

**Manor Independent School District
Presidential Meadows Elementary
2024-2025 Campus Improvement Plan**



Mission Statement

Manor ISD will ensure the social, emotional, and academic development of every student through innovative opportunities.

Diverse Paths to Success

Destination Manor

District Strategic Plan Goals (5 year plan)

1. Be the district of choice in this Texas region based on student success.
2. Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference.
3. Serve internal and external customers in partnership to support the highest levels of student success
4. Engage students in a variety of individualized and flexible learning opportunities inside and outside the classroom.
5. Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success.

District Student Outcome Goals (2 year plan)

SOG #1 The percentage of third grade students in the district who meet or exceed Postsecondary Readiness Standard as measured by STAAR will increase from 34% to 46% by 2020-21.

SOG #2 The percentage of students in the district who are economically disadvantaged that meet or exceed the STAAR Grade Level Postsecondary Readiness Standard for all grades

on two or more subjects will increase from 28% to 40% by 2020-21.

SOG#3 The percentage of graduates displaying college readiness in the district who earn at least 12 hours of Postsecondary Credit will increase from 10.7% to 21% by 2020-21.

Vision

Manor ISD strives for excellence through strong partnerships and a culture of continuous improvement resulting in innovative, proficient, empowered, forward-looking students.

Core Values

Respect
Student Success
Integrity
Responsibility
Accountability
Support

Goal 1: Be the district of choice in the Texas Region based on student success

Goal 2: Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference

Goal 3: Serve internal and external customers in partnership to support the highest levels of student success

Goal 4: Engage students in a variety of individualized and flexible learning opportunities inside and outside the classroom.

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success.

Core Beliefs

At Presidential Meadows, *Together*, we will provide a rigorous, yet relevant, high-quality instructional program, producing well educated, balanced, collaborators who are technologically prepared for the 21st century and contribute to society in all aspects.

Our focus is on **Every EAGLE, Everyday!**

We **S**TRIVE for our best.

We **O**PERATE with pride.

We **A**GREE to be positive.

We **R**ESPECT ourselves, others, and our school.

We **SOAR!!!**

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Comprehensive Needs Assessment

Demographics

Demographics Summary

For the 2024-25 school year, Presidential Meadows Elementary serves 570 students in grades Pre-Kindergarten through 5th grade. The student population is approximately 65% Hispanic, 20% African American, 7% White, 4.7% Asian, and 2.7% two or more. Low socioeconomic status and at-risk is approximately 77%. Student enrollment program is comprised of approximately 11.8% Special Education, 7% Gifted & Talented, and 49% Emergent Bilingual (combined 34% Bilingual and 18% English as a Second Language). Our attendance rates prior to the 2023 - 2024 school year held steady over the prior years at approximately 96%. However, the attendance rate for Presidential Meadows Elementary during the 2023 - 2024 school year was 97.08% exceeding our goal. The teacher/student ratio is 23 to 1 which allows teachers the opportunity to work with students in small group and individually.

Demographics Strengths

We offer a dual language program - one way bilingual for students in grades Pre-K through fourth. Students can pursue the academic strength of learning two languages, their native language of Spanish and English at the same time. Students are learning to read, write, listen, and speak in their native language as well as their new language of English. Students strengthen their voice and identity in both their first and second languages. Students will learn about different cultures and develop a positive attitude towards people from different backgrounds. Students will be better prepared for the global community and job markets that will be available to them in the future.

We offer a gifted and talented program for our students for our students to excel academically. Students participate in Problem based learning to acquire and build new skills that will be a benefit to them in their future careers.

We offer UIL opportunities to all of our students a chance to engage in a variety of academic competitions across numerous subjects academic competitions to enhances critical thinking, problem-solving, and communication skills and encourages teamwork and collaboration.

Students engage in differentiated instruction in the classroom based on their academic levels to enhance their learning experience. Differentiation fosters a classroom culture that values diversity and encourages risk-taking that builds strong relationships between students and teacher to better understand students individual needs and motivations.

