of teachers will implement school safety protocols.

**Evaluation Data Sources:** 100% of safety drills and safety protocols will be conducted in the school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement recommended safety protocols for COVID-19 such as social distancing, using desk shields and PPE (masks, face shields, gloves) and sanitizing.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of staff will implement safety protocols for COVID-19 as determined by the district.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Nurse, Counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrators will conduct monthly fire drills and other prescribed safety drills throughout the year to ensure student and staff safety.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of staff will participate in all safety drills as determined by the school district.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Administrators will provide all staff members with Standard Response Protocol training and Navigate 360 training to ensure rapid and safe responses to emergency situations.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of teachers will follow the protocol and utilize Navigate 360</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Performance Objective 2 Problem Statements:**

<b>Demographics</b>
<p><b>Problem Statement 1:</b> There is a need for staff members to routinely design learning experiences that support the success of the whole child as well as meet their diverse academic needs. <b>Root Cause:</b> Students come to school with different strengths and challenges both academically and socially.</p>

**Goal 5:** Hutchins Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** 100% of classroom teachers will create and maintain a teacher website and online app that is user friendly to the families of Hutchins.





**Evaluation Data Sources:** data analytics  
parent surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a variety of communication digital platforms including social media support parents as educator partners for academic and social emotional student wellness.</p> <p>Platforms may include: Virtual Training, School Messenger, Blackboard, Remind 101, Twitter, Facebook, Hutchins school and teacher websites, and Skyward.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of families will utilize at least one of these platforms.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Librarian and Media Coordinator</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Hutchins Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** 100% of parents/families will attend at least one Parent/Family meeting in order to engage Hutchins Families in the academic and social emotional areas.

**Evaluation Data Sources:** parent surveys





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct a variety of parent meetings throughout the school year to keep parents informed of school business, to provide opportunities for two-way communication and to educate families on new initiatives and resources: Meetings will include: Viking Parent Power Hour; Town-Hall style meetings for Phase-In plans, Back to School; Open House; STAAR Info Meetings</p> <p><b>Funding Sources:</b> Sams Club - 211 Title I, Part A - \$503.70, Walmart - 211 Title I, Part A - \$153.96</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** Hutchins Elementary will provide targeted support and resources in the low performing Domain 1 from the state rating.

**Performance Objective 1:** By June 2021, 60% of students identified as Special Ed, At-Risk and ELL will meet established standards as measured by STAAR.

**Evaluation Data Sources:** State Assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hire part-time, certified, retired teachers to provide supplemental support in Reading and Math during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student scores in common and benchmark assessments and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, instructional coaches, reading teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Demographics 2 - Student Achievement 1, 2</p> <p><b>Funding Sources:</b> part time support - 211 Title I, Part A - \$3,000, part-time tutors - 199 PIC 30 State Comp - \$4,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will provide intervention to students at Tier I, II, and III to close gaps in Reading and Math using programs and systems such as mClass, Imagine Math, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Close gaps among students requiring interventions.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, instructional Coaches, Reading Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Demographics 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Students will participate in extended school enrichment opportunities (i.e. Tutoring, Saturday School, Student Clubs).</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance and help close gaps among student populations.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199 PIC 30 State Comp - \$5,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Teachers will develop objective-driven lesson plans that contain clear objectives, opening activities, time allotments, differentiated instruction, and formative assessment opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased scores on common, benchmark and state assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Problem Statements:**

<b>Demographics</b>
<p><b>Problem Statement 2:</b> There is a need for staff to continually review student progress and instructional strategies to support students identified as ELL, Sp Ed, 504 and At-Risk.  <b>Root Cause:</b> Barriers exist due to significant learning gaps in these special populations that are not being effectively met.</p>
<b>Student Achievement</b>
<p><b>Problem Statement 1:</b> 41% of Grade 3-5 Students scored at Approaches Level on 2021 Reading STAAR, which is 27 points below the state average and 4 points below. <b>Root Cause:</b> Tier 1 Instruction, including implementation of high yield strategies and engaging activities, has not been systematized.</p> <p><b>Problem Statement 2:</b> 33% of students in Grades 3-5 scored at Approaches Level on 2021 Reading STAAR, which is 33 points below the state average and 4 points below the district average. <b>Root Cause:</b> Tier 1 Instruction, including implementation of high yield strategies and engaging activities and Concept Based Instruction, has not been systematized.</p>

**South San Antonio Independent School District**  
**Kindred Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

**K**-NOWLEDGE IS OUR GOAL  
**I**-NCREASING MORE EACH DAY  
**N**-OTHING IS IMPOSSIBLE  
**D**-ONE THE RIGHT WAY  
**R**-EADING, WRITING, AND ARITHMETIC  
**E**-DUCATION AT ITS BEST, WE ARE  
**D**-ETERMINED TO BE BETTER THAN THE REST!

**WE WILL DO OUR VERY VERY BEST, YES!**

## Vision

**All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.**

## Value Statement

**District Core Beliefs:**

- We believe in engagement of the school community for the success of our district.
- We believe in a strong support system for the school community to achieve excellence.
- We believe that innovative and challenging experiences produce successful learners.
- We believe that trusting relationships among the school community are essential to student success.
- We believe that an inclusive school culture promotes positive student development.
- We believe strong and effective leadership is essential to build a culture of high expectations.

### **Kindred Core Beliefs:**

- We believe strong teachers will collaborate to create innovative engaging lessons that promote higher order thinking skills high expectations.
- We believe strategic instruction will be data driven using formal and informal assessments to design innovative and different lessons geared toward creating lifelong academic achievers.
- We believe in establishing an empowering, positive classroom culture that is conducive to learning while in a safe, supportive, environment that students will experience engaging innovative instructional opportunities.

We believe in reaching the mission, vision and goals of the school by encouraging collaboration and



communication between teachers, students and parents, which will enhance the professional community.

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# Goals





**Goal 1:** Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, Kindred STAAR results will improve by 5% in the area of meets in 4th and 5th grade math and reading assessments.

**HB3 Goal**





**Evaluation Data Sources:** Formative Assessments, Universal Screeners, Benchmarks, Common Assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide support, personnel, resources and supplies for teachers to be able to successfully teach to at-risk students to improve literacy and math skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student growth and percentages in reading and math of students on grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> Flocabulary - 199 PIC 30 State Comp, Imagine Math - 199 PIC 30 State Comp, Scholastic Magazine - 199 PIC 30 State Comp, mClass - 199 PIC 30 State Comp</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide after school tutoring for K-5 and part-time support for during the day intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement in reading and math by targeting most at risk students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> Campus teachers tutoring - 211 Title I, Part A, Part-time day tutor - 199 PIC 30 State Comp</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide supplies for teachers to use in the classroom as well as Reading resources, Leveled Literacy Intervention kits, scholastic magazines, and dictionaries, and computer programs (Flocabulary) for teachers to implement into their classroom for student success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement while targeting most at risk students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Scholastic Magazines - 199 PIC 30 State Comp, Classroom Supplies - 199 Local, Dictionaries - 199 PIC 30 State Comp, Flocabulary - 199 PIC 30 State Comp</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Imagine Math, and Amplify. Students will have access to chromebooks. IPADS will be used for students to access for mClass testing and interventions. Headphones and speakers will be utilized for chromebooks and IPADS to allow for individualized and group interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Student engagement in computer programs that enhance their reading and math skills.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Apple Ipads - 199 PIC 30 State Comp, Chromebooks - 199 PIC 30 State Comp</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Provide updated library books that engage and motivate students to love to read that promote literacy throughout the campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase literacy</p> <p><b>Staff Responsible for Monitoring:</b> Administration, librarian, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p> <p><b>Funding Sources:</b> Library Books - 199 Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 1:** Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold weekly PLCs to speak about best practices in the classroom using The Fundamental 5 and disaggregate data from Common Assessments, District Benchmarks, Amplify and Imagine Math to drive instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to target specific weaknesses and strengths of TEKS by utilizing the data from assessments. Feedback to teachers from learning walks will help with implementing best practices in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				





**Goal 1:** Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 3:** Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Follow-up Professional Development on The Fundamental 5, TEKS resource system, mClass, Imagine Math.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase reading and math development.                      Increase student engagement through technology                      Increase best practices set forth in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> Leveled Readers, Amplify, Imagine Math - 199 Local, TEKS Resource system - 199 Local, The Fundamental 5 books - 199 Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide tools to support accelerated instructional strategies in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase GT referrals</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Lead4Ward Field guides - 211 Title I, Part A - 211-11-6395-00-105-930-000 - \$450</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 1:** Kindred will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





**Performance Objective 4:** Create and foster Instructional Leadership Teams at all levels of the district and school community.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a Campus Instructional Leadership Team that discusses best practices and innovative ways to address educational gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement of content TEKS</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> Supplies and materials - 199 Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide opportunities for campus administration to attend conferences (Fundamental 5) to improve instruction and leadership strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Information will be passes on to teachers to support best daily instructional practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and district staff.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Fundamental 5 - 199 Local, TEPSA - 199 Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 2:** Kindred will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Kindred will ensure that all classrooms are staff with a certified teacher as well as paraprofessionals to assist in high need areas of the school.

**Evaluation Data Sources:** Interview documentation (confidentiality statements, interview questions and answers, rubric and recommendation forms)





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> An interview panel is set up to interview and determine the best qualified staff member to fill any open position.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide each classroom with a certified staff member in their area of expertise.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, instructional coach, teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 2:** Kindred will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** The campus will provide professional development opportunities for staff that promote high levels of student engagement.

**Evaluation Data Sources:** Sign in sheets, PD documents





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold professional development opportunities that develop a teachers skill set that focus on best practices and understanding of how to interpret the data that comes from programs and curriculum used.</p> <p><b>Strategy's Expected Result/Impact:</b> Best practices used in the classroom that leads to a students understanding of instruction while focusing on high results on state testing.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, faculty and staff</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Kindred will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** Kindred students will participate in a post-secondary educational or career path to expand their awareness of future opportunities, such as Magnet Academies, Career on Wheels, Endorsement Showcase, Career Exploration, Guest Speakers, Field Trips





**HB3 Goal**

**Evaluation Data Sources:** Campus scheduled events

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create opportunities for students to participate in Career on Wheels, Endorsement Showcase, Career Exploration, and Field Trips.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to explore careers that will enhance their future endeavors.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF</b></p> <p><b>Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** Kindred will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 2:** Kindred will provide clubs, extra curricular activities, and leadership opportunity to help instill a sense of what students may what to pursue in their future.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish clubs and extra curricular activities such as cheer leading, running club, culinary club, student council, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to participate in clubs and extra curricular activities that will help instill a sense of what students may what to pursue in their future.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Kindred will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Kindred will increase student attendance by 1 to 2% by having creating a fun environment and having incentives for coming to school.





**Evaluation Data Sources:** PEIMS report

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Kindred will have numerous spirit days/weeks, holiday activities and attendance incentives.  <b>Strategy's Expected Result/Impact:</b> Attendance will increase, establish pride in coming to Kindred.  <b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>Funding Sources:</b> Incentive prizes - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Kindred will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 2:** Kindred will provide clubs, extra curricular activities, and leadership opportunity to help instill school pride and decrease discipline referrals.

**Evaluation Data Sources:** Sign up sheets for teachers for clubs and extra curricular activities.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish clubs and extra curricular activities such as cheer leading, running club, culinary club, student council, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student confidence and school climate.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Kindred will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 3:** Kindred will increase student achievement progress by having award ceremonies to commend students for having honor roll, perfect attendance, and citizenship.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Kindred will increase student achievement progress by having award ceremonies to commend students for having honor roll, perfect attendance, and citizenship.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased honor roll, attendance, citizenship.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Kindred will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Kindred will keep clear and constant communication with all parents/guardians.





**Evaluation Data Sources:** Marquee, Flyers, twitter, class dojo, blackboard

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize the marquee, blackboard call outs and email blast, class dojo and twitter, mail outs to send out clear and constant communication that will inform parents/guardians concerning important information and events at Kindred.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase communication with parents and community while informing parents/guardians of important information and events at Kindred.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF</b></p> <p><b>Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Office/Admin Computers - 199 Local, Postage - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Kindred will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Kindred will have parent volunteer training for parents to be able to come in a volunteer at the school and parent coffee meetings to inform parents of services provided in and out of school.

**Evaluation Data Sources:** Flyers, sign-in sheets, agenda

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop a relationship with parents by having parent coffee meetings that informs parents of services available in the school as well as the community they live in.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parental support in the school.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A, Sams Club - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Inform parents of the importance of building a strong reading foundation for their their children by having book nights and giving them supplies to work with their children at home.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase family engagement in activities such as reading books and practicing sight words thus building a strong early on reading foundation.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, faculty and staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p> <p><b>Funding Sources:</b> Books, Sight word flash cards - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**South San Antonio Independent School District**  
**Frank Madla Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

**Good conduct is our aim.**

**Achievement is our goal. We**

**Take pride in what we do. We**

**Obey all the rules.**

**Respect is a big part of our school. We**

**Study, and we learn, in order to achieve.**

**Gator Success Nothing Less!**

## Vision

**Frank Madla Elementary is a Capturing Kid's Hearts National Showcase School for 2017-2018**

...our campus is a place where all students are encouraged to strive for excellence academically, socially, and emotionally in a safe and supportive atmosphere. Our goal is to work in a partnership with our parents and community to create an environment where students are empowered to discover their strengths and to achieve their maximum

potential. Opportunities are available for enrichment, intervention, and remediation as necessary. We set high expectations for all students. Our entire school community shares the belief that all children can and will enjoy learning.

## **Core Beliefs**

1. We believe in educating life long learners and instilling a love for learning.
2. We believe in empowering parents to be active participants in their child's education by building positive relationships.
3. We believe in creating an enjoyable and safe learning environment where all students will be engaged and challenged.
4. We believe in developing problem solvers and leaders today in order to prepare them for tomorrow.
5. We believe in promoting a strong partnership between community and school by creating a welcoming environment.



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Goal 3: Madla Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths. 9

Goal 4: Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success. 11

Goal 5: Madla Elementary will collaborate with parents and community to ensure all students receive a gold standard education. 14





# Goals

**Goal 1:** Madla Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** Students will show an increase of 5% on Meets in Math and Reading STAAR by June 2022..

**HB3 Goal**

**Evaluation Data Sources:** Common Assessment , Unit Assessment, Formative Assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will incorporate the Fundamental Five strategies that increase student engagement and increase a variety of thinking from students. <b>Strategy's Expected Result/Impact:</b> Student engagement and transfer of knowledge <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, Teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Daily small group instruction will focus on individualized reading and math goals. <b>Strategy's Expected Result/Impact:</b> Increase in Math and Reading scores at all levels. <b>Staff Responsible for Monitoring:</b> Teacher, Counselor, Campus Administration <b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hire part time temp tutors for Reading, Math and science to enhance student learning and to raise the level of engagement in grades K-5. <b>Strategy's Expected Result/Impact:</b> Increased Student Achievement <b>Staff Responsible for Monitoring:</b> Administrator <b>TEA Priorities:</b> Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 1:** Madla Elementary will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** Campus will provide accelerated instruction for struggling and at-risk students to increase growth by 5%.

**HB3 Goal**

**Evaluation Data Sources:** Common assessment, unit assessments, universal screeners,

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold weekly PLCs to speak about best practices in the classroom using The Fundamental 5 and disaggregate data from Common Assessments, District Benchmarks, Amplify and Imagine Math to drive instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to target specific weaknesses and strengths of TEKS by utilizing the data from assessments. Feedback to teachers from learning walks will help with implementing best practices in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide tutoring , part time support and provide support for teachers through IC to assist with struggling students.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans Grades Walk-throughs Face to Face Feedback and Data</p> <p><b>Staff Responsible for Monitoring:</b> Administrator CILT TEAM Reading Teacher Instructional Coach, Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p> <p><b>Funding Sources:</b> Part Time Support - 211 Title I, Part A - \$10,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement Imagine Math for 3rd-5th grade to differentiate instruction for all students to help build problem solving skills and conceptual understanding.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR Math Scores</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, and Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement M-Class screener to provide targeted interventions for reading to close the gap for grades K-5th. <b>Strategy's Expected Result/Impact:</b> Increase reading skills <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, and Campus Administration <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Upgrade library books in the library. <b>Strategy's Expected Result/Impact:</b> Increase reading fluency and Reading STAAR test results <b>Staff Responsible for Monitoring:</b> Campus administration and librarian <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> Follett School Solutions - 199 Local - \$3,000, Follett School Solutions - 199 PIC 30 State Comp - \$4,920	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 2:** Madla Elementary will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff ensuring student success.

**HB3 Goal**





**Evaluation Data Sources:** PD Evaluation, Agendas, Sign In Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be provided effective training with the use of instructional technology.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will become more effective in the area of instructional technology, especially in the area of virtual instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Madla Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 1:** Establish systems that provide support for all instructional initiatives.

**Evaluation Data Sources:** Surveys Teacher, Student, Parent

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase the number of students being accepted to the District's Academy of Choice Middle Schools. <b>Strategy's Expected Result/Impact:</b> Sign-in <b>Staff Responsible for Monitoring:</b> Administration, Counselor, <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create and provide supplies needed for Wisdom Wednesday Team Time activities for all students in the areas of GT enrichment, Art, Music, Computer lab, health career, cooking and many others. <b>Strategy's Expected Result/Impact:</b> Sign in sheets Displayed Work <b>Staff Responsible for Monitoring:</b> Administration Teachers Counselor <b>TEA Priorities:</b> Improve low-performing schools	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Technology will be purchased and used to enhance classroom instruction and student engagement by utilizing Smartboards, Chromebooks, Happy Numbers, Imagine Math, Education Galaxy, Mentoring Minds and Ipads into their lessons. <b>Strategy's Expected Result/Impact:</b> Students engagement during Walk-throughs <b>Staff Responsible for Monitoring:</b> Administration and teachers <b>Funding Sources:</b> Troxell - 211 Title I, Part A - \$8,040	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** Madla Elementary will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 2:** Implement teaching strategies and establish resources that promote high levels of student engagement to create an innovative school experience.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor implementation of high yield strategies/best practices with use of district scope and squence, Walk throughs, pre and post conferences  <b>Strategy's Expected Result/Impact:</b> STAAR results, mCLASS results, decrease in RTI Tier 3, and Walk-Throughs/T-TESS  <b>Staff Responsible for Monitoring:</b> Adminstration, district adminstration, faculty  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement teacher resources like STAAR Master, Drops In the Bucket Mentoring Minds, Measuring Up, Countdown to STAAR, Forde Ferrier, Daily Five, MathWarm-Ups and Stem Scope to promote high levels of student engagement.  <b>Strategy's Expected Result/Impact:</b> Walkthroughs, data reports, Target Goals  <b>Staff Responsible for Monitoring:</b> Administration, IC, Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize district benchmark data/Amplify mCLASS/Imagine Math data to determine target objectives for small group instruction using LLI and tutoring  <b>Strategy's Expected Result/Impact:</b> Walk throughs, PLC, decrease in RTI Tier 3, Benchmark results, and STAAR results, mCLASS results  <b>Staff Responsible for Monitoring:</b> Administration, teachers  <b>Funding Sources:</b> - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Ensure students of all grade levels have the opportunity to enhance learning and real life experiences through field trips  <b>Strategy's Expected Result/Impact:</b> Increase in student acheivement, increase in college and career readiness  <b>Staff Responsible for Monitoring:</b> Administration, teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** All Madla students will attend lessons provided by school counselor on mental health, bullying, violence, tobacco, alcohol and other drug use.





**Evaluation Data Sources:** Sanford Harmony Lesson Tracking, Discipline Referrals, School Counselor Log

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> School counselor will provide lessons discussing resources available to curb mental health, bullying and other topics.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of all students, PK-5th, will have received guidance from school counselor.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Admin, Teachers</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Create a partnership with CARE Zone to provide services (mental health, family services, CIS, food pantry, clothing closet, etc.) for our at-risk students to succeed in school.





**Evaluation Data Sources:** Teacher Selection Forms, Counselor Submittals, CARE Zone Activity Log

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide outreach programs for Madla families to assist with mental health resources, bereavement assistance, clothing and food banks. <b>Strategy's Expected Result/Impact:</b> Increase enrollment into CIS and CARE Zone <b>Title I Schoolwide Elements:</b> 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

**Goal 4:** Madla Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Increase student knowledge in production of and recording of morning announcements. Students will learn real-time and first person perspective on broadcasting.





**Evaluation Data Sources:** Morning announcements

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will learn how to create morning announcements by pre-recording segments and eventually learn how to create live segments.</p> <p><b>Strategy's Expected Result/Impact:</b> Confidence in creating and making announcements</p> <p><b>Staff Responsible for Monitoring:</b> Library Clerk, Principal, Vice Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Green Screen, Equipment - 199 PIC 30 State Comp - \$2,400, Intech southwest services - 211 Title I, Part A - \$2,681</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Madla Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity. Incentives and food will be provided to increase participation and to bring families, community and staff together.

**Evaluation Data Sources:** Agendas and Sign In Sheets, Virtual Attendance Logs





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create parent engagement opportunities to inform parents of Title 1 funds, academic nights, cafecitios, CIS, FAST and campus events.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of parents will have attended at least 1 parent engagement event.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, assistant principal, principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement FAST program to serve Pre-k-2 families. FAST will be held for 8 weeks on Thursdays and will hold a graduation at the end of the program.</p> <p><b>Strategy's Expected Result/Impact:</b> FAST certificates Pictures Sign In</p> <p><b>Staff Responsible for Monitoring:</b> Administrator Teacher leader</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 3.1, 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Madla Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Create a variety of communication and feedback tools that appeal to the audiences in the school community, culminating in EOY parent survey, with 100% feedback.

**HB3 Goal**

**Evaluation Data Sources:** ESF and Capturing Kids Survey, Blackboard School Messenger, Marquee, Website, Remind Me App, Twitter, Facebook, Newsletter, Flyers

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct parent surveys to improve campus through feedback and implementation of new ideas.</p> <p><b>Strategy's Expected Result/Impact:</b> Receive 80% of surveys back from families to help generate feedback and new ideas.</p> <p><b>Staff Responsible for Monitoring:</b> Parents, teachers, admin, counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**South San Antonio Independent School District**  
**Palo Alto Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

**Palo Alto Elementary School will provide a well-balanced curriculum and a positive learning environment to ensure mastery of basic skills and to foster each child's attainment of his or her highest potential in academics as well as in extra-curricular interest. We believe that the mastery of these skills combined with the positive reinforcement of each child's inherent skills and talents will result in a productive involved citizen for tomorrow. We at Palo Alto will accomplish this mission through the implementation of best practices and the PLC process, which includes instructional focus and leadership, high expectations, a positive school climate, systematic measurement and evaluation and parental involvement. The success of this mission will be measured by student achievement data, attendance data and formal and informal surveys of faculty, students, and parents.**

**I can motivate and inspire myself to be the hero of my own story...**

## Vision

**All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.**

**I can motivate and inspire myself to be the hero of my own story...**

## Value Statement

### WE BELIEVE:

- A SAFE AND STRUCTURED STUDENT ENVIROMENT will provide a positive learning atmosphere that will enable students to achieve academic success.
- TEAMWORK, COLLABORATION, and STRATEGIC PLANNING creates effective curriculum to cultivate successful learners.
- CONSISTENT INFORMATIVE AND POSITIVE COMMUNICATION among all stakeholders will instill good rapport and promote academic achievement

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Goal 1: Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance. 4

Goal 2: Palo Alto ES will recruit, develop, support, and retain effective teachers, principals, and other instructional staff. 6

Goal 3: Palo Alto ES will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths. 8

Goal 4: Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success. 10

Goal 5: Palo Alto ES will collaborate with parents and community to ensure all students receive a gold standard education. 13





Goal 6: SSAISD will provide supplemental support and resources to low performing classrooms. 14

# Goals

**Goal 1:** Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 43% of 3rd graders will score at the meets level on STAAR Math and 10% of 3rd graders will score at the meets level on STAAR Reading.





**Evaluation Data Sources:** 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide part time retired certified teacher or college students to conduct interventions for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in scores for students</p> <p><b>Staff Responsible for Monitoring:</b> Admin and instructional coach</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199 PIC 30 State Comp - \$18,000, - 211 Title I, Part A - \$8,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide tutoring for students who are in need of extra help in all grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased scores on benchmarks, STAAR, Reading and math levels in K-2</p> <p><b>Staff Responsible for Monitoring:</b> Admin, instructional coach, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 211 Title I, Part A, - 199 PIC 30 State Comp - \$2,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** By June 2022, 10% of 5th graders will score at the meets level on STAAR Math, 15% of 5th graders will score at the meets level on STAAR Reading and 5% of 5th graders will score at the meets level on STAAR Science.





**Evaluation Data Sources:** 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide part time retired certified or degreed teacher to conduct interventions for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in scores for students</p> <p><b>Staff Responsible for Monitoring:</b> Admin and instructional coach</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Part time tutor - 211 Title I, Part A - \$7,500, Part time tutor - 199 PIC 30 State Comp - \$7,500</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Palo Alto ES will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 3:** By June 2022, 19% of 1st graders will score at the meets level on the MCLASS EOY assessment and 22% of 2nd graders will score at the meets level on the MCLASS EOY assessment.





**Evaluation Data Sources:** F&P BOY data, MOY data and EOY data.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide part time retired certified teacher to conduct interventions for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in scores for students</p> <p><b>Staff Responsible for Monitoring:</b> Admin and instructional coach</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Part time tutor - 199 PIC 30 State Comp - \$7,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide tutoring for students who are in need of extra help in all grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased scores on benchmarks, STAAR, Reading and math levels in K-2</p> <p><b>Staff Responsible for Monitoring:</b> Admin, instructional coach, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> After school/Saturday tutoring - 199 PIC 30 State Comp - \$7,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Palo Alto ES will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** By June 2022, 100% of openings at Palo Alto ES will be filled.





**Evaluation Data Sources:** Staff roster

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize district staffing formula and attend job fairs as needed. <b>Strategy's Expected Result/Impact:</b> Highly qualified individual will be hired immediately <b>Staff Responsible for Monitoring:</b> Admin <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Palo Alto ES will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** By June 2022, summer PD opportunities will be identified for teachers and staff to attend. Including Fundamental 5 follow up training.

**Evaluation Data Sources:** Region 20 PD session calendar





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Identify professional learning sessions for teachers to attend targeted to their specific grade level / subject area. <b>Strategy's Expected Result/Impact:</b> Increased student scores <b>Staff Responsible for Monitoring:</b> Admin, instructional coach <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers <b>Funding Sources:</b> Fundamental 5 conference - 211 Comprehensive Support - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**Goal 3:** Palo Alto ES will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** By June 2022, 10% of 3rd graders will score at the meets level on STAAR Math and 27% of 3rd graders will score at the meets level on STAAR Reading.





**Evaluation Data Sources:** 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide part time retired certified teacher to conduct interventions for students grades 3 - 5.  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students in Math and Reading Meets level in grades 3 - 5.  <b>Staff Responsible for Monitoring:</b> Admin, instructional coach, teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction  <b>Funding Sources:</b> Part time tutor - 199 PIC 30 State Comp - \$7,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide tutoring for students who are in need of extra help in all grade levels.  <b>Strategy's Expected Result/Impact:</b> Increased scores on benchmarks, STAAR, Reading and math levels in K-2  <b>Staff Responsible for Monitoring:</b> Admin, instructional coach, teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction  <b>Funding Sources:</b> Part time tutor - 199 PIC 30 State Comp - \$7,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** Palo Alto ES will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** By June 2022, 100% of teachers will utilize the Fundamental 5 in their classrooms to increase student performance in all subject areas.





**Evaluation Data Sources:** 2021 - 2022 STAAR scores, common assessments, Imagine Math scores and MCLASS scores.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide Fundamental 5 training for teachers to reinforce <b>Strategy's Expected Result/Impact:</b> Admin, instructional coaches, teachers <b>Staff Responsible for Monitoring:</b> Admin and instructional coach <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction <b>Funding Sources:</b> Fundamental 5 conference - 199 PIC 30 State Comp - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Palo Alto ES students will receive counseling and or being given assistance accessing mental health services for students and their families.





**Evaluation Data Sources:** Counseling list of students served

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 2nd - 5th grade students will receive services from a SACADA counselor. Counselor also assists with mental health services.</p> <p><b>Strategy's Expected Result/Impact:</b> Student assistance with mental health needs</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will receive referrals to the district Care Zone as needed to assist with various services for at school as well as at home.</p> <p><b>Strategy's Expected Result/Impact:</b> Mental health needs as well as other counseling or personal needs can be attended to through the CareZone.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Palo Alto ES will provide Leadership opportunities for students. Students utilize Leader in Me and technology to impact their learning in the classroom.






**Evaluation Data Sources:** The number of Leadership opportunity activities on campus.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Palo Alto ES will participate in Leader In Me program.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in the number of students receiving Masters on STAAR test as well as reduction in disruptive behavior.</p> <p><b>Staff Responsible for Monitoring:</b> All campus staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p> <p><b>Funding Sources:</b> Leader In Me Annual Dues - 211 Title I, Part A - \$7,500</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Palo Alto ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Palo Alto ES will implement the Fundamental 5 to successfully impact the students learning success.





**Evaluation Data Sources:** Students performance on BOY ,MOY and EOY assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Learning walk protocol with campus admin as well as district staff will identify key areas that need to be tweaked so that student performance can be enhanced at all grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in the number of students receiving Meets and Masters on STAAR test.</p> <p><b>Staff Responsible for Monitoring:</b> Campus admin, CILT and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** Palo Alto ES will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Palo Alto will have a minimum of six virtual/in-building Parent coffee meeting during the 2021-2022 school year to inform parents of services provided in and out of school.





**Evaluation Data Sources:** Flyers, sign-in sheets, agenda

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop a clear communication relationship with parents that informs them of services available in the school as well as the community they live in. <b>Strategy's Expected Result/Impact:</b> Increase parental participation in the school. <b>Staff Responsible for Monitoring:</b> Administration, teachers, office staff <b>Title I Schoolwide Elements:</b> 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Parent meeting items - 211 Title I, Part A - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** SSAISD will provide supplemental support and resources to low performing classrooms.

**Performance Objective 1:** By June 2022, PAES will utilize supplemental support and resources to show growth in the meets level for all STAAR exams for 3rd, 4th and 5th grade.

**Evaluation Data Sources:** 2021-2022 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Supplemental support by retired part time personnel will be provided for students in 3 - 5.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in Meets level 2021-2022 STAAR scores as well as benchmarks and common assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Instructional Coaches, Teachers, part time staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Part time tutor - 199 PIC 30 State Comp - \$7,500</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**South San Antonio Independent School District**  
**Price Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**





# Mission Statement

Our mission is to prepare students for the 21st Century through quality instruction and learning experiences virtually or face to face in a safe and enjoyable environment.

## Vision

**Our students will be guided by a dedicated school community to become critical thinkers and life-long learners.**

## Core Beliefs

We believe...

- **Innovative leaders engage, enrich and empower students' learning experiences.**
- **An individualized organizational system establishes procedures that create a positive, flexible environment that meets the needs of student.**
- **Educators are reflective, life-long learners who set goals for themselves and students.**
- **Positive connections through collaboration with families, and communities are essential to student success.**
- **In a safe, nurturing environment promoting respect, commitment, and compassion.**



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- Goal 5: SSAISD will collaborate with parents and community to ensure all students receive a gold standard education. 17




# Goals







**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** 3rd grade STAAR results will improve from the previous year by 5%.

**HB3 Goal**

**Evaluation Data Sources:** TAPR report

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Incorporate Blended Learning in all classrooms to enhance 21st century learning.</p> <p><b>Strategy's Expected Result/Impact:</b> increase student achievement, formative assessment &amp; possible remote learning.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, administration, central office support staff, technology</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, Chromebooks/Cart, and Ipads into their lessons. Also have access to have headphones and speakers for the computer lab and Ipad lab.</p> <p><b>Strategy's Expected Result/Impact:</b> student engagement during walkthroughs using technology-one on one device</p> <p><b>Staff Responsible for Monitoring:</b> Admin, technology, and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - 211-11-6395-00-107-2 - \$3,644</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create ways for teachers to establish outside learning opportunities using Ipad applications, SKYPE, Google Meets, or other technology to enhance learning around the world</p> <p><b>Strategy's Expected Result/Impact:</b> differentiated lessons</p> <p><b>Staff Responsible for Monitoring:</b> Admin and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				



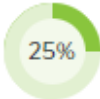
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Flocabulary, Generation Genius, Stemsopes, A-Z reading, Mentoring Minds, ESGI, STAAR Masters, Count Down, Kamico, Nearpod, Spanish/Eng. dictionaries)</p> <p><b>Strategy's Expected Result/Impact:</b> increase student academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> administration, teachers, &amp; central office</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Amazon - Technology replacement cords - 211 Title I, Part A - \$188, Flocabulary - 199 Local - \$2,200, ESGI-data for Kinder - 211 Title I, Part A - \$426, Generation Genius Technology Program - 211 Title I, Part A - 211-11-6395 - \$800</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Teachers will engage in purposeful planning to insure that rigorous lessons are implemented using the Price Planning Protocol</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson plans that include opportunities that include access and rigor transfer.</p> <p><b>Staff Responsible for Monitoring:</b> IC, teachers, and administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				









**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** The campus will receive a rating of B for the 2021-2022 school year.

**HB3 Goal**

**Evaluation Data Sources:** txschools.org

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will incorporate high-yield strategies that increase student engagement, and require a variety of thinking from students.</p> <p><b>Strategy's Expected Result/Impact:</b> student engagement and transfer of knowledge</p> <p><b>Staff Responsible for Monitoring:</b> IC, teachers, and administrations</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Walmart-journals - 199 Local - \$200, Amazon - 199 Local - \$247, Amazon - 211 Title I, Part A - \$314, Universal Pen &amp; Print, Inc - 199 Local - \$278</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Flocabulary, Generation Genius, Stemsopes, A-Z reading, Mentoring Minds, Amplify, 1XL Math program)</p> <p><b>Strategy's Expected Result/Impact:</b> increase student academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> administration, teachers, &amp; central office</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> ESGI - 211 Title I, Part A - 199-11-6395 - \$406, Mentoring Minds - 211 Title I, Part A, Flocabulary - 199 Local - \$500, 1XL Technology program for Math - 211 Title I, Part A - 211-11-6395 - \$1,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create ways for teachers to establish outside learning opportunities using Ipad applications, SKYPE, Google Meets, or other technology to enhance learning around the world</p> <p><b>Strategy's Expected Result/Impact:</b> differentiated lessons</p> <p><b>Staff Responsible for Monitoring:</b> Admin and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				







Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Technology will be used to enhance classroom instruction, student engagement and provide instruction through on-line platforms by utilizing Promethean boards, Chromebooks/Cart, and Ipad into their lessons. Also have access to have headphones and speakers for the computer lab and Ipad lab.</p> <p><b>Strategy's Expected Result/Impact:</b> student engagement during walkthroughs and virtual walkthroughs</p> <p><b>Staff Responsible for Monitoring:</b> Admin, technology, and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Amazon-Chrome book carts - 211 Title I, Part A - \$2,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Hold monthly RTI meetings, committee meetings, and CILT meetings</p> <p><b>Strategy's Expected Result/Impact:</b> sign-in sheets, positive school culture, high student academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> Administration and faculty</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Incorporate Blended Learning in all classrooms to enhance 21st century learning.</p> <p><b>Strategy's Expected Result/Impact:</b> increase student achievement, remote learning.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, administration, central office support staff, technology</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Teachers will tutor students during the day or after school face to face.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve academic achievement to help close the gap</p> <p><b>Staff Responsible for Monitoring:</b> Administration and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 3:** 4th grade Writing STAAR results will have 35% of students at the Meets level in 2021-2022 school year.