Differentiation provides choices and promotes autonomy which allows students to take ownership of their learning through tailored instruction that allows students to progress at their own pace, leading to improved outcomes.

We are able to offer our students and community extended enrichment programs to provide homework assistance, physical activity, and nutrition guidance along with nutritious meals.

We provide social emotional support for students through guidance lessons, morning meetings, and individual counseling for students.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Though PME scored the highest in the Domain 3: Closing the Achievement Gaps, the campus continues to perform below many demographically similar schools in the official campus comparison groups. **Root Cause:** There is improvement needed in teacher attendance as well as in the delivery of high yield, best practice instructional methods for all students.

Student Learning

Student Learning Summary

2024 STAAR Reading Data:

3rd Grade Reading	32% Approaches	17% Meets	10% Masters
4th Grade Reading	24% Approaches	29% Meets	6% Masters
5th Grade Reading	33% Approaches	14% Meets	20% Masters

2024 STAAR Math Data:

3rd Grade Math	29% Approaches	20% Meets	6% Masters
4th Grade Math	20% Approaches	19% Meets	4% Masters
5th Grade Math	32% Approaches	26% Meets	7% Masters

2024 STAAR Science Data:

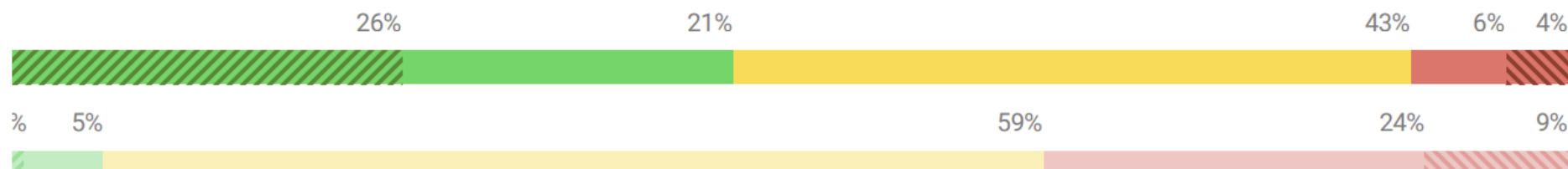
5th Grade Science	30% Approaches	4% Meets	2% Masters
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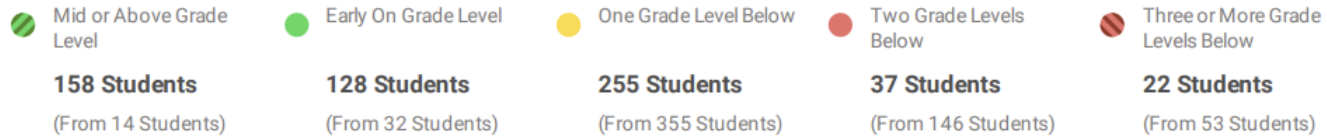
Officially, school district A-F accountability ratings have been delayed for districts across the state due to a lawsuit regarding the validity of the STAAR test results for the 2023 - 2024 academic year. In Reading, performance declined at the meets level in 3rd grade by seven points, but increased 12 points at the 4th grade, and declined by five points at the 5th grade. In math performance increased at the meets level by three points at the 3rd grade, six points at 4th grade, and eight points at 5th grade. Performance in science declined four points at the meets level in 2024.