**HB3 Goal**

**Evaluation Data Sources:** TAPR report







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Instructional coach will plan weekly with 4th grade teachers with a writing protocol.  <b>Strategy's Expected Result/Impact:</b> Increase academic scores on STAAR Test.  <b>Staff Responsible for Monitoring:</b> Administration and Instructional Coach  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All grade levels will teach the writing process across curriculum in all grade levels and contents.  <b>Strategy's Expected Result/Impact:</b> Writing to provide evidence of learning.  <b>Staff Responsible for Monitoring:</b> Administration and Instructional Coach  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b>  <b>Funding Sources:</b> Amazon - 199 Local - \$96, Amazon - 199 Local - \$273</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff

**Performance Objective 1:** The campus will provide professional development opportunities for staff that promote high levels of student engagement. (Lead4ward, Region 20, SIOP Strategies)








**Evaluation Data Sources:** The number of PD staff attend.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide job-embedded professional development by modeling research-based strategies during PLCs</p> <p><b>Strategy's Expected Result/Impact:</b> Improve the implementation of high-yield, rigorous instructional strategies that require a variety of thinking.</p> <p><b>Staff Responsible for Monitoring:</b> Camps administration and instructional coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Music Conference -TMEA - 199 Local - 199 13 6411 00 107 0 99 - \$110</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ensure campus administration attends professional development to model and learn research based strategies for PLC</p> <p><b>Strategy's Expected Result/Impact:</b> Improve implementation of current academic research, high-yield, rigorous instructional strategies for PLC's</p> <p><b>Staff Responsible for Monitoring:</b> campus admin.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff

**Performance Objective 2:** Teachers & Principals will be provided instructional resources (Really Good Stuff/Amazon/Lakeshore/Lead4ward) that will promote high levels of student engagement and can be utilized for access, rigor and transfer.







**Evaluation Data Sources:** Budget review

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will utilize instructional resources for phonological awareness in grades K-5.  <b>Strategy's Expected Result/Impact:</b> Improve students phonological awareness.  <b>Staff Responsible for Monitoring:</b> Teachers  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF</b>  <b>Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Librarian will utilize updated library books and resources for all grade Pre-K through 5th.  <b>Strategy's Expected Result/Impact:</b> Provide students a variety of books to have the love of reading and continue to build their fluency and comprehension.  <b>Staff Responsible for Monitoring:</b> Administration, teachers, librarian  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> Follet Library Books - 199 Local - 199-12-6399, Follet School Solutions - 199 PIC 30 State Comp</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Campus instructional leadership team will provide job professional development around the Fundamental Five, The Art of Coaching, Lead4ward, TEPSA Conferences  <b>Strategy's Expected Result/Impact:</b> Highly effective PLC's  <b>Staff Responsible for Monitoring:</b> District and admin  <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.



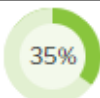

**Performance Objective 1:** Provide afterschool activities and clubs for students to participate.






**Evaluation Data Sources:** The number of activities/clubs at the school.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a World Changers Club/group for teachers and students to establish hands-on learning by building projects and using technology to help record and research</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson plans, weekly meetings, projects throw PBL</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Admin, Special Ed. teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Water pumps for aquaponic unit -Amazon - 199 Local - \$334</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Invite parents to attend Academic STEM Family Night (Spring 2022)</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-in sheets, agendas</p> <p><b>Staff Responsible for Monitoring:</b> All Faculty, committees, &amp; Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 3.1 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide refreshments or dinner to help bring in the parents to Cafecitos, Family Nights, Stem Nights that encourage them to do activities with their child.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will attend more school functions with their child(ren) to help promote learning.</p> <p><b>Staff Responsible for Monitoring:</b> administration, librarian, counselor, and teachers</p> <p><b>Title I Schoolwide Elements:</b> 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Day of the Dead bread for Nov. 3 Cafecito - 211 Title I, Part A - 211-61-6499</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Invite parents and community to bi-yearly awards, Parent Expo, South Sansational event for 5th graders</p> <p><b>Strategy's Expected Result/Impact:</b> sign-in, agendas, invitations</p> <p><b>Staff Responsible for Monitoring:</b> Administration, counselor, teachers, central office staff</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** Create programs that inform and support parental involvement in district initiatives.



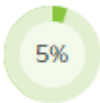




Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor and update school website with current school activities and events to keep parents and members of the community aware  <b>Strategy's Expected Result/Impact:</b> update current website, Twitter, School Messenger  <b>Staff Responsible for Monitoring:</b> Administrator, Librarian  <b>Title I Schoolwide Elements:</b> 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create and maintain campus Facebook and Twitter account to enhance communication in our school and community  <b>Strategy's Expected Result/Impact:</b> keep community up to date on school news and events  <b>Staff Responsible for Monitoring:</b> Administration and Librarian  <b>Title I Schoolwide Elements:</b> 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Inform parents and community through monthly calendars, notes, flyers, parent meetings, website, school messenger, and marquee  <b>Strategy's Expected Result/Impact:</b> Calendars, flyers, phone calls  <b>Staff Responsible for Monitoring:</b> Administration, custodians, counselor, teachers  <b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture  <b>Funding Sources:</b> Colored paper for calendar copies and regular white paper - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Open House on September, 2021 to celebrate and implement the campus and district vision  <b>Strategy's Expected Result/Impact:</b> sign-in sheets Open House  <b>Staff Responsible for Monitoring:</b> All staff and administration  <b>Title I Schoolwide Elements:</b> 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Conduct monthly family events (Book Fair, PTA, school performances, Cafecito with the Counselor) <b>Strategy's Expected Result/Impact:</b> sign-in sheets, agendas <b>Staff Responsible for Monitoring:</b> All staff, Administration, PTA Officers, Counselor, Librarian <b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> HEB - cafecitos - 211 Title I, Part A	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Invite parents to Title 1 Parent Meeting/Student-Led report card conference. <b>Strategy's Expected Result/Impact:</b> sign-in and agendas <b>Staff Responsible for Monitoring:</b> administration and teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Hold awards ceremonies for students in all grade levels twice a year in recognition of Honor Roll, Principal's Pal, Perfect Attendance, Citizenship, STAR Student, BUG award, and Leadership Award <b>Strategy's Expected Result/Impact:</b> Increase in positive self-esteem, parental involvement, sign in sheets <b>Staff Responsible for Monitoring:</b> Administration, Counselor, and faculty <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b> <b>Funding Sources:</b> Attendance incentives -Pizza party, Smecils - 199 Local - \$192	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Invite parents and community to school events(Awards ceremonies, academic night, etc) <b>Strategy's Expected Result/Impact:</b> sign-in and agendas <b>Staff Responsible for Monitoring:</b> Administration and teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.6, 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum - <b>Results Driven Accountability</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Student attendance will increase by 2% with the help of mental and social emotional support through the Care Zone or campus initiatives.






**Evaluation Data Sources:** PEIMS report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Offer Title 1 Services for Mc Kinney-Vento students (transportation, school supplies, resources for food and clothing..) <b>Strategy's Expected Result/Impact:</b> Students will be able to receive resources to be successful <b>Staff Responsible for Monitoring:</b> Administration, Central Office, Counselor <b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Results Driven Accountability</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Offer Care Zone Programs and Head Start to our students <b>Strategy's Expected Result/Impact:</b> students and parents will be able receive resources to help make them successful <b>Staff Responsible for Monitoring:</b> CIS, Administration, Head Start parent liaisons <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers - <b>Results Driven Accountability</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Staff will provide support through implementation through Sanford Harmony program <b>Strategy's Expected Result/Impact:</b> Healthy self-esteem, focus on school <b>Staff Responsible for Monitoring:</b> teachers, counselor, and administration <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Secure mentors from Texas A & M San Antonio. <b>Strategy's Expected Result/Impact:</b> Higher STAAR scores, increase reading levels <b>Staff Responsible for Monitoring:</b> Administration and Counselor <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum - <b>Results Driven Accountability</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** The number of discipline referrals will decrease by 5% by providing students extra curricular activities and leadership opportunities.






**Evaluation Data Sources:** PEIMS report

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> CILT committee will help make educational decisions for campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Empower faculty and staff to help better the campus with positive climate and increase student achievement</p> <p><b>Staff Responsible for Monitoring:</b> CILT and administrator</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Properly communicate and efficiently run systems on campus for campus to provide a safe learning environment.

**Evaluation Data Sources:** Texas Safety School Checklist






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administration and front office staff will have an effect source of communication. (Walkie Talkie)</p> <p><b>Strategy's Expected Result/Impact:</b> Empower administration and front office to communicate and ensure the safety of the school and students.</p> <p><b>Staff Responsible for Monitoring:</b> administration</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 5:** SSAISD will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** The campus will have a minimum of six Principal Cafecitos during the 2021-2022 school year, which will include a parent training component.

**Evaluation Data Sources:** Flyers and sign-in sheets from the events.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Survey will be used to determine areas of need to improve school climate.</p> <p><b>Strategy's Expected Result/Impact:</b> Survey results School Messenger</p> <p><b>Staff Responsible for Monitoring:</b> CILT Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monthly Parent Cafecitos</p> <p><b>Strategy's Expected Result/Impact:</b> Parents involved in students education</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and school counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**South San Antonio Independent School District**  
**Dwight Middle School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

Dwight Middle School fosters independence, responsibility and self reliance by focusing on an integrated results-based curriculum. Through a supportive environment, students are encouraged to confidently take risks using innovation to become the leaders of tomorrow.

## Vision

Our vision is to create a supportive environment that inspires students to reach their full potential by accepting responsibility and creating future leaders within the community.

## Core Beliefs

1. We believe in transcending our classroom by fostering a relationship with the community built upon integrity and honor to create successful student leaders.
2. We believe through innovation and technology coupled with high expectations and student engagement will produce higher cognitive thinking.
3. We believe building a positive trusting relationship between students and teachers will result in individual success and high academic achievement.
4. We believe that the appearance of our campus should be physical representation of our school pride found throughout our community.
5. We believe that effective leadership is essential to meeting high academic expectations and sustaining a positive school culture.

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Goal 3: Dwight Middle School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths. 13

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# Goals

**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2021, we will increase reading and writing achievement by 10%, with a concentrated effort on all special populations, on the reading and writing state assessments.

## HB3 Goal

**Evaluation Data Sources:** Formative Assessments, Universal Screeners, Benchmarks, Teacher made tests and STAAR.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase reading and writing online interactive learning programs.  <b>Strategy's Expected Result/Impact:</b> Increase student achievement in reading and writing.  <b>Staff Responsible for Monitoring:</b> Instructional Coach, Administrators  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Noredink corp - 211 Comprehensive Support - \$7,000, Gimkit - 211 Title I, Part A - \$1,000, Empowering Writers LLC - 211 Comprehensive Support - \$1,065</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide balanced literacy training, materials and support.  <b>Strategy's Expected Result/Impact:</b> Guided reading strategies will be implemented in the ELAR classrooms which will increase student achievement in reading.  <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Professional development for teachers in balanced literacy to include training and coaching in guided reading . - 211 Comprehensive Support</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** By June 2021, we will increase social studies achievement on district benchmarks and the STAAR by 10%, with a concentrated effort on special populations, by providing supplemental resources for social studies classrooms.

**HB3 Goal**





**Evaluation Data Sources:** Formative Assessments, Benchmarks, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase a social studies interactive learning program to accommodate distance learning.  <b>Strategy's Expected Result/Impact:</b> Increased scores on U.S. History STAAR.  <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b>  <b>Funding Sources:</b> IXL Social Studies Online Program - 211 Comprehensive Support - \$7,425</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase additional content resources to supplement the TRS curriculum.  <b>Strategy's Expected Result/Impact:</b> Improve U.S. History knowledge of students and strategies on answering questions using graphic organizers and other visuals.  <b>Staff Responsible for Monitoring:</b> Teacher, Instructional Coach, Admin  <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Purchase the DBQ program to support critical writing instruction in the social studies classroom.  <b>Strategy's Expected Result/Impact:</b> Increase in writing and social studies STAAR scores.  <b>Staff Responsible for Monitoring:</b> Teacher, Instructional Coaches, Admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 3:** By June 2021, Dwight students will increase their math performance by 10% with a concentrated effort on all special populations on the 8th grade state assessments and district benchmarks.





**Evaluation Data Sources:** Formative assessments, Benchmarks, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Imagine Math interactive learning program to use during tutoring and Intervention classes. Use the universal screener to place students and provide interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide math activities for students to use for tutoring and extension and data to be analyzed by teachers and admin to monitor student progress.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Math Coach, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement targeted planning during PLCs to focus on unpacking of the TEKS and gathering resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase rigor of math lessons, collaboration among math teachers and instructional coach by sharing lessons and resources.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Math Coach, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide training for implementing guided group instruction to all math teachers and co-teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be trained in implementing guided group training to implement small group instruction in class.</p> <p><b>Staff Responsible for Monitoring:</b> ICs and Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 4:** By June 2021, we will increase performance on science by 10% with a concentrated effort on all special populations on the 8th grade state assessments and district benchmarks.

**Evaluation Data Sources:** Formative assessments, Benchmarks, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase Kessler interactive learning program to accommodate interactive learning.  <b>Strategy's Expected Result/Impact:</b> Provide additional resources for science teachers and lessons for students. Increase the 8th grade state assessment scores in science.  <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Science Coach, Admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b>  <b>Funding Sources:</b> Kesler Science - 211 Comprehensive Support - \$1,196</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement targeted planning during PLCs to focus on unpacking the TEKS and discuss and share resources for instruction in science  <b>Strategy's Expected Result/Impact:</b> Improve rigor of science lessons, add resources to teacher's toolboxes, and improve student performance on the science state assessment.  <b>Staff Responsible for Monitoring:</b> Teachers, Science Instructional Coach, Admin  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				







**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 5:** By December 2020, we will increase access to online programs and provide students and staff with the technology needed to provide instruction virtually and face to face.

**HB3 Goal**





**Evaluation Data Sources:** Student academic performance data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase a Chromebook Cart to include 30 Chromebooks and online program licenses.  <b>Strategy's Expected Result/Impact:</b> Increased student engagement and student progress  <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, Admin  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b>  <b>Funding Sources:</b> Intech Southwest: Chromebook Cart, Chromebooks, Academic licenses - 211 Comprehensive Support - \$8,658</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase technology to provide hybrid instruction for students who are on campus and virtual.  <b>Strategy's Expected Result/Impact:</b> Increase student engagement for students who are on campus and participating virtually.  <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Admin  <b>Title I Schoolwide Elements:</b> 2.5 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers  <b>Funding Sources:</b> Amazon - 211 Comprehensive Support - \$1,000, Chromebook Chargers - 211 Comprehensive Support - \$5,070, SMART Boards - 211 Title I, Part A - \$10,000, Chromebook Cart - 211 Title I, Part A - \$5,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 6:** By the end of the 2021-2022 school year, classrooms will be equipped with needed resources and teachers will be provided with supplies and materials needed to provide their students with engaging, quality instruction.





**Evaluation Data Sources:** Lesson plans, walkthrough documentation, increased student achievement

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide supplemental resources for teachers to enhance instruction. <b>Strategy's Expected Result/Impact:</b> Increase STAAR results <b>Staff Responsible for Monitoring:</b> campus administration <b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$174.49, Project Lead the Way - 211 Comprehensive Support - \$1,707	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Dwight Middle School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 7:** By the end of the 2020-2021 school year, the campus library will be updated and upgraded with new books and other resources for students to access and use to enhance their interest in reading and research.

**Evaluation Data Sources:** Book checkouts





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase a variety of library books including series books. Selection of books was based on student interest survey.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve interest in reading.</p> <p><b>Staff Responsible for Monitoring:</b> Librarian</p> <p><b>Funding Sources:</b> Follett Educational Services - 199 PIC 30 State Comp - \$3,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Dwight Middle School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

**HB3 Goal**





**Evaluation Data Sources:** PD evaluation forms, PD Agendas, and sign in sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide team building activities with staff.  <b>Strategy's Expected Result/Impact:</b> Improved collaboration with staff and administration..  <b>Staff Responsible for Monitoring:</b> Campus administration  <b>Funding Sources:</b> Teen Truth - 211 Title I, Part A - \$1,900</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will attend professional development sessions that focus on instruction and instructional strategies they will implement in the classroom.  <b>Strategy's Expected Result/Impact:</b> Increase teacher knowledge in their specific content, teaching strategies and engaging lessons.  <b>Staff Responsible for Monitoring:</b> Instructional Coaches &amp; Admin  <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b>  <b>Funding Sources:</b> Project Lead the Way - 211 Comprehensive Support - \$2,400, TCEA 2021 - 211 Comprehensive Support - \$5,000, Lead4Ward Conference - 211 Comprehensive Support - \$3,000, Project Lead the Way - 211 Comprehensive Support - \$5,500, IXL - 211 Comprehensive Support - \$495, AVID digital XP - 211 Comprehensive Support - \$2,175</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Instructional Coaches and Admin will provide and attend professional development sessions to support and improve teacher quality and student academic achievement.  <b>Strategy's Expected Result/Impact:</b> Build instructional and leadership capacity and improve teacher efficacy  <b>Staff Responsible for Monitoring:</b> Admin, Instructional Coaches  <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning - <b>Comprehensive Support Strategy - Targeted Support Strategy</b>  <b>Funding Sources:</b> Amazon - 211 Comprehensive Support - \$336, TCEA - 211 Comprehensive Support - \$5,000, TASSP - 211 Title I, Part A - \$1,000, Lead4Ward Conference - 211 Title I, Part A - \$3,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Dwight Middle School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** Staff will be provided with incentives throughout the 2021-2022 school year in order to retain and support 100% of Dwight staff.





**Evaluation Data Sources:** Aesop absence reports, Panorama Staff Survey Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Classroom teachers will be provided with funds to purchase instructional materials and classroom supplies.  <b>Strategy's Expected Result/Impact:</b> Increased teacher morale, increase student engagement  <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, Admin.  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers - <b>Comprehensive Support Strategy</b>  <b>Funding Sources:</b> Amazon - 211 Comprehensive Support - \$5,500, Amazon - ink for data analysis - 211 Comprehensive Support - \$1,013.91</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide teachers with instructional incentives to improve campus culture.  <b>Strategy's Expected Result/Impact:</b> Increased teacher morale.  <b>Staff Responsible for Monitoring:</b> Admin, ICs  <b>Funding Sources:</b> Amazon - 211 Comprehensive Support - \$3,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Dwight Middle School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** C.I.L.T will create flyers and recruitment videos to use during job fairs and employment opportunities.

**Evaluation Data Sources:** Staff recruitment for the 2022-2023 year.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase Dwight recruitment materials and supplies.  <b>Strategy's Expected Result/Impact:</b> Increase retention rate.  <b>Staff Responsible for Monitoring:</b> admin  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b>  <b>Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture  <b>Funding Sources:</b> Amazon, VistaPrint - 211 Title I, Part A - \$2,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Dwight Middle School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** By the end of the 2020-2021 school year, 100% of 8th grade student will have selected a career pathway to focus on when they begin high school.

**HB3 Goal**





**Evaluation Data Sources:** High School 4 year/Pathway Plan

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote Dwight Middle School STEM Academy <b>Strategy's Expected Result/Impact:</b> Increase the number of students who select the STEM Pathway <b>Staff Responsible for Monitoring:</b> STEM Coordinator, Counselor, Principal <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide resources, and materials to teachers for promoting post-secondary options. <b>Strategy's Expected Result/Impact:</b> Promotion of higher education, career pathways and military options. <b>Staff Responsible for Monitoring:</b> Counselor, Admin <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide 8th-grade students with an opportunity to tour a college campus. <b>Strategy's Expected Result/Impact:</b> Promote career pathway choices <b>Staff Responsible for Monitoring:</b> Admin, STEM Coordinator <b>Funding Sources:</b> Field Trip Expenses - 211 Title I, Part A - \$2,000	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Dwight Middle School will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By the end of the 2021-2022 school year, Dwight staff will have attempted to make contact with 100% of parents.

**Evaluation Data Sources:** Parent contact logs, Sign in Sheets, Flyers

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Staff will reach out to parents at least once a quarter to detail student's progress, attendance, and check in on possible additional needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Create positive relationships with parents and students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Admin</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus will host events for parents and community members to attend so that teachers and students can showcase their learning and instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> To foster positive relations with our stakeholders.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The campus will host events for parents to share strategies and information on how to support their student at home both academically and socially/emotionally.</p> <p><b>Strategy's Expected Result/Impact:</b> To foster positive relations with our parents.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselor, CIS Coordinator</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Culture and Climate 1</p> <p><b>Funding Sources:</b> refreshments, supplies - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Problem Statements:**





School Culture and Climate
<p><b>Problem Statement 1:</b> Parental involvement is low and inconsistent. <b>Root Cause:</b> Lack of opportunities for parental engagement.</p>



**Goal 4:** Dwight Middle School will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** By the end of the 2020-2021 school year, 98% of parents and 100% of students will have accessed Family Access on Skyward to view attendance and grades.

**Evaluation Data Sources:** Skyward reports, Teacher documentation

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Parents will be contacted via Robocalls at the end of each grading period to remind them to check their student's grades on Skyward.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental involvement Build positive relationships with parents</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Admin</p> <p><b>Title I Schoolwide Elements:</b> 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will log in to their Student Access on Skyward to check their grades at the end of every grading period.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will monitor their grades for all of their classes.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselor, Admin</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 5:** Dwight Middle School will provide supplemental support and resources to low-performing campuses.

**Performance Objective 1:** Increase special populations student scores/performance by 15% on the 2022 STAAR.

**HB3 Goal**

**Evaluation Data Sources:** STAAR scores

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Monday and Wednesday tutoring for math and reading weekly for students to receive supplemental instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved reading and math skills.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coaches, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement online district purchased screeners such as IStation and Learning A to Z to engage students during reading interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased reading levels of students.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Universal reading screener, resources to run color reports by teacher and specific students - 211 Comprehensive Support</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Purchase intervention materials for students who require an extra 30 hours of instruction to satiate HB 4545.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased knowledge in test taking strategies and increased scores in state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Maneuvering the Middle - 211 Title I, Part A - \$876, Education Galaxy - 199 PIC 30 State Comp - \$5,500, Sirius Education Solution, Galaxy Education - 211 Comprehensive Support - \$19,760, Amazon - 199 PIC 30 State Comp - \$209.30</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide professional development on sheltered instruction, co-teaching and other teaching strategies to focus on our special populations (special education and ELL students).</p> <p><b>Strategy's Expected Result/Impact:</b> Increased progress of special populations students on state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**South San Antonio Independent School District**  
**Dwight Middle School - TIP**  
**2021-2022 Cycles/Essential Actions/Action Steps**



**Superintendent:**  
**DCSI/Grant Coordinator:**

Marc Puig  
Kevin Rasco

**Principal:** Elizabeth Sandoval  
**ESC Case Manager:** Cheryl Stewart  
**ESC Region:** 20

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# Cycles

## Cycle 1 - (Sept – Nov)

**Did you achieve your student performance data goals? Why or why not?:** None

### 1. Essential Action 1.1: Develop campus instructional leaders with clear roles and responsibilities.

**Implementation Level:** Partial Implementation

**Rationale:** Leadership roles need to be defined. We strive to increase leadership capacity and build a stronger campus community.

**Who will you partner with?:** TIL

**How will you build capacity in this Essential Action?** Campus leadership team will develop clear roles and responsibilities for campus leaders. Leadership opportunities, PDs, and bi-weekly meetings. Teacher leaders will be trained in and implement a mentoring program to train and support new teachers with classroom management strategies, solid Tier 1 instructional strategies and differentiation in the classroom. New teachers will meet once a month with mentor teachers to ensure implementation and effectiveness of campus PDs.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The leadership team collaborates bi-weekly. Teacher leaders have bi-weekly meetings with administration to provide feedback and discuss issues. We will create buy-in by collaborating with teachers in the creation of these priorities these priorities. CILT team will be bi-weekly to plan, implement and discuss the effectiveness of campus systems. CILT team leads will return and disseminate information to their respective teams.

**Desired Annual Outcome:** The campus instructional leadership (C.I.L.T) team will have clear and defined roles and responsibilities. The CILT team will be highly trained and effective in implementing school wide systems and initiatives. The campus will have a clear and defined leadership flow chart describing each stakeholders roles and responsibilities. C.I.L.T roles will be filled by identifying high-performing teacher leaders who will be effective in mentoring and leading new and developing teachers.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then Dwight will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** Leadership roles and responsibilities will be clearly defined, included in Google Drive and campus handbook and communicated to all stakeholders. CILT meetings will be scheduled bi-weekly on the Google Calendar. A mentoring system will be established by the end of November and will begin meeting once a month to support new and developing teachers. Teacher leaders and administrators will have scheduled professional developments on leadership and campus initiatives.

**District Actions:** The district will provide regular professional development around the fundamental five and other applicable systems for campus leadership to reinforce autonomy and efficacy for achieving high student expectations.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** No

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Create a leadership flow chart and share with staff and stakeholders.</p> <p><b>Evidence Used to Determine Progress:</b> PDF sample of flow chart in campus shared drive.</p> <p><b>Person(s) Responsible:</b> Elizabeth Sandoval</p> <p><b>Resources Needed:</b> N/A</p> <p><b>Addresses an Identified Challenge:</b> No</p> <p><b>Start Date:</b> September 2, 2021 - <b>Evidence Collection Date:</b> November 30, 2021</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 2 Details	Reviews
<p><b>Action Step 2:</b> Establish, communicate and share clear and concise roles and responsibilities for campus leadership roles.</p> <p><b>Evidence Used to Determine Progress:</b> PDF in campus shared drive of each campus leadership roles and responsibilities.</p> <p><b>Person(s) Responsible:</b> Maria Rendon and Juan McClain</p> <p><b>Resources Needed:</b> N/A</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 2, 2021 - <b>Evidence Collection Date:</b> November 30, 2021</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Schedule campus C.I.L.T Meetings bi-weekly after school.</p> <p><b>Evidence Used to Determine Progress:</b> C.I.L.T meetings set on Google calendar in advance and share with all individuals on the C.I.L.T team at least two weeks in advance.</p> <p><b>Person(s) Responsible:</b> Elizabeth Sandoval</p> <p><b>Resources Needed:</b> None</p> <p><b>Addresses an Identified Challenge:</b> None</p> <p><b>Start Date:</b> September 2, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 30, 2021</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** Challenges will be district establishing clear roles and responsibilities for personnel. Teacher buy in and time constraints for the mentoring program.

**What specific action steps address these challenges?:** Include staff and teacher leaders in establishing roles and responsibilities for the campus. Utilize CILT team to establish and begin teacher mentoring program.

## Cycle 1 - (Sept – Nov)

### 2. Essential Action 2.1: Recruit, select, assign, induct and retain a full staff of highly qualified educators.

**Implementation Level:** Planning for Implementation

**Rationale:** We will develop marketing materials and purchase incentives. We will develop an instructional rounds program to provide teachers with time to conduct focused observations with immediate feedback and discussion session. We will also develop a Mentor Program for our new and developing teachers. We will provide PD opportunities for supporting staff using district training resources online and other training opportunities.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Teacher leaders on campus are responsible for taking lead on the mentor program. One and two tier teachers will be provided with opportunities to get mentorship with teacher leaders on campus.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** We will hold bi-weekly leadership meetings to address the development of these programs. Department chairs will then be responsible for disseminating information to the teachers in their respective departments. We will utilize a Leadership Google Calendar to hold ourselves accountable for periodic meetings.

**Desired Annual Outcome:** Our desired annual outcome is to recruit, select, assign, induct, and retain a full staff of highly qualified teachers.

**District Commitment Theory of Action:** If district policies and practices ensure that Dwight has effective, well supported teachers then campus leadership can retain effective, well supported teachers by strategically recruiting, selecting, assigning, and inducting teachers so that all students have access to high-quality educators.

**Desired 90-day Outcome:** Campus Instructional Leadership Team will create recruitment materials, including flyers and videos, to share with local undergraduate programs to recruit new teachers by October. C.I.L.T team will establish and begin meeting with new teachers once a month to mentor throughout the year.

**District Actions:** The district will provide professional development and mentorship through instructional coaches to provide for new and inexperienced teachers. The district will also provide for leadership opportunities for experienced staff to honor their depth of knowledge and provide leadership opportunities.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Create recruitment materials and social media awareness for promoting campus and recruiting highly qualified staff.</p> <p><b>Evidence Used to Determine Progress:</b> Recruitment flyers and materials. Social media presence that extends beyond stakeholders. Highly effective recruitment of staff and personnel.</p> <p><b>Person(s) Responsible:</b> Elizabeth Sandoval, Christopher Salcido, Maria Rendon, Juan McClain, Gary Oliver</p> <p><b>Resources Needed:</b> Personnel, recruitment materials</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 2, 2021 - <b>Frequency:</b> Ongoing - <b>Evidence Collection Date:</b> November 30, 2021</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>



Step 2 Details	Reviews
<p><b>Action Step 2:</b> Mentors will meet to set meetings dates and expectations for mentees throughout the school year.</p> <p><b>Evidence Used to Determine Progress:</b> None  <b>Person(s) Responsible:</b> None  <b>Resources Needed:</b> None  <b>Addresses an Identified Challenge:</b> None</p>	<p><b>Progress toward Action Steps:</b> No Progress  <b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> PLCs will conduct learning walks once a month with an instructional coach and administrator.</p> <p><b>Evidence Used to Determine Progress:</b> None  <b>Person(s) Responsible:</b> None  <b>Resources Needed:</b> None  <b>Addresses an Identified Challenge:</b> None</p>	<p><b>Progress toward Action Steps:</b> No Progress  <b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** Challenges will be time constraints, finding undergraduate programs to meet with and recruit from. Finding professional developments that align to our campus goals and initiatives.

**What specific action steps address these challenges?:** Holding bi-weekly leadership meetings to address concerns and plan mentoring program. Task out creation of the marketing materials and incentives for recruitment.

**Cycle 1 - (Sept – Nov)**

**3. Essential Action 3.1:** Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

**Implementation Level:** Beginning Implementation

**Rationale:** All stakeholders will have an aligned mission, vision and goals focused on a safe environment and high expectations. Mission and vision have not been updated in 2 years.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** We will involve the entire campus in creating, writing and implementing an aligned mission and vision with stakeholder input.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Write mission and vision during staff meeting. Have teachers commit to a specific task to support the campuses mission and vision. Teachers will be involved in the decision making process by utilizing a campus climate and culture survey.

**Desired Annual Outcome:** By the end of the year we will review our mission and visions implementation and revise for the following year.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then Dwight will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** The campus will have a clear and concise mission and vision that aligns with our goals, created by staff and communicated to all stakeholders by the end of October. Mission and Vision will be posted around the campus and on all campus social media and website before November.

**District Actions:** The district will provide the groundwork for a district mission, vision, and goals that are generated from deep levels of feedback from the community. This groundwork can be utilized to assist the campus in generating their own mission, vision, and goals to ensure high expectations for all staff and students.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> In conjunction with all staff, a clear vision and mission will be established and shared with all stakeholders.</p> <p><b>Evidence Used to Determine Progress:</b> Vision and Mission established, printed and shared with all stakeholders.</p> <p><b>Person(s) Responsible:</b> Elizabeth Sandoval</p> <p><b>Resources Needed:</b> None</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 6, 2021 - <b>Frequency:</b> One Time - <b>Evidence Collection Date:</b> October 20, 2021</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>

Step 2 Details	Reviews
<p><b>Action Step 2:</b> Teachers will commit to a specific action step to support the vision and mission of the campus.</p> <p><b>Evidence Used to Determine Progress:</b> Collection of staff commitment steps</p> <p><b>Person(s) Responsible:</b> Elizabeth Sandoval</p> <p><b>Resources Needed:</b> None</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 13, 2021 - <b>Frequency:</b> One Time - <b>Evidence Collection Date:</b> October 20, 2021</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> The CILT team will meet with staff members to plan out and support each individual commitment in supporting the campus mission and vision.</p> <p><b>Evidence Used to Determine Progress:</b> None</p> <p><b>Person(s) Responsible:</b> None</p> <p><b>Resources Needed:</b> None</p> <p><b>Addresses an Identified Challenge:</b> None</p>	<p><b>Progress toward Action Steps:</b> No Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** The challenges will be having teacher and student buy-in to the mission and vision. Communicating and having parent buy-in and support of our mission and vision.

**What specific action steps address these challenges?:** Have teachers commit (pledge) to a specific action in support of the mission and vision. Communicate clearly and effectively the mission and vision to all stakeholders. Include the parent liaison in all campus activities and communication to increase parent participation.

## Cycle 2 - (Dec – Feb)

**Did you achieve your student performance data goals? Why or why not?:** None

### 1. Essential Action 1.1: Develop campus instructional leaders with clear roles and responsibilities.

**Implementation Level:** Partial Implementation

**Rationale:** Leadership roles need to be defined. We strive to increase leadership capacity and build a stronger campus community.

**Who will you partner with?:** TIL

**How will you build capacity in this Essential Action?** Campus leadership team will develop clear roles and responsibilities for campus leaders. Leadership opportunities, PDs, and bi-weekly meetings. Teacher leaders will be trained in and implement a mentoring program to train and support new teachers with classroom management strategies, solid Tier 1 instructional strategies and differentiation in the classroom. New teachers will meet once a month with mentor teachers to ensure implementation and effectiveness of campus PDs.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The leadership team collaborates bi-weekly. Teacher leaders have bi-weekly meetings with administration to provide feedback and discuss issues. We will create buy-in by collaborating with teachers in the creation of these priorities these priorities. CILT team will be bi-weekly to plan, implement and discuss the effectiveness of campus systems. CILT team leads will return and disseminate information to their respective teams.

**Desired Annual Outcome:** The campus instructional leadership (C.I.L.T) team will have clear and defined roles and responsibilities. The CILT team will be highly trained and effective in implementing school wide systems and initiatives. The campus will have a clear and defined leadership flow chart describing each stakeholders roles and responsibilities. C.I.L.T roles will be filled by identifying high-performing teacher leaders who will be effective in mentoring and leading new and developing teachers.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then Dwight will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** Department heads will lead PLC three days a week in collaboration with the campus instructional coaches and administration. Mentor and mentee teachers will meet once a month after school and plan together during PLCs/Conferences. Campus C.I.L.T will attend professional developments to increase instructional capacity and establish a solid leadership foundation.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

## Cycle 2 - (Dec – Feb)

### 2. Essential Action 2.1: Recruit, select, assign, induct and retain a full staff of highly qualified educators.

**Implementation Level:** Planning for Implementation

**Rationale:** We will develop marketing materials and purchase incentives. We will develop an instructional rounds program to provide teachers with time to conduct focused observations with immediate feedback and discussion session. We will also develop a Mentor Program for our new and developing teachers. We will provide PD opportunities for supporting staff using district training resources online and other training opportunities.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Teacher leaders on campus are responsible for taking lead on the mentor program. One and two tier teachers will be provided with opportunities to get mentorship with teacher leaders on campus.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** We will hold bi-weekly leadership meetings to address the development of these programs. Department chairs will then be responsible for disseminating information to the teachers in their respective departments. We will utilize a Leadership Google Calendar to hold ourselves accountable for periodic meetings.

**Desired Annual Outcome:** Our desired annual outcome is to recruit, select, assign, induct, and retain a full staff of highly qualified teachers.

**District Commitment Theory of Action:** If district policies and practices ensure that Dwight has effective, well supported teachers then campus leadership can retain effective, well supported teachers by strategically recruiting, selecting, assigning, and inducting teachers so that all students have access to high-quality educators.