2023 - 2024 iReady Data

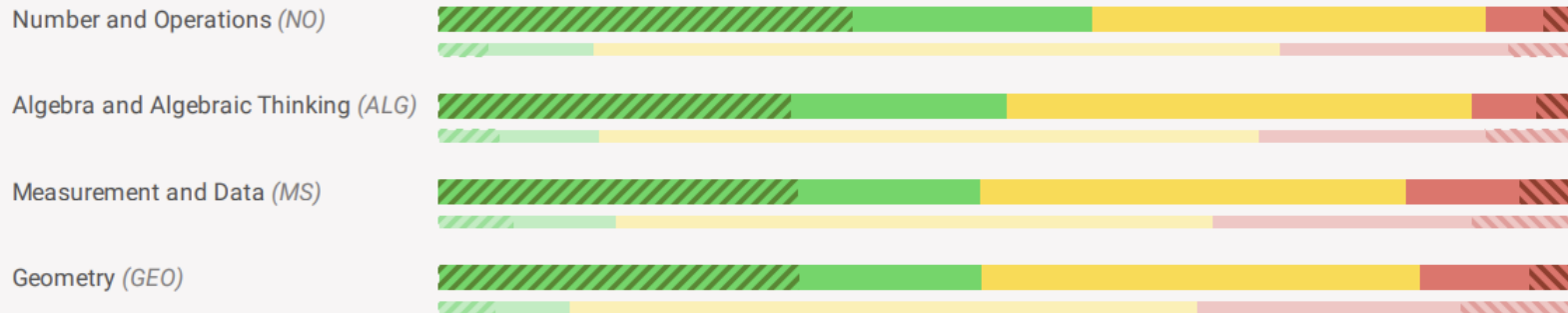
Overall Placement

Students Assessed/Total: 600/678





Placement by Domain



This information will be used to provide targeted interventions/instruction, create targeted professional development to strengthen tier 1 instructional practices, as well as increase student achievement.

Student Learning Strengths

PME scholars gained a total of 17 percentage points in the area of meets area of Math. During the 2023 - 2024 school year PME 4th grade scholars increased the number of students that scored meets in reading.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Though PME scored the highest in the Domain 3: Closing the Achievement Gaps, the campus continues to perform below many demographically similar schools in the official campus comparison groups. **Root Cause:** There is improvement needed in teacher attendance as well as in the delivery of high yield, best practice instructional methods for all students.

Problem Statement 2: Students at PME are underperforming as compared to state and district averages. **Root Cause:** There is improvement needed in the delivery of high yield, best practice instructional methods for all students.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Study of best practices

Goals

Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Performance Objective 1: By July 2025 Presidential Meadows Elementary School Students will meet or exceed the campus goal of 70% or better on the STAAR Math test for all students at the meets level in grades 3-5.

High Priority

HB3 Goal

Evaluation Data Sources: Summative Assessments - students make less than a 50 need whole class reteach, scores below 70, individual students need reteach, Formative Assessments - analyze data - TEKS mastered, not mastered, CFA's, Interim Assessments, STAAR 2024 - 15 and 30 hour tutoring will be IXL skill mastery checks, walkthroughs to see if Tier 1 instruction is meeting the TEKS, Data binder with strategies to help the students be successful and small group monitoring data, PLC-view T-TESS videos of teachers instruction and discussing strengths and weakness

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide after-school tutorials for students based on various data sources .</p> <p>1. Identify students that will receive remediation</p> <p>2. Identify students that are considered at risk and requiring intervention support.</p> <p>Strategy's Expected Result/Impact: Solid Tier 1 instruction during the instructional day followed up that teachers/ interventionists will provide prescribed small group/intervention instruction to scholars needing additional support with specific skills. We will have weekly data meetings that will consist of sorting scholars artifacts (not met, approaches, meets, masters) to ensure progress is made.</p> <p>Staff Responsible for Monitoring: Administrators Classroom Teachers Instructional Coach Academic Interventionists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June


Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.


Performance Objective 2: By July 2025, Presidential Meadows Elementary School Students will meet or exceed the campus goal of 70% performance on the STAAR Science test for all students at the meets level in grade 5.