**Desired 90-day Outcome:** Marketing materials will be used at all job fairs and employment recruitment opportunities. Mentor teachers will meet, schedule and train new staff monthly. Mentor teachers will conduct Learning Walks once a month with departments to review and reflect on campus implementation of systems set in place by the CILT team. CILT meetings will be scheduled for the second semester of school. All campus positions will be filled with highly qualified staff before the end of the semester.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

## Cycle 2 - (Dec – Feb)

### 3. Essential Action 3.1: Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

**Implementation Level:** Beginning Implementation

**Rationale:** All stakeholders will have an aligned mission, vision and goals focused on a safe environment and high expectations. Mission and vision have not been updated in 2 years.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** We will involve the entire campus in creating, writing and implementing an aligned mission and vision with stakeholder input.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Write mission and vision during staff meeting. Have teachers commit to a specific task to support the campuses mission and vision. Teachers will be involved in the decision making process by utilizing a campus climate and culture survey.

**Desired Annual Outcome:** By the end of the year we will review our mission and visions implementation and revise for the following year.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then Dwight will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** Vision and Mission posters will be posted in every classroom and shared with all stakeholders using social media before the end of November. Teachers will reflect back on their specific pledge to aiding campus growth and set a new pledge for the new semester before Christmas break.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

### Cycle 3 - (Mar – May)

**Did you achieve your student performance data goals? Why or why not?:** None

#### 1. Essential Action 1.1: Develop campus instructional leaders with clear roles and responsibilities.

**Implementation Level:** Partial Implementation

**Rationale:** Leadership roles need to be defined. We strive to increase leadership capacity and build a stronger campus community.

**Who will you partner with?:** TIL

**How will you build capacity in this Essential Action?** Campus leadership team will develop clear roles and responsibilities for campus leaders. Leadership opportunities, PDs, and bi-weekly meetings. Teacher leaders will be trained in and implement a mentoring program to train and support new teachers with classroom management strategies, solid Tier 1 instructional strategies and differentiation in the classroom. New teachers will meet once a month with mentor teachers to ensure implementation and effectiveness of campus PDs.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** The leadership team collaborates bi-weekly. Teacher leaders have bi-weekly meetings with administration to provide feedback and discuss issues. We will create buy-in by collaborating with teachers in the creation of these priorities these priorities. CILT team will be bi-weekly to plan, implement and discuss the effectiveness of campus systems. CILT team leads will return and disseminate information to their respective teams.

**Desired Annual Outcome:** The campus instructional leadership (C.I.L.T) team will have clear and defined roles and responsibilities. The CILT team will be highly trained and effective in implementing school wide systems and initiatives. The campus will have a clear and defined leadership flow chart describing each stakeholders roles and responsibilities. C.I.L.T roles will be filled by identifying high-performing teacher leaders who will be effective in mentoring and leading new and developing teachers.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then Dwight will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** Leadership roles and responsibilities will be clearly defined, included in Google Drive and campus handbook and communicated to all stakeholders. CILT meetings will be scheduled bi-weekly on the Google Calendar. A mentoring system will be established by the end of October and will begin meeting once a month to support new and developing teachers. Teacher leaders and administrators will have scheduled professional developments on leadership and campus initiatives.

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

## Cycle 3 - (Mar – May)

### 2. Essential Action 2.1: Recruit, select, assign, induct and retain a full staff of highly qualified educators.

**Implementation Level:** Planning for Implementation

**Rationale:** We will develop marketing materials and purchase incentives. We will develop an instructional rounds program to provide teachers with time to conduct focused observations with immediate feedback and discussion session. We will also develop a Mentor Program for our new and developing teachers. We will provide PD opportunities for supporting staff using district training resources online and other training opportunities.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Teacher leaders on campus are responsible for taking lead on the mentor program. One and two tier teachers will be provided with opportunities to get mentorship with teacher leaders on campus.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** We will hold bi-weekly leadership meetings to address the development of these programs. Department chairs will then be responsible for disseminating information to the teachers in their respective departments. We will utilize a Leadership Google Calendar to hold ourselves accountable for periodic meetings.

**Desired Annual Outcome:** Our desired annual outcome is to recruit, select, assign, induct, and retain a full staff of highly qualified teachers.

**District Commitment Theory of Action:** If district policies and practices ensure that Dwight has effective, well supported teachers then campus leadership can retain effective, well supported teachers by strategically recruiting, selecting, assigning, and inducting teachers so that all students have access to high-quality educators.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None



### Cycle 3 - (Mar – May)

#### 3. Essential Action 3.1: Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

**Implementation Level:** Beginning Implementation

**Rationale:** All stakeholders will have an aligned mission, vision and goals focused on a safe environment and high expectations. Mission and vision have not been updated in 2 years.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** We will involve the entire campus in creating, writing and implementing an aligned mission and vision with stakeholder input.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Write mission and vision during staff meeting. Have teachers commit to a specific task to support the campuses mission and vision. Teachers will be involved in the decision making process by utilizing a campus climate and culture survey.

**Desired Annual Outcome:** By the end of the year we will review our mission and visions implementation and revise for the following year.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then Dwight will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

**Cycle 4 - (Jun – Aug)**

**South San Antonio Independent School District**  
**Abraham Kazen Middle School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

## Vision

Panthers are passionate and use their talents to strengthen the community....



## KAZEN PANTHER GOALS

**WE WILL WORK TOGETHER BY LISTENING, COOPERATING,  
AND COLLABORATING WITH ALL CONTENT AREAS IN  
ORDER TO CREATE INTERDISCIPLINARY LESSON PLANS  
THAT PROMOTE STUDENT GROWTH AND IMPROVEMENT.**

**WE CREATE A POSITIVE ENVIRONMENT THAT  
ENCOURAGES ALL TO PARTICIPATE AND RESPECTIVELY  
ENGAGE COLLABORATIVELY.**

**A POSITIVE COMMUNITY STARTS WITH YOU! TO STRIVE  
FOR A POSITIVE CULTURE, PANTHERS WILL CELEBRATE  
SUCCESSSES AND PROVIDE SERVICE OPPORTUNITIES THAT  
MAKE A DIFFERENCE.**

**#PANTHERSTRONG**

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# Goals

**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 80% of students will make progress, with a concentrated effort on all special populations (LEP and Special Education), on established standards on the state assessments.

**Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> LEP and Special education students will be tracked, monitored, reviewed for progress performance on formative assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> increase in progress performance for our Special Education and LEP population</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Instructional Coaches and instructors</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will maintain, monitor and utilize a "Panther Progress Map" the map tracks student's attendance, discipline, formative assessments, and special population students.</p> <p><b>Strategy's Expected Result/Impact:</b> increase in progress performance for our special education and LEP students</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Teachers Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b> - <b>Targeted Support Strategy</b> - <b>Additional Targeted Support Strategy</b> - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Intentional systematic research-based Interventions for both Reading and Math to be used during small group and intervention period.</p> <p><b>Strategy's Expected Result/Impact:</b> Istation Imagine Math CBA data- Formative assessment</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches Teachers admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - 211 Title I, Part A, - 199 Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The campus will purchase additional library books to increase student access and circulation of library books, media and resources in both English and Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> Istation Increase in reading STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches Teachers Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Follett School - 199 Local - \$540, Follett School - 199 PIC 30 State Comp - \$2,616</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Students who meet the criteria of HB 4545, will receive High Impact Tutoring. Each student not meeting "approaches" on STAAR will have an additional 30 hours of tutoring in the core content they are missing.</p> <p><b>Strategy's Expected Result/Impact:</b> Common Assessments / District Benchmarks</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches Administration Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b></p> <p><b>Problem Statements:</b> Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Performance Objective 1 Problem Statements:**



**Student Achievement**

**Problem Statement 1:** Reading STAAR performance is below district average. **Root Cause:** Tier 1 instruction does not reflect high quality instruction and research based instructional strategies.

**Problem Statement 2:** Math STAAR performance is below district average. **Root Cause:** Teachers are not content masters, basic content knowledge and skills are not apparent.




**Curriculum, Instruction, and Assessment**







**Problem Statement 1:** Delivery of high quality instruction. **Root Cause:** New teachers to grade level or content.

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021 -2022 school year will be provided to 100% of instructional staff ensuring student success.

**Evaluation Data Sources:** TTESS


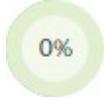




Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Acquire AVID certification for all campus teachers.  <b>Strategy's Expected Result/Impact:</b> Improved student performance on assessments.  <b>Staff Responsible for Monitoring:</b> Administration                      Coaches                      Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> AVID - 199 PIC 30 State Comp - \$3,625, AVID training - 199 PIC 30 State Comp - \$2,600</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create a Year at a Glance of AVID- WICOR strategies to be taught, implemented, and reviewed.  <b>Strategy's Expected Result/Impact:</b> improved student achievement  <b>Staff Responsible for Monitoring:</b> Administration                      Teachers                      Instructional coaches  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Master Schedule has built in time for weekly PLC and 1:1 planning for teachers.  <b>Strategy's Expected Result/Impact:</b> improve teacher efficacy,  <b>Staff Responsible for Monitoring:</b> Instructional coaches                      Admin                      Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6  <b>Funding Sources:</b> Book Studies : Jennifer Servallo / 7-Steps to Language Acquisition / PD: Lead4ward resources - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Teachers will engage in professional development during PLC, and other various times throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> improve teacher efficacy improve student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
	 20%			
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Provide timely feedback and coaching through learning walks, Instructional Rounds, and Power Walks.</p> <p><b>Strategy's Expected Result/Impact:</b> improved teacher efficacy improve student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Administration Leadership Team Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Fundamental 5- book study - 211 Comprehensive Support</p>	Formative			Summative
	Nov	Jan	Mar	June
	 20%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** 100% of all teachers will meet state requirements for certification in area being taught.


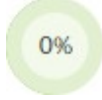
**Evaluation Data Sources:** improvement on STAAR scores








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Incentivize ESL certification for ELAR teachers by supporting studying and prep time in addition to paying for certification and exam.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved teacher Efficacy</p> <p><b>Staff Responsible for Monitoring:</b> Teacher Instructional Coach</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Certification Exam cost / Prep studying time - 199 Local - \$2,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Incentivize Generalist 4-8 certification for teachers who do not have this certification.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved Teacher efficacy</p> <p><b>Staff Responsible for Monitoring:</b> improved student achievement</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Generalist Certification - 199 Local - \$2,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

**Evaluation Data Sources:** Student STAAR scores



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop long and short -term project plan for our ACADEMY- Architecture, Construction and Design for Year 1 / 2/ 3 deliverables and goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student enrollment</p> <p><b>Staff Responsible for Monitoring:</b> ACD coordinator Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Wood Shed / AVID training/ Computer Lab / Software / Tools and resources - 199 Local - \$35,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Creation of Business Advisory Board to advise, support, and inspire ACD secondary career paths.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase enrollment Increase student achievement</p> <p><b>Staff Responsible for Monitoring:</b> ACD coord. Admin Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Refreshments, incentives - 199 Local - \$500, Amazon - headphones - 199 PIC 30 State Comp - \$479.80</p>	Formative			Summative
	Nov	Jan	Mar	June
				






Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Kazen teachers will participate in AVID and Career Exploration Courses in all grades.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student engagement</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselor Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Re-evaluate and establish high-quality electives that introduce and expose students to alternate or various secondary or careers paths such as: Kazen Action News / AVID vs. Quest / Leadership courses / ACD / VYP/ Band</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instruments / Technology equipment - 199 Local - \$8,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Students will be engaged blended learning opportunities and flipped classrooms for synchronous and asynchronous learning opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement</p> <p><b>Staff Responsible for Monitoring:</b> administration teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Amazon - 199 PIC 30 State Comp - \$1,318, Amazon - 199 PIC 30 State Comp - \$404.70, Texas Instruments - 199 PIC 30 State Comp - \$5,184, Technology / calculators/ Hot Spots / Chromebooks / Chargers / power strips / extension cords - 199 Local, Amazon - 199 PIC 30 State Comp - \$233.40, Apple - 199 PIC 30 State Comp - \$1,433</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** Develop College and Career readiness skills through learning activities for 100% students in grades PK-12.

**Evaluation Data Sources:** Improve identification and enrollment of advanced academic students  
STAAR scores - students scoring Masters

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide instructional coaches and facilitators supplemental support to improve teacher quality and student academic achievement using technology devices.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve teacher efficacy</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> swivls, amplification devices, speakers, - 199 Local - \$5,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will have the opportunity to participate in Project Based Learning, through the Advanced Academics, AVID, UIL, and Science Fair.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve teacher efficacy STAAR scores - students scoring Masters'</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Quill Inc. - 199 PIC 30 State Comp - \$217</p>	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide educators resources to support critical thinking and reasoning skills into lessons such as instructional activities -in Instructional Playbook - Think and Toss / Ball Toss Boogie</p> <p><b>Strategy's Expected Result/Impact:</b> Improved STAAR results</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration Instructional Coaches Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Quill - instructional material - 199 PIC 30 State Comp - \$1,211.63, Amazon - 199 PIC 30 State Comp - \$288.29, Mentoring Minds / Science / Think it UP / Lead 4ward PD / misc. items - basketballs - 199 PIC 30 State Comp - \$3,562</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				








**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Partner with community partners to provide services (mental health, leadership opportunities, etc.) for our at-risk students to succeed in school.

**Evaluation Data Sources:** Attendance  
Discipline  
Academic Scores







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administration will meet with Whole -Child Support (CIS/ SACAD) team bi-weekly to review campus needs, plan for parent and student engagement,</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Discipline Academic Scores</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> supplies and materials - 211 Title I, Part A - \$800</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Counselor will develop a Year at a Glance SEL plan to support Tier 1 SEL lessons in both whole and small group environments. Counselor will deliver and meet with classes bi-weekly. On alternate weeks the counselor will meet and follow up with students most at need.</p> <p><b>Strategy's Expected Result/Impact:</b> attendance discipline</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Administration Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> materials and supplies / books and resources - 199 Local</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Begin looking to develop character and leadership course for students that have indicators that deemed them at-risk for attendance, behavior, and academics. Students will be learning vital SEL and communication skills through Restorative Circles.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved attendance and academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and Leadership Redirection teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> AIT resources / PD / Curriculum / Father Initiative - 199 PIC 30 State Comp - \$3,500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.






**Evaluation Data Sources:** Disciplinary Referrals

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students at-need will be referred and followed up through the District's Care Zone.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Discipline</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Kazen will establish extra-curricular activities such as athletics and clubs to support students healthy choices.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Discipline</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselor Teachers</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Resources for Athletics and Clubs - News, Student Council, SACADA -Dance Hype - 199 Local - \$500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Attendance will increase for the 2021-2022 school year due to having safety and health protocols in our schools








**Evaluation Data Sources:** Attendance

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Kazen will adopt and create an attendance committee to meet bi-weekly to review data, create plans, and implement strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> improve attendance</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselor Data-Clerk</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> materials , supplies, incentives - 199 Local - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** SSAISD will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.






**Evaluation Data Sources:** Sign-in sheets  
engagement tracking data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Kazen will hold a monthly parent meeting based on stakeholders interest and feedback. This includes events and activities for SEL, academics, and Athletics.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Administrators</p> <p><b>Comprehensive Support Strategy - Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> general supplies, infographics, marketing material, Scholastic monthly magazines - 211 Title I, Part A - \$800, incentives, general supplies for marketing and advertising - 199 Local - \$800</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Kazen will hold student -led conferences 2x's this year - December and 3rd 9-weeks</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Goal setting Academics</p> <p><b>Staff Responsible for Monitoring:</b> Administration Teachers</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> materials and supplies - 199 Local - \$500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Parents will be given to the option to participate in school events at various times of the day.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parent engagement with our out-of-building students and families.</p> <p><b>Staff Responsible for Monitoring:</b> Attendance Clerk, Counselor Secretary, Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6, 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Laptop, general office supplies - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p style="text-align: center;">  No Progress                   Accomplished                   Continue/Modify                   Discontinue         </p>				

**Goal 6:** SSAISD will provide supplemental support and resources to low performing campuses.

**Performance Objective 1:** Due to learning and investment gap - Kazen will increase their enrollment by 20% for the upcoming school year.

**Evaluation Data Sources:** Registration  
Enrollment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Kazen will create a series of infographics to inform the community of our new ACD academy, learning opportunities, and SEL supports.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

# **South San Antonio Independent School District**

## **Alan B. Shepard Middle School**

### **2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

“At Shepard Middle School we cultivate an engaging environment in which all students are valued.”

## Vision

“The Alan B. Shepard Community will collaborate with students, families, and each other to provide a safe learning environment and utilize high expectations in pursuit of student success.”

## Core Beliefs

P-Passion

R- Respect

I- Inclusive

D- Dedicated

E-Engage



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# Goals

**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





**Performance Objective 1:** By June 2021, 80% of all Shepard Middle School students, with a concentrated effort on all special populations, will meet established standards on the state assessments.

## HB3 Goal

**Evaluation Data Sources:** Campus Benchmarks, Campus Formative Assessments, STAAR exams

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Reading screener will be administered to all students in grades 6-8 in order to target reading skills.  <b>Strategy's Expected Result/Impact:</b> Increased STAAR Scores  <b>Staff Responsible for Monitoring:</b> Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Instructional materials and supplies will be purchased to ensure all core area teachers have the required resources necessary to support implementation of TEKS-based lessons for on-campus and remote instruction.  <b>Strategy's Expected Result/Impact:</b> increased STAAR scores, decreased failure rates, increased promotion rates  <b>Staff Responsible for Monitoring:</b> Campus Teachers, Instructional Coaches  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b>  <b>Funding Sources:</b> Amazon - 211 Comprehensive Support - \$658.94, instructional supplies &amp; materials - 211 Title I, Part A - 211-11-6399-00-042-130-002 - \$12,000, Flinn - 211 Comprehensive Support - \$2,454, Office Depot - 211 Comprehensive Support - \$249.95, Flinn Scientific - 211 Comprehensive Support - \$1,334.51, M&amp;A - Texas Instruments - 211 Title I, Part A - \$594.22, Lakeshore - 211 Comprehensive Support - \$1,563.86, M&amp;A - Texas Instruments - 211 Comprehensive Support - \$13,899.78, Scholastic - 211 Comprehensive Support - \$77, NASCO - 211 Comprehensive Support - \$789.45, Quill - 211 Comprehensive Support - \$491.76, Quill - 211 Comprehensive Support - \$453.86, Teacher Discovery - 211 Comprehensive Support - \$313.15, School Specialty - 211 Comprehensive Support - \$1,285.84, Quill - 211 Title I, Part A - \$2,448.76, Amazon - 211 Comprehensive Support - \$7,800</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide supplemental resources for core content area teachers to use during classroom instruction, tutoring, and intervention opportunities to support classroom instruction and STAAR test preparation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR Scores</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Amazon - dictionaries - 211 Title I, Part A - \$1,851.50, Children Plus Inc - 199 PIC 30 State Comp - \$2,535.72, Warm-Up to Science Workbooks - 211 Comprehensive Support - 211-11-6339-00-042-130-002 - \$300, Prestwick House - 211 Comprehensive Support - \$1,319.26, Prestwick House - 211 Comprehensive Support - \$1,874.99, Hertzber-New Method Inc - 199 Local - \$727.21, Scholastic Magazines - 211 Comprehensive Support - 211-11-6329-00-042-130-002 - \$3,857, Amazon - dictionaries - 211 Comprehensive Support - \$1,270.50, Children Plus Inc - 199 Local - \$299.33, Mentoring Minds - 211 Comprehensive Support - \$1,293.60, Asteria Learning Inc - 211 Comprehensive Support - \$2,622.02, Follett School Solution - 199 PIC 30 State Comp - \$806.53, Hertzber-New Method Inc - 199 PIC 30 State Comp - \$5,982.75</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Increase effective instruction through the use of online intervention applications for core areas, such as Imagine Math, Raz Plus Reading, iStation Reading, and Science Starters, for 45-minutes during Opportunity Block.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased district benchmark scores, increased campus formative assessments, increased STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration Instructional Coaches Classroom Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Intech Southwest (headphones) - 199 PIC 30 State Comp - \$1,325, Online Programs - 211 Title I, Part A - 211-11-6395-00-042-130-002 - \$10,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Students in grades 6-8 will participate in online instructional programs, including Google Classroom, Nearpod, Flipgrid, etc. purchased to support implementation of remote learning and on-campus instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> increase STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Campus Teachers, Principal, Instructional Coaches</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> GimKit - 211 Comprehensive Support - 211-11-6395-00-042-130-002 - \$1,000, NearPod Renewal - 211 Comprehensive Support - 211-11-6395-00-042-130-002 - \$3,800, iXL Learning - 211 Comprehensive Support - \$2,695, GF Educator - 211 Comprehensive Support - \$1,950</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Upgrade, maintain, and purchase technology, including chrome books, desktop computers, Swivels, printers, interactive projectors, and document cameras to support and enhance instruction through the use of technology.</p> <p><b>Strategy's Expected Result/Impact:</b> increase student engagement; decrease failure rates; increase STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Campus Teachers, Instructional Coaches, Campus Technology Representative</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> M&amp;A Technology - 211 Comprehensive Support - \$1,573.50, Intech Southwest - 211 Comprehensive Support - \$16,850, Amazon - 211 Comprehensive Support - \$1,650, Amazon - webcam - 211 Title I, Part A - \$895.50, Intech Southwest - 211 Comprehensive Support - \$24,300</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2020-2021 school year will be provided to 100% of instructional staff thus ensuring student success.

**HB3 Goal**





**Evaluation Data Sources:** Lesson Plans, Assessment Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> ELAR teachers who service ESL students will participate in SIOP training and ELPS training to gain differentiated instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> increased TELPAS ratings; increased STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, ELAR Instructional Coach, ELAR Department Head</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Region 20: Bilingual Academy - 199 PIC 30 State Comp - \$375, ESL &amp; SIOP training - 211 Title I, Part A - 211-23-6234-00-042-130-002 - \$2,500</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Upgrade, maintain, and purchase technology, including laptops, computers, SWIVLs, printers, interactive projectors, and document cameras for teachers, instructional coaches, and administrators to support and implement instructional strategies through the use of technology.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student performance in district &amp; state assessments through the implementation of PD strategies in classrooms as documented in lesson plans</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coaches Department Heads</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers - <b>Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> administration laptops - 199 Local - 199-23-6399-11-042-0-99-0-00 - \$2,200</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** 100% of all teachers will meet state requirements for certification in area being taught.

**Evaluation Data Sources:** Teacher State Certifications





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> ELAR teachers pending their ESL certification will participate in test prep training and SIOP professional development to prepare for certification exam.</p> <p><b>Strategy's Expected Result/Impact:</b> all ELAR teachers ESL certified</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, LPAC Coordinator</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Shepard Middle School staff will participate in campus, district, regional, and state offered professional development workshops based on staff needs, including, PLCs, grade level planning, data analysis meetings, content area PD, classroom management, campus book study sessions, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> increase staff retention rates; increase STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coaches, Department Heads</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p> <p><b>Funding Sources:</b> TASSP - 211 Comprehensive Support - \$598, TASSP - 211 Comprehensive Support - 211-13-6299-00-042-130-002 - \$1,013, Region 20: Countdown to STAAR Writing - 211 Comprehensive Support - \$500, TASSP - 211 Comprehensive Support - \$199, Region 20 - 211 Comprehensive Support - \$450, Barnes and Noble - 211 Comprehensive Support - \$419.40, Texas Counseling Association - 211 Comprehensive Support - \$200, TAASP - 211 Comprehensive Support - \$777, Region 20: Rigor - 211 Comprehensive Support - \$300</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

**HB3 Goal**





**Evaluation Data Sources:** Lesson Plans, Student Schedules

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All 8th grade students will be enrolled in Exploring Careers course to investigate higher education and career options in their areas of interest.</p> <p><b>Strategy's Expected Result/Impact:</b> 8th grade student schedules to include Exploring Careers class. Increased college awareness.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, School Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Partner with community partners to provide services (mental health, leadership opportunities, etc.) for our at-risk students to succeed in school.

**Evaluation Data Sources:** Attendance Rates, Student Grades, Promotion Rates





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Shepard Middle School will partner with Care Zone to provide mental health support to our students and families throughout the 2020-2021 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> increase student attendance; decreased discipline incidents</p> <p><b>Staff Responsible for Monitoring:</b> School Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Shepard Middle School will partner with GEAR-UP and SA Youth Program to provide tutoring and other student support to all students grades 6-8.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student grades, increased assessment scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, School Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** By June 2021, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.





**Evaluation Data Sources:** Discipline Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Shepard Middle School will purchase and implement PBIS program to improve campus culture by decreasing the number of discipline incidents on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> decreased discipline referrals</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Department Heads</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Attendance will increase for the 2020-2021 school year due to having safety and health protocols in our schools





**Evaluation Data Sources:** Attendance Rates, Promotion Rates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Shepard Middle School will purchase technology equipment needed for in-building and remote instruction to ensure students participate in daily instruction during COVID-19.</p> <p><b>Strategy's Expected Result/Impact:</b> increased attendance rates, increased promotion rates</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Technology Representative</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$500, Amazon - 211 Comprehensive Support - \$1,404.24</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** SSAISD will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2021, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

**Evaluation Data Sources:** Sign-In Sheets, Attendance Rates





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Shepard Middle School will schedule school events for parents to learn about instructional programs and meet teachers and staff, including Meet the Teacher in the fall and Open House in the spring.</p> <p><b>Strategy's Expected Result/Impact:</b> increased parent participation</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, School Counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Sams - 211 Title I, Part A - \$227.02</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Shepard Middle School will schedule Fine Arts events to highlight the choice academy courses for parents and the community, including band concerts, choir concerts, theater productions, and dance performances.</p> <p><b>Strategy's Expected Result/Impact:</b> increased parent participation, increase student enrollment in choice academies</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Fine Arts Coordinator, Fine Arts Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 3.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 6:** SSAISD will provide supplemental support and resources to low performing campuses.

**Performance Objective 1:** As a designated targeted assistance campus, Shepard Middle School will increase by 10% in the areas of STAAR performance.

**HB3 Goal**

**Evaluation Data Sources:** STAAR scores, Benchmark scores

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Shepard Middle School will provide on-campus and virtual tutoring after school and during Opportunity Block for students needing extra support in the core area classes.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student grades, increase assessment scores, increased promotion rates</p> <p><b>Staff Responsible for Monitoring:</b> Core Area Teachers, Principal, Department Heads</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Edgenuity software will be implemented for intervention, accelerated instruction, and credit recovery as needed for at-risk students in danger of failure and retention.</p> <p><b>Strategy's Expected Result/Impact:</b> decrease failure rate; decrease grade retention rate</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coaches, Intervention Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Edgenuity Software - 199 PIC 30 State Comp - 199-11-6395-00-042-030-000 - \$20,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**South San Antonio Independent School District**  
**Alan B. Shepard Middle School - TIP**  
**2021-2022 Cycles/Essential Actions/Action Steps**



**Superintendent:**  
**DCSI/Grant Coordinator:**

Marc Puig  
Kevin Rasco

**Principal:** Phillip DeLaPena  
**ESC Case Manager:** Cheryl Stewart  
**ESC Region:** 20

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# Cycles

## Cycle 1 - (Sept – Nov)

**Did you achieve your student performance data goals? Why or why not?:** Some students goals were met, but others were not. While progress was made towards campus walks and observations, our overall goal of extensive visits (3 per teacher)

### 1. Essential Action 1.1: Develop campus instructional leaders with clear roles and responsibilities.

**Implementation Level:** Planning for Implementation

**Rationale:** Over the past 4 year Shepard Middle School has had substantial leadership turnover. Roles of administrative team members have not been well defined and as a result campus priorities have not been addressed.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Campus administration will develop clear roles and responsibilities. In addition Campus leadership will engage in job embedded professional development through self reflection and feedback activities.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Campus administration will submit weekly Goal setting activities, in addition feedback will be given through one on one meetings and weekly Principal's cabinet meetings.

**Desired Annual Outcome:** Campus Administration will become more organized and focused on instructional goals centered on student growth.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then A.B. Shepard will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** Campus instructional leaders will become more efficient in their time management and be able to provide additional support in the area of instruction . Evidence will include submission of leadership worksheets weekly, Principal cabinet meetings will also take place weekly with organized agendas.

**District Actions:** The district will provide regular professional development around the fundamental five and other applicable systems for campus leadership to reinforce autonomy and efficacy for achieving high student expectations.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** Yes

**Why or why not?:** Achievement was met because campus leadership team began the process of prioritizing weekly tasks and goals. This allowed Campus leadership to remain focused on keeping "the main thing the main thing" rather than be trapped into different campus distractions.

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Campus Administrative leadership team will meet weekly to review calendars and identify campus priorities.</p> <p><b>Evidence Used to Determine Progress:</b> Principal's Cabinet Agendas, Minutes, sign in sheets.</p> <p><b>Person(s) Responsible:</b> Campus Principal</p> <p><b>Resources Needed:</b> Agenda template, sign in sheets.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 1, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> December 1, 2021</p>	<p><b>Progress toward Action Steps:</b> Some Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 2 Details	Reviews
<p><b>Action Step 2:</b> Campus CILT will meet weekly to communicate campus goals, receive teacher feedback, and trouble shoot campus concerns.</p> <p><b>Evidence Used to Determine Progress:</b> CILT Meeting agendas, sign in sheets, minutes.</p> <p><b>Person(s) Responsible:</b> Campus Principal</p> <p><b>Resources Needed:</b> Meeting agenda, sign in sheets.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Weekly</p>	<p><b>Progress toward Action Steps:</b> Some Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Campus leaders (Principal, Assistant Principal, Fine Arts Coordinator, Counselor, Coaches) will chart their week in order to increase administrative efficiency.</p> <p><b>Evidence Used to Determine Progress:</b> Campus leader Weekly Worksheets.</p> <p><b>Person(s) Responsible:</b> Campus Principal, Principal's Secretary (Receipt of weekly worksheets)</p> <p><b>Resources Needed:</b> Weekly worksheet template.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Weekly</p>	<p><b>Progress toward Action Steps:</b> Significant Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** A.B. Shepard has had 4 different Principals over the last 4 years. Alignment of Administrative and leadership roles will be new, and structured systems will need to be put in place.

**What specific action steps address these challenges?:** Weekly meetings, documented Principal's, Assistant Principal, and IC worksheets.



## Cycle 1 - (Sept – Nov)

### 2. Essential Action 3.1: Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

**Implementation Level:** Beginning Implementation

**Rationale:** A review of the ESF Survey from 2019-2020 indicated a significant gap in the area of student teacher relationships, student connection to the campus, and student satisfaction with their experience at A.B. Shepard. Conversation with campus CILT identified overall campus culture as an area in need of focus for the 2020-2021 school year.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The campus will begin by aligning all stakeholders to a common mission and vision with identified core values. Milestones designed around improving overall campus culture and climate will be set monthly and gradually phased in throughout the school year.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Communicating to our stakeholders has begun with faculty meetings, CILT meetings, Department meetings, as well as daily announcements where we emphasize our campus vision.

**Desired Annual Outcome:** By using ESF modeled surveys, our goal is to show growth in the areas of school culture and climate.

**District Commitment Theory of Action:** If district policies and practices align with and promote positive school culture then A.B. Shepard will have a compelling and aligned vision, mission, goals, and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

**Desired 90-day Outcome:** Overall campus culture and climate will improve. The campus will develop a common mission, vision, and values. Evidence will include improvements in the area of attendance as well as parent feedback.

**District Actions:** The district will provide the groundwork for a district mission, vision, and goals that are generated from deep levels of feedback from the community. This groundwork can be utilized to assist the campus in generating their own mission, vision, and goals to ensure high expectations for all staff and students.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** Yes

**Why or why not?:** Campus as a whole drafted and completed an aligned Vision, Mission and Goals.

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Development of aligned Campus Vision, Mission, and listed core values.</p> <p><b>Evidence Used to Determine Progress:</b> Presented Campus Vision, Mission, and values that are visible and posted both online and in printed format. Agendas indicating meeting time.</p> <p><b>Person(s) Responsible:</b> CILT Team, all Staff, Campus Principal</p> <p><b>Resources Needed:</b> Meeting times.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> One Time</p>	<p><b>Progress toward Action Steps:</b> Met</p> <p><b>Necessary Adjustments/Next Steps:</b></p>

Step 2 Details	Reviews
<p><b>Action Step 2:</b> Promotion of campus Mission, Vision, and identified values through different forms of campus communication.</p> <p><b>Evidence Used to Determine Progress:</b> Announcement template, Printed copies of Mission, Vision, Values in the form of agenda templates, visible posters of Mission, vision, and values.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, CILT.</p> <p><b>Resources Needed:</b> Agenda Templates, Posters, sample communications.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Daily</p>	<p><b>Progress toward Action Steps:</b> Some Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Develop incentive system to recognize stake holders (students &amp; staff) that model campus Mission, Vision, and values.</p> <p><b>Evidence Used to Determine Progress:</b> Forms listing students and staff that have been recognized. (Incentive data spreadsheet)</p> <p><b>Person(s) Responsible:</b> CILT, Principal, teachers (for student recognition)</p> <p><b>Resources Needed:</b> Record keeping spread sheet.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 24, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 1, 2021</p>	<p><b>Progress toward Action Steps:</b> Some Progress</p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** A.B. Shepard has had 4 different principals in a period of 4 years with differing Missions, Visions, and Values. Shepard's challenge will be in creating a common Mission, Vision, and values among all stake holders.

**What specific action steps address these challenges?:** Campus staff has collaborated on a new Mission, Vision, and identified core values.

**Cycle 1 - (Sept – Nov)**

**3. Essential Action 5.1:** Effective classroom routines and instructional strategies.

**Implementation Level:** Planning for Implementation

**Rationale:** A.B. Shepard currently has 80% of it's teachers with less than 4 years experience in the classroom. Many of these individuals have also not taught outside of the COVID-19 pandemic and need professional development with a focus on T-TESS Domain 3.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Working in collaboration with campus instructional coaches, campus administration will develop a tiered teacher chart and provide focused feedback for professional growth and development.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Through ongoing feedback sessions as well as campus PLCs.

**Desired Annual Outcome:** Teacher expertise will be reflected in an overall increase in the area of TTESS Domain 3.

**District Commitment Theory of Action:** If the district ensures that A.B. Shepard instructional leaders receive initial training and ongoing coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data driven instruction, and observation and feedback) then campus leaders will provide teachers with job embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Desired 90-day Outcome:** Teachers will become versed in instructional strategies from the Fundamental 5. Instructional. Administrative leadership will also increase teacher feedback sessions based on campus classroom visits.

**District Actions:** The district will provide exemplars along with professional development for classroom routines and instructional strategies that are reinforced through instructional coaches with a feedback cycle through classroom data walks.

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** No

**Why or why not?:** Campus Administration was not able to visit each classroom a total of 3 times and provide feedback by November.