High Priority


Evaluation Data Sources: Summative Assessments - students make less than a 50 need whole class reteach, scores below 70, individual students need reteach, Formative Assessments - analyze data - TEKS mastered, not mastered, CFA's, Interim Assessments, STAAR 2024 - 15 and 30 hour tutoring will be IXL skill mastery checks, walkthroughs to see if Tier 1 instruction is meeting the TEKS, Data binder with strategies to help the students be successful and small group monitoring data, PLC-view T-TESS videos of teachers instruction and discussing strengths and weakness

Strategy 1 Details	Reviews			
<p>Strategy 1: School administration will implement the following protocols. 1. Walkthroughs to observe that Tier 1 instruction is meeting the TEKS,/face to face feedback 2. Data binder with strategies to help the students be successful and small group monitoring data, 3. PLC-view T-TESS videos of teachers instruction and discussing strengths and weakness, 4. implementation of a reteach criteria.</p> <p>Strategy's Expected Result/Impact: Implementing this strategy will help students to engage in targeted instruction to increase learning. Implementing the reteach criteria will help teachers to learn how to process data and implement plans of response to students' academic needs.</p> <p>Staff Responsible for Monitoring: School administration Teachers Interventionist</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.


Performance Objective 3: By July 2025, Presidential Meadows Elementary School Students will meet or exceed the campus goal of 70% performance on the STAAR Reading test for all students at the meets level in grades 3-5.


High Priority


HB3 Goal


Evaluation Data Sources: Summative Assessments - students make less than a 50 need whole class reteach, scores below 70, individual students need reteach, Formative Assessments - analyze data - TEKS mastered, not mastered, CFA's, Interim Assessments, STAAR 2024 - 15 and 30 hour tutoring will be IXL skill mastery checks, walkthroughs to see if Tier 1 instruction is meeting the TEKS, Data binder with strategies to help the students be successful and small group monitoring data, PLC-view T-TESS videos of teachers instruction and discussing strengths and weakness

Strategy 1 Details	Reviews			
<p>Strategy 1: School administration will implement the following protocols. 1. Walkthroughs to observe that Tier 1 instruction is meeting the TEKS,/face to face feedback 2. Data binder with strategies to help the students be successful and small group monitoring data, 3. PLC-view T-TESS videos of teachers instruction and discussing strengths and weakness, 4. implementation of a reteach criteria.</p> <p>Strategy's Expected Result/Impact: Implementing this strategy will help students to engage in targeted instruction to increase learning. Implementing the reteach criteria will help teachers to learn how to process data and implement plans of response to students' academic needs.</p> <p>Staff Responsible for Monitoring: School administration Teachers Interventionist</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Performance Objective 4: Presidential Meadows Elementary will increase attendance from 97.08% to 98% through incentive programs for all students.





Evaluation Data Sources: Student attendance data will be monitored by PEIMS reports as well as districts reports. End of year reporting in Skyward Information System

Strategy 1 Details	Reviews			
<p>Strategy 1: In order to increase PME's attendance percentages teachers will call home on the second consecutive absence, document this call in Skyward (all details) including the result/outcome of the parent contact. The teacher will email the attendance specialist/registrar on the 3rd consecutive absence The teacher will contact the parent liaison to conduct a possible home visit on the 4th consecutive absence as well as contact the parent to inquire about the extend absences. A parent/teacher/admin conference will be scheduled to determine if the family needs additional support with meeting the attendance expectations.</p> <p>Strategy's Expected Result/Impact: Parent contact will be impactful in the areas of improving student attendance as well as increasing parents' knowledge of the state attendance policy/requirements. Staff Responsible for Monitoring: Teachers, parent liaison, registrar</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The attendance committee meets weekly on Thursdays to review students with frequent tardiness/absences. Students are added to the attendance committee's monitor list at three absences or when a student is repeatedly absent in a short period of time.</p> <p>Strategy's Expected Result/Impact: The attendance committee will be impactful in the areas of improving student attendance as well as increasing parents' knowledge of the state attendance policy. Staff Responsible for Monitoring: Teacher, registrar, parent liaison, truancy officer</p>	Formative			Summative
	Oct	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: By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.





Performance Objective 1: PME will communicate with all stakeholders in a variety of ways to promote transparency as well as parent/community involvement.