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Develop tiered teacher chart to identify struggling teachers.</p> <p><b>Evidence Used to Determine Progress:</b> Tiered teacher chart.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, Campus ICs.</p> <p><b>Resources Needed:</b> Tiered chart template</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> One Time - <b>Evidence Collection Date:</b> October 1, 2021</p>	<p><b>Progress toward Action Steps:</b> Met</p> <p><b>Necessary Adjustments/Next Steps:</b> Tiered teacher chart has been completed.</p>

Step 2 Details	Reviews
<p><b>Action Step 2:</b> Conduct regular classroom visits with face to face feedback sessions with teachers.</p> <p><b>Evidence Used to Determine Progress:</b> Strive data walks, scheduled feedback sessions with teacher (via google calendar)</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal</p> <p><b>Resources Needed:</b> Strive, Google calendar</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 29, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 1, 2021</p>	<p><b>Progress toward Action Steps:</b> Some Progress</p> <p><b>Necessary Adjustments/Next Steps:</b> Campus visits have been made but not to the targeted level originally desired.</p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Ongoing Professional Development with teacher utilizing the Fundamental 5 through PLCs.</p> <p><b>Evidence Used to Determine Progress:</b> PLC Agendas, sign in sheets.</p> <p><b>Person(s) Responsible:</b> ICs, Principal, Assistant Principal</p> <p><b>Resources Needed:</b> Sign in Sheets, Agendas, PLC time</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 29, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 1, 2021</p>	<p><b>Progress toward Action Steps:</b> Some Progress</p> <p><b>Necessary Adjustments/Next Steps:</b> Campus PLCs have been conducted focused on instructional strategies outlined in the Fundamental Five.</p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** 85% of our campus currently consists of teachers with less than 4 years of classroom experience. Teachers will require extensive observation and feedback sessions.

**What specific action steps address these challenges?:** Frequent observations and feedback sessions, Professional development on campus through PLCs and District.

**Cycle 2 - (Dec – Feb)**

**Did you achieve your student performance data goals? Why or why not?:** None

**1. Essential Action 1.1:** Develop campus instructional leaders with clear roles and responsibilities.

**Implementation Level:** Planning for Implementation

**Rationale:** Over the past 4 year Shepard Middle School has had substantial leadership turnover. Roles of administrative team members have not been well defined and as a result campus priorities have not been addressed.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Campus administration will develop clear roles and responsibilities. In addition Campus leadership will engage in job embedded professional development through self reflection and feedback activities.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Campus administration will submit weekly Goal setting activities, in addition feedback will be given through one on one meetings and weekly Principal's cabinet meetings.

**Desired Annual Outcome:** Campus Administration will become more organized and focused on instructional goals centered on student growth.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then A.B. Shepard will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Campus Administrative leadership team will meet weekly to review calendars and identify campus priorities.</p> <p><b>Evidence Used to Determine Progress:</b> Principal's Cabinet Agendas, Minutes, sign in sheets.</p> <p><b>Person(s) Responsible:</b> Campus Principal</p> <p><b>Resources Needed:</b> Agenda template, sign in sheets.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 1, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> December 1, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

Step 2 Details	Reviews
<p><b>Action Step 2:</b> Campus CILT will meet weekly to communicate campus goals, receive teacher feedback, and trouble shoot campus concerns.</p> <p><b>Evidence Used to Determine Progress:</b> CILT Meeting agendas, sign in sheets, minutes.</p> <p><b>Person(s) Responsible:</b> Campus Principal</p> <p><b>Resources Needed:</b> Meeting agenda, sign in sheets.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Weekly</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Campus leaders (Principal, Assistant Principal, Fine Arts Coordinator, Counselor, Coaches) will chart their week in order to increase administrative efficiency.</p> <p><b>Evidence Used to Determine Progress:</b> Campus leader Weekly Worksheets.</p> <p><b>Person(s) Responsible:</b> Campus Principal, Principal's Secretary (Receipt of weekly worksheets)</p> <p><b>Resources Needed:</b> Weekly worksheet template.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Weekly</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 4 Details	Reviews
<p><b>Action Step 4:</b> Campus leaders (Principal, Assistant Principal, Fine Arts Coordinator, Counselor, Coaches) will chart their week in order to increase administrative efficiency.</p> <p><b>Evidence Used to Determine Progress:</b> Campus leader Weekly Worksheets.</p> <p><b>Person(s) Responsible:</b> Campus Principal, Principal's Secretary (Receipt of weekly worksheets)</p> <p><b>Resources Needed:</b> Weekly worksheet template.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Weekly</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

**Cycle 2 - (Dec – Feb)**

**2. Essential Action 3.1:** Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

**Implementation Level:** Beginning Implementation

**Rationale:** A review of the ESF Survey from 2019-2020 indicated a significant gap in the area of student teacher relationships, student connection to the campus, and student satisfaction with their experience at A.B. Shepard. Conversation with campus CILT identified overall campus culture as an area in need of focus for the 2020-2021 school year.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The campus will begin by aligning all stakeholders to a common mission and vision with identified core values. Milestones designed around improving overall campus culture and climate will be set monthly and gradually phased in throughout the school year.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Communicating to our stakeholders has begun with faculty meetings, CILT meetings, Department meetings, as well as daily announcements where we emphasize our campus vision.

**Desired Annual Outcome:** By using ESF modeled surveys, our goal is to show growth in the areas of school culture and climate.

**District Commitment Theory of Action:** If district policies and practices align with and promote positive school culture then A.B. Shepard will have a compelling and aligned vision, mission, goals, and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Development of aligned Campus Vision, Mission, and listed core values.</p> <p><b>Evidence Used to Determine Progress:</b> Presented Campus Vision, Mission, and values that are visible and posted both online and in printed format. Agendas indicating meeting time.</p> <p><b>Person(s) Responsible:</b> CILT Team, all Staff, Campus Principal</p> <p><b>Resources Needed:</b> Meeting times.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> One Time</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

Step 2 Details	Reviews
<p><b>Action Step 2:</b> Promotion of campus Mission, Vision, and identified values through different forms of campus communication.</p> <p><b>Evidence Used to Determine Progress:</b> Announcement template, Printed copies of Mission, Vision, Values in the form of agenda templates, visible posters of Mission, vision, and values.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, CILT.</p> <p><b>Resources Needed:</b> Agenda Templates, Posters, sample communications.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Daily</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 3 Details	Reviews
<p><b>Action Step 3:</b> Develop incentive system to recognize stake holders (students &amp; staff) that model campus Mission, Vision, and values.</p> <p><b>Evidence Used to Determine Progress:</b> Forms listing students and staff that have been recognized. (Incentive data spreadsheet)</p> <p><b>Person(s) Responsible:</b> CILT, Principal, teachers (for student recognition)</p> <p><b>Resources Needed:</b> Record keeping spread sheet.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> September 24, 2021 - <b>Frequency:</b> Weekly - <b>Evidence Collection Date:</b> November 1, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>
Step 4 Details	Reviews
<p><b>Action Step 4:</b> Promotion of campus Mission, Vision, and identified values through different forms of campus communication.</p> <p><b>Evidence Used to Determine Progress:</b> Announcement template, Printed copies of Mission, Vision, Values in the form of agenda templates, visible posters of Mission, vision, and values.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, CILT.</p> <p><b>Resources Needed:</b> Agenda Templates, Posters, sample communications.</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> Daily</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None



**Cycle 2 - (Dec – Feb)**

**3. Essential Action 5.1:** Effective classroom routines and instructional strategies.

**Implementation Level:** Planning for Implementation

**Rationale:** A.B. Shepard currently has 80% of it's teachers with less than 4 years experience in the classroom. Many of these individuals have also not taught outside of the COVID-19 pandemic and need professional development with a focus on T-TESS Domain 3.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Working in collaboration with campus instructional coaches, campus administration will develop a tiered teacher chart and provide focused feedback for professional growth and development.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Through ongoing feedback sessions as well as campus PLCs.

**Desired Annual Outcome:** Teacher expertise will be reflected in an overall increase in the area of TTESS Domain 3.

**District Commitment Theory of Action:** If the district ensures that A.B. Shepard instructional leaders receive initial training and ongoing coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data driven instruction, and observation and feedback) then campus leaders will provide teachers with job embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

Step 1 Details	Reviews
<p><b>Action Step 1:</b> Develop tiered teacher chart to identify struggling teachers.</p> <p><b>Evidence Used to Determine Progress:</b> Tiered teacher chart.</p> <p><b>Person(s) Responsible:</b> Principal, Assistant Principal, Campus ICs.</p> <p><b>Resources Needed:</b> Tiered chart template</p> <p><b>Addresses an Identified Challenge:</b> Yes</p> <p><b>Start Date:</b> October 1, 2021 - <b>Frequency:</b> One Time - <b>Evidence Collection Date:</b> October 1, 2021</p>	<p><b>Progress toward Action Steps:</b></p> <p><b>Necessary Adjustments/Next Steps:</b></p>

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

### Cycle 3 - (Mar – May)

**Did you achieve your student performance data goals? Why or why not?:** None

#### 1. Essential Action 1.1: Develop campus instructional leaders with clear roles and responsibilities.

**Implementation Level:** Planning for Implementation

**Rationale:** Over the past 4 year Shepard Middle School has had substantial leadership turnover. Roles of administrative team members have not been well defined and as a result campus priorities have not been addressed.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Campus administration will develop clear roles and responsibilities. In addition Campus leadership will engage in job embedded professional development through self reflection and feedback activities.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Campus administration will submit weekly Goal setting activities, in addition feedback will be given through one on one meetings and weekly Principal's cabinet meetings.

**Desired Annual Outcome:** Campus Administration will become more organized and focused on instructional goals centered on student growth.

**District Commitment Theory of Action:** If the district policies and practices prioritize principal and principal supervisor instructional leadership then A.B. Shepard will have effective campus instructional leaders with clear roles and responsibilities to develop, implement, and monitor focused improvement plans that address the causes of low performance.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

## Cycle 3 - (Mar – May)

### 2. Essential Action 3.1: Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

**Implementation Level:** Beginning Implementation

**Rationale:** A review of the ESF Survey from 2019-2020 indicated a significant gap in the area of student teacher relationships, student connection to the campus, and student satisfaction with their experience at A.B. Shepard. Conversation with campus CILT identified overall campus culture as an area in need of focus for the 2020-2021 school year.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** The campus will begin by aligning all stakeholders to a common mission and vision with identified core values. Milestones designed around improving overall campus culture and climate will be set monthly and gradually phased in throughout the school year.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Communicating to our stakeholders has begun with faculty meetings, CILT meetings, Department meetings, as well as daily announcements where we emphasize our campus vision.

**Desired Annual Outcome:** By using ESF modeled surveys, our goal is to show growth in the areas of school culture and climate.

**District Commitment Theory of Action:** If district policies and practices align with and promote positive school culture then A.B. Shepard will have a compelling and aligned vision, mission, goals, and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

### Cycle 3 - (Mar – May)

#### 3. Essential Action 5.1: Effective classroom routines and instructional strategies.

**Implementation Level:** Planning for Implementation

**Rationale:** A.B. Shepard currently has 80% of it's teachers with less than 4 years experience in the classroom. Many of these individuals have also not taught outside of the COVID-19 pandemic and need professional development with a focus on T-TESS Domain 3.

**Who will you partner with?:** Other

**How will you build capacity in this Essential Action?** Working in collaboration with campus instructional coaches, campus administration will develop a tiered teacher chart and provide focused feedback for professional growth and development.

**How will you communicate these priorities to your stakeholders? How will you create buy-in?:** Through ongoing feedback sessions as well as campus PLCs.

**Desired Annual Outcome:** Teacher expertise will be reflected in an overall increase in the area of TTESS Domain 3.

**District Commitment Theory of Action:** If the district ensures that A.B. Shepard instructional leaders receive initial training and ongoing coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data driven instruction, and observation and feedback) then campus leaders will provide teachers with job embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Desired 90-day Outcome:** None

**District Actions:** None

**Challenges to Address this Cycle:** None

**Did you achieve your 90 day outcome?:** None

**Why or why not?:** None

**Did you achieve your annual outcome? Why or why not?:** None

**What challenges do you think you'll encounter in achieving desired campus or student outcomes for this cycle?:** None

**What specific action steps address these challenges?:** None

**Cycle 4 - (Jun – Aug)**

**South San Antonio Independent School District**  
**Robert C. Zamora Middle School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# **Vision**

**All students will enjoy successful education experiences to empower them to make decisions and enrich their lives in the future they create.**

## **Core Beliefs**

### **District**

**We believe in engagement of the school community for the success of our district.**

**We believe in a strong support system for the school community to achieve excellence.**

**We believe that innovative and challenging experiences produce successful learners.**

**We believe that trusting relationships among the school community are essential to student success.**

**We believe that an inclusive school culture promotes positive student development.**

**We believe strong and effective leadership is essential to build a culture of high expectations.**

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



# Goals

**Goal 1:** Goal 1: Zamora MS will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** Provide high quality TEIR I instruction for 100% of students.

**Evaluation Data Sources:** Lesson plans, walkthrough data





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create more engaging and interactive lessons for students</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student engagement and attendance during virtual lessons.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum - <b>Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Gimkit - 211 Title I, Part A - \$1,000, Kessler - 199 PIC 30 State Comp - \$897, Nearpod - 211 Title I, Part A - \$3,200, Teacher Synergy - 211 Title I, Part A - \$855, Teacher Synergy - 199 PIC 30 State Comp - \$500, IXL Learning - 211 Title I, Part A - \$495</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide tutoring to students who require supplemental support.</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide supplemental materials for teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved STAAR scores</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Scholastics - 211 Title I, Part A - \$512, Lakeshore - 211 Title I, Part A - \$1,215, Teachers Pay Teacher - 211 Title I, Part A - \$500, M&amp;A Technology - calculators - 211 Title I, Part A - \$14,494</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide basic supplies to teachers for classroom instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide basic supplies for classroom use to allow students to complete educational objectives</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Quill - 211 Title I, Part A - \$786.03</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Goal 1: Zamora MS will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** Purchase instructional reading materials for the library for a range of student reading ability and interest.





**Evaluation Data Sources:** Increased number of students checking out library materials.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide modern books in the library to supplemental reading resources for students.  <b>Strategy's Expected Result/Impact:</b> Increase STAAR Reading scores  <b>Staff Responsible for Monitoring:</b> campus administration and librarian  <b>Title I Schoolwide Elements:</b> 2.4  <b>Funding Sources:</b> Follett School Solutions - 199 Local - \$1,400, Follett School solutions - 199 PIC 30 State Comp - \$2,144.68, Follett School Solution - 199 PIC 30 State Comp - \$2,420.27, Thomas Peterson - 211 Title I, Part A - \$816.32, Hertzberg-New method - 211 Title I, Part A - \$647.13, Follett School Solution - 199 Local - \$1,152.93, Follett School Solution - 199 PIC 30 State Comp - \$5,701.91</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide supplies to be used during campus benchmarks and assessments  <b>Strategy's Expected Result/Impact:</b> Improved scores  <b>Staff Responsible for Monitoring:</b> Campus administration  <b>Title I Schoolwide Elements:</b> 2.4  <b>Funding Sources:</b> Quill - 211 Title I, Part A - \$1,928.66</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Goal 2: Zamora MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** 100% of faculty will receive targeted professional development focusing on multicultural educational practices and strategies to promote equity and inclusivity among our diverse student population.

**Evaluation Data Sources:** Professional development conducted on campus  
Outside professional development ex: GearUp, Region 20, etc.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide membership to TEPSA for administrators <b>Strategy's Expected Result/Impact:</b> Campus administration will be more effective in supporting classroom teachers <b>Staff Responsible for Monitoring:</b> Campus principal <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> TEPSA - 211 Title I, Part A - \$1,032, TEPSA summer conference - 3 admin - 211 Title I, Part A - \$1,134	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will attend restorative practice professional development. <b>Strategy's Expected Result/Impact:</b> Lower student referrals to the office. <b>Staff Responsible for Monitoring:</b> campus administration <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> NEDRP LLC - 211 Title I, Part A - \$2,275	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Goal 2: Zamora MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 2:** Zamora MS will promote a positive organizational culture to improve staff morale through employee appreciation activities throughout the year.

**Evaluation Data Sources:** Staff survey, Increased teacher retention

**Goal 2:** Goal 2: Zamora MS will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** Provide essential campus supplies for mission success

**Evaluation Data Sources:** Basic yet critical need that if unmet would lead to mission failure.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Basic yet critical need that if unmet would lead to mission failure. <b>Strategy's Expected Result/Impact:</b> Allow campus to continue performing <b>Staff Responsible for Monitoring:</b> Principal, Campus Secretary <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** Goal 3: Zamora MS will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Goal 4:** Goal 4: Zamora MS will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** We will be at 95% daily attendance.

**Evaluation Data Sources:** ADA Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create interactive and engaging lessons.  <b>Strategy's Expected Result/Impact:</b> Increase student average daily attendance.  <b>Staff Responsible for Monitoring:</b> Teachers, Attendance committee, Administrators  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>  <b>Funding Sources:</b> Nearpod - 211 Title I, Part A - \$3,200</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create and implement a student incentive plan.  <b>Strategy's Expected Result/Impact:</b> Increase average daily attendance for students  <b>Staff Responsible for Monitoring:</b> Attendance committee  <b>Title I Schoolwide Elements:</b> 2.4, 2.6  <b>Funding Sources:</b> SSAISD food service - 211 Title I, Part A - \$21</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 5:** Goal 5: Zamora MS will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Zamora MS will conduct training for parents

**Evaluation Data Sources:** Sign-in sheets

Parent feedback

Parent surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Creating video tutorials to assist parents with achieving student success.</p> <p><b>Strategy's Expected Result/Impact:</b> To lower the technology barrier and assist parents in reviewing student work</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Funding Sources:</b> Outdoor projection equipment to assists with social distancing - 211 Title I, Part A, Sam's Club - 211 Title I, Part A - \$200, HEB - 211 Title I, Part A - \$200</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**South San Antonio Independent School District**  
**South San Antonio High School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

Our mission is to inspire, empower and educate students through mutual respect to foster ingenuity and compassion within a rigorous, comfortable and safe learning environment.

## Vision

Our vision is to ensure that all students graduate with the knowledge and skills necessary for college and career readiness to attain a successful future.

## Core Beliefs

- We believe in the academic freedom to pursue issues close to the student's heart.
- We believe in a positive work ethic across all areas of academic life for the continued success of our students.
- We believe that treating students with respect will result in respectful students.
- We believe encouraging student through high expectations will result in students realizing their full potential.
- We believe in providing an environment that supports safety, security and a sense of belonging.
- We believe that all students genuinely want to learn, excel and succeed in life.
- We believe in professional development to improve teaching quality of the school.
- We believe communication of all stakeholders, parents, student and community is imperative to student achievement.
- We believe that innovative and challenging experiences produce successful learners.
- We believe in a strong support system and effective leadership is essential to build a culture of high expectations.