Evaluation Data Sources: Communication artifacts, sign in sheets, Talking Points, website, emails, Class Dojo, etc.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will utilize emails, talking points, teacher newsletters, phone calls, and campus events to communicate with parents and all PME stakeholders.</p> <p>Strategy's Expected Result/Impact: Increased parent and community engagement.</p> <p>Staff Responsible for Monitoring: Teachers Administrators Parent Liaison</p>	Formative			Summative
	Oct	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: By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Performance Objective 2: The principal will utilize the PME campus calendar to notify/inform staff of events (who, where, when, what) for the week, month, etc.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide Communication about events: flyers, newsletters, announcements, campus website, brochure, parent and teacher family nights.</p> <p>Strategy's Expected Result/Impact: Positive relationships with staff and families.</p> <p>Staff Responsible for Monitoring: Campus Administrators</p>	Formative			Summative
	Oct	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: By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

Performance Objective 1: Presidential Meadows Elementary will reach high levels of parent and community engagement by providing volunteer opportunities and hosting campus wide events that encourage parent and community member involvement.

Evaluation Data Sources: PTA programs with sign in sheets, Principal's coffee, Music programs, Family nights with sign in sheets, Sonic Night Attendance, Fall and Spring Math and Literacy Events with sign in sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: Presidential Meadows Elementary will host fall and spring Literacy days and Book Character Parade for students and families.</p> <p>Strategy's Expected Result/Impact: DRA3 data, STAAR results, district benchmarks and CBA, district and campus walkthrough data</p> <p>Staff Responsible for Monitoring: Parent Diversity Committee Parent Liaison Principal Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Presidential meadows will utilize the Parent Liaison to provide parent engagement activities, recruit parents for involvement, and support grant, campus & district initiatives.</p> <p>Strategy's Expected Result/Impact: Increased involvement including attendance to events and volunteers.</p> <p>Staff Responsible for Monitoring: Federal Programs Director Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: PME will establish a baseline attendance for parent involvement events in the 23-24 SY, and will increase the number and frequency of attendance and events by 10% in 2024-25 school year.</p> <p>Strategy's Expected Result/Impact: Increased involvement including attendance to events and volunteers.</p> <p>Staff Responsible for Monitoring: Federal Programs Director Principal Parent Liaison</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June


 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 4: By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.


Performance Objective 1: Presidential Meadows Elementary will reach high levels of student achievement by increasing all students access to technological devices, human capital and innovative academic learning opportunities.

Evaluation Data Sources: Analyze IXL skill mastery, Learning.com skill mastery 4 lessons per week, guest speakers - Authors


Strategy 1 Details	Reviews			
<p>Strategy 1: Students will have access to technology resources, including access to iPads in every classroom and the computer lab for learning and instruction in iStation, iReady, and online interventions via TEA approved resources.</p> <p>Strategy's Expected Result/Impact: Documented technology resources usage by classroom teacher, lesson plans outlining usage, walkthroughs, and interventions in the computer lab. Increased technology skills.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal Classroom Teachers Technology support Aide</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June




No Progress



Accomplished



Continue/Modify



Discontinue


Goal 4: By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Performance Objective 2: PME Administrators and the PIBS committee will review discipline/incident reports to look for patterns and trends, implement plans of actions that minimize barriers to high quality instruction for all students.

Evaluation Data Sources: Discipline reports - types of behaviors - decrease students major behaviors (fighting, bullying, repeated off task behavior, etc), incident reports, Frequency of the use of the Eagle Bucks Incentive Program - increase student compliance with school-wide expectations

Strategy 1 Details	Reviews			
<p>Strategy 1: PME will work proactively using Eagle bucks and reward scholars with incentives for following the schoolwide expectations as well as the classroom expectations.</p> <p>Strategy's Expected Result/Impact: Scholars will receive recognition at awards assemblies, daily with DoJo Points, weekly oppportunities to shop at the Eagle Bucks Store.</p> <p>Staff Responsible for Monitoring: Administrators Teachers All PME Staff</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Identify scholars needing additional social and emotional support and provide individual and group counseling to scholars in need via the school counselor. In addition partner with the school social worker and integral care to provide services to scholars/families.</p> <p>Strategy's Expected Result/Impact: Increase self-esteem and social skills for scholars who are receiving services and/or mentoring through the campus community partnerships to scholars in need of additional support.</p> <p>Staff Responsible for Monitoring: Administrators Counselors Social Worker Teachers Integral Care Parent Liaison</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 5: By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities.

Performance Objective 1: PME will proactively provide a safe and well-maintained campus that is accessible to the community.

Evaluation Data Sources: Work order completion time frame and completion statuses.





Strategy 1 Details	Reviews			
<p>Strategy 1: PME will have utilize the front office personnel to communication with facilities regarding work orders for the campus.</p> <p>Strategy's Expected Result/Impact: Campus improvements will be continuous for safe accessibility for all stakeholders</p> <p>Staff Responsible for Monitoring: Office Staff Principal Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct a campus walkthrough with facilities internally and externally to determine building improvement needs (3 times a year.)</p> <p>Staff Responsible for Monitoring: Sr. Admin Principal Assistant Principal</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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: By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

Performance Objective 1: Presidential Meadows Elementary will reach high levels of student achievement by developing a rigorous and needs based professional development program for all teachers and support staff providing instruction/intervention for students

High Priority

Evaluation Data Sources: Sign in sheets, agendas, and calendar including weekly trainings by grade level and content will serve as measure to monitor, meeting minutes.





Strategy 1 Details	Reviews			
<p>Strategy 1: Professional development provided based on observations during Get Better Faster Protocols and T-TESS walkthroughs. Support will be provided based on the following leveling system. Level One - Support Across the campus, Level Two - Small Group support, Level Three - Individual support</p> <p>Strategy's Expected Result/Impact: Providing tiered professional development allows teachers to learn and or be supported at their level. Teired professional development will also allow teacher support to be impactful based on teacher need and engagement.</p> <p>Staff Responsible for Monitoring: Administration Instructional Coach Expert teachers currently on campus</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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 6: By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

Performance Objective 2: Presidential Meadows Elementary will develop teachers pedagogy and content knowledge through coaching to strengthen teachers Tier 1 instruction .

High Priority

Evaluation Data Sources: Using the Get Better Faster scope and sequence in classroom walkthroughs, Perform 3 walkthroughs per week and meet face-to-face with teachers to coach after walkthrough,

Strategy 1 Details	Reviews			
<p>Strategy 1: Administration and instructional coach will perform three walk throughs a week and provide face to face feedback as a follow up to the walk throughs.</p> <p>Strategy's Expected Result/Impact: This frequent observation and coach cycle will allow teachers to implement the learned strategies in a timely manner that positively impacts instruction.</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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: By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.


Performance Objective 3: Presidential Meadows Elementary will focus on Lesson Internalization to improve teachers Tier 1 instruction and decrease the number of students receiving tutoring services.


High Priority


Evaluation Data Sources: Lesson Planning during PLC with instructional coach and administration, lesson plan protocols, lesson plan format, lesson plan expectations for teachers

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will engage in PLC during designated planning days with school administration and the school's instructional coach. During this time, teacher will observe instructional practices for their upcoming lessons. Teachers will have the opportunity to model instructional practices and strategies to their teammates during this time as well.</p> <p>Strategy's Expected Result/Impact: These practices will allow teachers to increase their content knowledge as well as pedagogical practices resulting in strong Tier 1 instruction.</p> <p>Staff Responsible for Monitoring: school administration instructional coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 6: By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

Performance Objective 4: Presidential Meadows Elementary will create a culture of life-long learners and an intrinsic desire to be a collaborative partner in our PME community.

Evaluation Data Sources: Spirit Squad committee, Scheduled Team building activities, school administration appreciation events, staff and faculty celebrations at meetings or professional development, measured by an increase in teacher attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: PME Administration will purposefully schedule team building activities, school administration appreciation events, celebrate faculty and staff at the start of meetings and professional development opportunities.</p> <p>Strategy's Expected Result/Impact: Celebrating and acknowledging teacher will increase moral, staff/faculty participation, and teacher attendance</p> <p>Staff Responsible for Monitoring: School administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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>				