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- Goal 2: SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff. 6
- Goal 3: SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths. 10
- Goal 4: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success. 15
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# Goals





**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 80% of all students, with a concentrated effort on all special populations, will meet established standards on the state assessments.

**HB3 Goal**

**Evaluation Data Sources:** Formative Assessments, Universal Screeners, Benchmarks, TAPR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide credit recovery oppotunities for students. <b>Strategy's Expected Result/Impact:</b> Improved graduation rates and meeting academic standards <b>Staff Responsible for Monitoring:</b> Campus administration and credit recvoery teachers <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Edmuntum - 199 PIC 30 State Comp - \$49,720	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide supplemental materials for teachers. <b>Strategy's Expected Result/Impact:</b> Increase EOC Scores, Increase CCMR % <b>Staff Responsible for Monitoring:</b> Campus Administration, Teachers <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Results Driven Accountability</b> <b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$850, Amazon - 211 Title I, Part A - \$285, Amazon - 211 Title I, Part A - \$152.50	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide support through online platforms for TSI. <b>Strategy's Expected Result/Impact:</b> Increased TSI passing rate <b>Staff Responsible for Monitoring:</b> Director of Early College, Campus Administrators, and Teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide supplemental reading supplies/materials for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Leadership Team</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Supplemental Readers - 211 Title I, Part A - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 2:** Improve resources, accessibility and reading levels for 100% students in grades 9-12.

**HB3 Goal**

**Evaluation Data Sources:** Formative Assessments, Universal Screeners, Benchmarks, TAPR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Update the library collection to support the campus' curriculum and promote student reading.  <b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results  <b>Staff Responsible for Monitoring:</b> Library staff, admin, teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>Funding Sources:</b> Rainbow - 199 PIC 30 State Comp - \$2,900, Follett - 199 PIC 30 State Comp - \$20,236</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

**HB3 Goal**

**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide professional development opportunities for campus administration to improve instruction.  <b>Strategy's Expected Result/Impact:</b> Provide effective feedback to teachers  <b>Staff Responsible for Monitoring:</b> campus principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture  <b>Funding Sources:</b> Bureau of Education - 211 Title I, Part A - \$279, TASSP - 211 Title I, Part A - \$1,785, Region 20 - 211 Title I, Part A - \$500, TASA - 211 Title I, Part A - \$504</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide professional develop for teachers teaching advanced courses, such as AP, OnRamps, dual credit, and TSI test preparation.  <b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results  <b>Staff Responsible for Monitoring:</b> Campus administration, dual credit facilitator, counselors, ECA Director, teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction  <b>Funding Sources:</b> Colorado Education Initiative - 211 Title I, Part A - \$595, University of Texas Austin OnRamps - 211 Title I, Part A - \$2,800, APSI - 211 Title I, Part A - \$7,200, UT Arlington - 211 Title I, Part A - \$575, UT extended education - 211 Title I, Part A - \$550, Consultant Services - 211 Title I, Part A - 211-13-6299 - \$700, UT Austin Office of Strategy and Policy - 211 Title I, Part A - \$575, Paul Helnrich - 211 Title I, Part A - \$550, Davis County school - 211 Title I, Part A - \$500, UT Dallas - 211 Title I, Part A - \$500, Lancaster county district - 211 Title I, Part A - \$800, University of Texas Rio Grande Valley - 211 Title I, Part A - \$1,200</p>	Formative			Summative
	Nov	Jan	Mar	June



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> South San Antonio High School staff will participate in campus, district, regional, and state offered professional development workshops based on staff needs, including PLCs, grade level planning, data analysis meetings, content area training, classroom management, campus book study sessions, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> improve EOC scores; decrease failure rates; increase grade promotions</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches, Department Heads</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Curriculum, Instruction, and Assessment 1</p> <p><b>Funding Sources:</b> CAST Registration - 211 Title I, Part A - 211-13-6411-00-001-2-30 - \$1,200, Teacher Travel - 211 Title I, Part A - 211-13-6411 - \$2,501, Professional Development - 211 Title I, Part A - 211-13-6239 - \$75</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Performance Objective 1 Problem Statements:**

<b>Curriculum, Instruction, and Assessment</b>
<p><b>Problem Statement 1:</b> Need for higher levels of rigor in lessons and assessments throughout all content areas and not just the tested core. <b>Root Cause:</b> Systems of follow up across all contents including more targeted support.</p>

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 2:** 100% of all teachers will meet state requirements for certification in area being taught.

**Evaluation Data Sources:** HR Audit Documents

**Goal 2:** SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** 100% of new teachers to the campus will receive targeted instructional support.

**Evaluation Data Sources:** Monitoring Documents, Support Reports, Feedback Sessions

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement a program that will provide targeted instructional support for new and existing teachers on the campus. <b>Strategy's Expected Result/Impact:</b> Teacher retention. <b>Staff Responsible for Monitoring:</b> Administration <b>Funding Sources:</b> - 211 Title I, Part A - \$18,000	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.





**Performance Objective 1:** 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

**HB3 Goal**

**Evaluation Data Sources:** Clearinghouse Document, College Board, AP test results, Dual Enrollment Data, CTE Certifications and Licensures

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide AP on-line training for teachers. <b>Strategy's Expected Result/Impact:</b> AP certified <b>Staff Responsible for Monitoring:</b> Campus administration <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> College Board - 211 Title I, Part A - \$150	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide a flex curriculum connected to state standards for the Fine Arts increasing rigor to make connections to the core content. <b>Strategy's Expected Result/Impact:</b> Assist in increasing EOC results, specifically ELAR. <b>Staff Responsible for Monitoring:</b> Campus Administration. <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF</b> <b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction <b>Funding Sources:</b> - 211 Title I, Part A - \$3,143	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide supplemental technology resources for to improve academic rigor in the classroom. <b>Strategy's Expected Result/Impact:</b> Increase in EOC results, and increase SAT/ACT scores <b>Staff Responsible for Monitoring:</b> Campus administration <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF</b> <b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction <b>Funding Sources:</b> MacMillan Holding Inc - 211 Title I, Part A - \$6,104, GimKit - 211 Title I, Part A - \$1,000, Quest, Edpuzzle - 211 Title I, Part A - \$7,500, Bedford, Freeman & Worth HS Publishers - 211 Title I, Part A - \$16,105, GoFormative - 211 Title I, Part A - \$5,749, MacMillan Holding llc - 211 Title I, Part A - \$22,205	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide 1:1 technology initiative and to support for teachers students while enhancing and improving resources and academic rigor.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Leadership Team</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> ZULU Licensing - 211 Title I, Part A - \$8,750, Intech Southwest: Student computer lab - 211 Title I, Part A - \$57,000, Teacher laptops - 211 Title I, Part A - \$10,000, InTech Southwest - 211 Title I, Part A - \$27,540</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Attain licenses for College Board and Clearinghouse</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> College Board and Clearinghouse Licenses - 211 Title I, Part A - \$1,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Provide textbooks for dual credit classes.</p> <p><b>Strategy's Expected Result/Impact:</b> Additional resources, TSI, SAT/ACT results, college credit hours completion</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, dual credit facilitator, counselors, ECA Director</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p> <p><b>Funding Sources:</b> Textbooks, Follett - 199 PIC 30 State Comp - \$23,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Provide supplemental college advisors on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved SAT/ACT scores, increase number of students attending college.</p> <p><b>Staff Responsible for Monitoring:</b> campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> San Antonio Education Partnerhsip - 211 Title I, Part A - \$18,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Provide incentive for students to graduate with associates degree from the Early College Program <b>Strategy's Expected Result/Impact:</b> Associates degree by students <b>Staff Responsible for Monitoring:</b> Campus administration <b>Funding Sources:</b> High school Achievement - 211 Title I, Part A - \$695	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Provide incentive for students who graduate with academic honors. <b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results <b>Staff Responsible for Monitoring:</b> Teachers, Leadership Team, Counseling Team <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Honors Graduation - 211 Title I, Part A - \$2,600	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Provide college readiness opportunities through SAT, PSAT, AP, and TSI exams. <b>Strategy's Expected Result/Impact:</b> Improved SAT/ACT scores, increase number of students attending college. <b>Staff Responsible for Monitoring:</b> Teachers, Leadership Team, Counseling Team <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction <b>Funding Sources:</b> Exam Fees--College Board - 199 PIC 31 HS Allotment - \$73,940	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Provide access to courses at Palo Alto College , St. Phillips College and OnRamps through the dual credit or the Early College programs. <b>Strategy's Expected Result/Impact:</b> Improved SAT/ACT scores, increase number of students attending college. <b>Staff Responsible for Monitoring:</b> Campus administration, dual credit facilitator, counselors, ECA Director <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum <b>Funding Sources:</b> Alamo Community College District - 211 Title I, Part A - \$10,000, University of Texas Austin - 199 PIC 31 HS Allotment - \$5,300	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** Develop College and Career readiness skills through learning activities for 100% students in grades 9-12.

**HB3 Goal**

**Evaluation Data Sources:** Graduation Pathways, Graduation Rates





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide supplemental curriculum resource for teachers. <b>Strategy's Expected Result/Impact:</b> Differentiated lessons <b>Staff Responsible for Monitoring:</b> campus administration <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> The Art of Education Curriculum - 211 Title I, Part A - \$3,143	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 3:** Develop post-secondary skills through targeted tutorials and support for 100% of ECA and Dual Enrolled students.

**HB3 Goal**

**Evaluation Data Sources:** TSI Results, SAT/ACT results, Clearinghouse data





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide academic support through a TSI bootcamp <b>Strategy's Expected Result/Impact:</b> Increase in TSI scores <b>Staff Responsible for Monitoring:</b> Leadership Team, ECA Director, ECA Counselor, Dual Credit Facilitator <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction <b>Funding Sources:</b> TSI Bootcamp - 211 Title I, Part A - \$8,438	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.

**Evaluation Data Sources:** Discipline Referrals

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide support and resources through awareness weeks and groups.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease of discipline referrals regarding possession, under the influence, and dating violence.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and counselors</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 2:** Partner with community partners to provide services(mental health,etc.) for our at-risk students to succeed in school.

**Evaluation Data Sources:** CARE Zone Activity Log

**Goal 5:** SSAISD will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

**Evaluation Data Sources:** Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide various opportunities/events for parents to engage with the campus virtually and in person, i.e. college nights, financial aid nights, grade level meetings, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase college awareness, increase attendance, increase pass rate</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, admin, teachers</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**South San Antonio Independent School District**  
**West Campus High School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Vision

All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.

## Value Statement

We believe in constructive engagement of the school community for the success of our district.

We believe in a strong support system for the school community to achieve excellence.

We believe that innovative and challenging experiences for all students produce successful learners.

We believe that trusting relationships among the school community are essential to student success.

We believe that an inclusive school culture promotes positive student development and voice.

We believe strong and effective student and adult leadership is essential to build a culture of high expectations.

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Goal 5: West Campus High School will collaborate with parents and community to ensure all students receive a gold standard education. 9

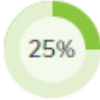




# Goals

**Goal 1:** West Campus High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 80% of all students, with a concentrated effort on special populations, will meet established standards on the state assessments.

**HB3 Goal**

**Evaluation Data Sources:** Formative Assessments, Common Assessments, Benchmarks






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> West Campus HS will provide focused and targeted instruction during interventions afterschool and Saturdays, SPED support teacher is providing weekly accommodations during class time that are STAAR appropriate, and supplemental resources will be implemented based on standards.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected result will be an overall increase in state assessments with all students and concentrated special populations.</p> <p><b>Staff Responsible for Monitoring:</b> All teachers and leadership team.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** West Campus High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

**HB3 Goal**

**Evaluation Data Sources:** PD Evaluation Forms, PD Agendas and Sign-in sheets.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> West Campus will provide professional developments through Gear UP (Ti-Nspire Training; UT Gear-up PD), EDGE meetings, common planning period professional development, peer observations, and support from Instructional Coaches.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in instructional support and community for teachers which will increase student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				








**Goal 3:** West Campus High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

**HB3 Goal**

**Evaluation Data Sources:** Dual Enrollment Data, AP Courses, Pre-AP Courses & Enrollment / AP Scores, TSIA2 Data, CTE Certification & Licensures






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> West Campus will provide interventions through the College Transition course for TSIA2, PSAT, SAT/ACT. <b>Strategy's Expected Result/Impact:</b> An increase in college ready students for advanced academics. <b>Staff Responsible for Monitoring:</b> All teachers and West Campus Leadership Team <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

**Goal 3:** West Campus High School will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 2:** Develop College and Career readiness skills through learning activities for 100% students in grades PK-12.

**HB3 Goal**






**Evaluation Data Sources:** Graduation Pathways, Graduation Rates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> West Campus will create a P-Tech Academy (Institute of Data Science &amp; Cybersecurity) and Early College that provides pathways.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase choices for students to earn college credit, certification and licensures.</p> <p><b>Staff Responsible for Monitoring:</b> Advanced academic teachers and Leadership Team</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** West Campus High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.






**Evaluation Data Sources:** Discipline Referrals

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create workshops and implement a restorative approach for teachers and students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in positive student behavior and a decrease in undesirable behavior.</p> <p><b>Staff Responsible for Monitoring:</b> All campus staff</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** West Campus High School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Partner with community partners to provide services(mental health,etc.) for our at-risk students to succeed in school.






**Evaluation Data Sources:** CARE Zone Activity Log

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> West Campus will implement a system that monitors students needs, such as phone logs, mentoring (Catalyst for Change) and guidance.</p> <p><b>Strategy's Expected Result/Impact:</b> To offer support to meet the social emotional needs of each student.</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** West Campus High School will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

**Evaluation Data Sources:** Agendas and Sign-In Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will host campus community events such as Meet the Cougar Night, National Honor Society Induction Ceremony, Mu Alpha Theta Honor Night, October Monster Mash, Cougar Fest, Winter Wonderland, Parent Nights, Academic Honor Nights, Athletic Banquet.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Parent Engagment</p> <p><b>Staff Responsible for Monitoring:</b> West Campus Leadership Team &amp; Gear-up</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p> <p><b>Funding Sources:</b> - 199 Local - \$5,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**South San Antonio Independent School District**  
**DAEP**  
**2021-2022 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1:** DAEP will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 80% of all our students that attended the DAEP will have completed 90% or more of all their work sent by their home campus teachers in English, Science, Math, and Social Studies.

**Evaluation Data Sources:** We will use the feedback from the students' home campus admin and the teacher of record in Math, Science, English, and Social Studies. We will send a survey out to the teachers and campus admin to rate the service that the DAEP provided.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to make sure that the work is provided for all students in their English, Math, Science, and Social Studies classes. The DAEP teachers will remain in constant communication with the home campus teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> The students return back to their home campus and the teacher of record in English, Science, Math, and Social Studies with very little gap from the entire class while placed at the DAEP.</p> <p><b>Staff Responsible for Monitoring:</b> DAEP principal and teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 2:** DAEP will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** By the end of the 2022 school year, 80% or higher of the teachers assigned to the DAEP Campus will be retained.

**Evaluation Data Sources:** T-TESS evaluations and Feedback

Staff Professional Development feedback and strategies being used in the classroom.

Teacher Survey feedback focused on the Climate and Culture, Support and Leadership of the campus, such as Discipline Support, Process and procedures, and communication from the administrator.





PLC Meeting Attendance and IC Support and the implementation of the strategies discussed in these meetings.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> T-TESS evaluations and Feedback                      Staff Professional Development both Individual and Campus Attendance                      Teacher Survey focused on the Climate and Culture, Support and Leadership of the campus, such as Discipline Support, Process and procedures, and communication from the administrator.                      PLC Meeting Attendance and IC Support</p> <p><b>Strategy's Expected Result/Impact:</b> To obtain and retain highly qualified instructional staff.  <b>Staff Responsible for Monitoring:</b> District and Campus Administrator  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** DAEP will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post secondary educational or career paths.

**Performance Objective 1:** By June 2022, 80% of all our high school students that attended the DAEP will complete 90% or more of their work assigned from their home campus teachers in English, Math, Science, and Social Studies.





**Evaluation Data Sources:** We will use the feedback from the students' home campus admin and the teacher of record in Math, Science, English, and Social Studies. We will send a survey out to the teachers and campus admin to rate the service that the DAEP provided.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to make sure that the work is provided for all students in their English, Math, Science, and Social Studies classes. The DAEP teachers will remain in constant communication with the home campus teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> The students return back to their home campus and the teacher of record in English, Science, Math, and Social Studies with very little gap from the entire class while placed at the DAEP.</p> <p><b>Staff Responsible for Monitoring:</b> DAEP Administrator and teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** DAEP will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** By June 2022, we will reduce our recidivism rate from 22% in 2020-2021 to 17% in 2021-2022.





**Evaluation Data Sources:** The percentage of students that get placed to the DAEP for the second time in 2021-2022 using hearing data and discipline referrals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> That we are able to help provide the supports and services to our students and their families in regard to any social and emotional needs using resources such as CIS, Care Zone, Rise Recovery, Home Campus Counselors, and weekly restorative lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> That we are able to decrease our recidivism rate from 22% in 2020-2021 to 17% in the 2021-2022 school year.</p> <p><b>Staff Responsible for Monitoring:</b> DAEP Administrator, District Counselors, outside services such as Home Campus Counselors, CIS where available, Care Zone, and Rise Recovery.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** DAEP will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2022, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

**Evaluation Data Sources:** Agendas and Sign In Sheets  
 Open House (1x a semester)  
 Snacks with Staff (1x a month)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To get the parent/guardians engaged in their child's education and to also gain any feedback to help drive decisions. <b>Strategy's Expected Result/Impact:</b> To get more parent/guardian involvement in their child's education. <b>Staff Responsible for Monitoring:</b> The DAEP Administration and teachers. <b>Title I Schoolwide Elements:</b> 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				