

Celina Independent School District

Lykins Elementary

2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

The mission of the District, as the primary educational entity, is to provide a safe, caring, structural learning environment where teachers educate and motivate students to become productive citizens of their community.

Table of Contents

Goals	4
Goal 1: Safe, Collaborative Culture	4
Goal 2: Effective Teaching in Every Classroom	8
Goal 3: Guaranteed Viable Curriculum	19

Goals

Goal 1: Safe, Collaborative Culture


Performance Objective 1: Lykins Elementary School will expand opportunities for involvement of all stakeholders in 2021-2022.






Evaluation Data Sources: # of Watchdog volunteers

of volunteers

of communicated volunteer opportunities

of participants at family events

Strategy 1 Details	Reviews			
Strategy 1: Provide weekly communication between parents and staff about upcoming events and volunteer opportunities through a variety of ways including but not limited to website, Smore newsletter, weekly email, teacher emails, social media, phone calls, and face to face meetings. Strategy's Expected Result/Impact: Open communication and partnership between school and home. Staff Responsible for Monitoring: Teachers Campus Administrators TEA Priorities: Improve low-performing schools	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Translate all campus communication in Spanish for bilingual population. Strategy's Expected Result/Impact: Increase in volunteer opportunities and participation Staff Responsible for Monitoring: Teachers Campus Administrators Title I Schoolwide Elements: 3.1 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Increase partnerships with local businesses to support our families and students. Strategy's Expected Result/Impact: % of students involved in mentorships, internships, apprenticeships and shadowing Staff Responsible for Monitoring: Counselor PTA Campus Admin Teachers and staff TEA Priorities: Connect high school to career and college	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 4 Details		Reviews			
Strategy 4: Lykins Elementary will build and develop teachers and staff capacity to increase in leadership skills for various campus and district roles. Strategy's Expected Result/Impact: Increase staff involvement in decision making process Increase staff in campus based committees Increase staff involvement on district level committees Staff Responsible for Monitoring: Campus Admin		Formative			Summative
		Sept	Nov	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 1: Safe, Collaborative Culture





Performance Objective 2: Lykins Elementary will effectively perform functions of a professional learning community.

Evaluation Data Sources: Professional Learning Opportunities






Meeting Agendas

Data Digs/ Talks

Collaborative Planning

Strategy 1 Details	Reviews			
Strategy 1: Teachers will participate in a weekly professional learning community focused on researched based practices and student achievement. Strategy's Expected Result/Impact: Increase in student achievement Increase teacher knowledge of grade level standards Increase in grade level collaboration in weekly planning for subjects Researched based practices and resources being used to drive instruction Staff Responsible for Monitoring: Campus Administration Intervention Teacher Grade Level Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Grade level teachers will participate in piloting the Texas Lesson Study with support from Region 10 and district administration. Strategy's Expected Result/Impact: Increase in student achievement Increase in grade level collaboration in weekly planning for subjects Researched based practices and resources being used to drive instruction Staff Responsible for Monitoring: Campus Admin Campus Interventionist Digital Learning Coach TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Sept	Nov	Mar	June
	0%			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Safe, Collaborative Culture**Performance Objective 3: Diversify opportunities for students to develop leadership skills.****Evaluation Data Sources:** % increase of students involved in leadership opportunities/activities on each campus

Strategy 1 Details	Reviews			
Strategy 1: Utilize 5th grade Youth Leadership Team to expand students exemplifying leadership characteristics and responsibilities throughout the campus. Strategy's Expected Result/Impact: Increase the student participation, feedback from students, staff and parents Staff Responsible for Monitoring: Campus Administrators Counselor Teacher Sponsors Classroom Teachers	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Promote and encourage the positive behavior support system that will be used on campus to recognize positive behavior exhibited by students. Charts in classroom will denote positive efforts made by students. (CHAMPS, Bobcat Heart Referral) Strategy's Expected Result/Impact: Decrease office referrals, increase student motivation, feedback from parental involvement survey, teacher feedback Staff Responsible for Monitoring: Campus Administrators Campus Counselor Classroom Teacher Lykins Staff	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Lykins Elementary staff will meet the emotional and behavioral needs of all students. 100% of grade level teachers will participate in leading their class through morning meetings and SEL lessons. Strategy's Expected Result/Impact: Guidance counselor facilitating guidance lessons Decrease the amount of office referrals Increase positive behavior supports Increase student knowledge of proper social skills increase staff participating in SEL training Staff Responsible for Monitoring: Campus Admin Counselor Classroom Teachers	Formative			Summative
	Sept	Nov	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Safe, Collaborative Culture

Performance Objective 4: Design a detailed plan to address organizational structures and adequately prepare for projected growth.

Evaluation Data Sources: % of detailed plan implemented

Strategy 1 Details		Reviews			
Strategy 1: Create and utilize mentoring for new staff. Strategy's Expected Result/Impact: Agenda from meetings, teacher feedback, documentation of days they met Staff Responsible for Monitoring: Campus Administration Team Leads New Teachers		Formative			Summative
		Sept	Nov	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Goal 2: Effective Teaching in Every Classroom

Performance Objective 1: Develop high quality educators dedicated to continuous improvement.


Evaluation Data Sources:

% increase of professional development opportunities

% of educator retention

% of teachers participating in PLCs

% of improvement in student growth index

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development for math instruction and increase student approaching rate but even more importantly growth index measure. Strategy's Expected Result/Impact: Increase student passing rate and growth measure. Increase students moving from approaching to meets. Increase students moving from meets to mastery. Staff Responsible for Monitoring: Campus Administration Classroom Teachers Intervention Teachers Special Education Teachers Title I Schoolwide Elements: 2.4	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: increase teacher knowledge in the procedures and protocols of our professional learning community by working with Region 10 through the Texas Lesson Study. Strategy's Expected Result/Impact: Teachers to understand the rigor of the state standard and designing lessons that data is showing are areas of weakness for our students. Staff Responsible for Monitoring: Teachers Interventionist Campus Administration Director of Elementary Curriculum Title I Schoolwide Elements: 2.4	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Provide necessary professional development and expand the use of guided reading library and strategy groupings for small group instruction in reading, writing, and math. Strategy's Expected Result/Impact: Measure of growth by objective and reading levels. Growth in academic skills Staff Responsible for Monitoring: Campus Administration Director of Elementary Curriculum Teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools Funding Sources: - 211-Title I - \$10,000	Formative			Summative
	Sept	Nov	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Implement use of Instructional Leaders on campus to improve professional development deployment and consistency, help with vertical and horizontal alignment, and assist with PLC process. Strategy's Expected Result/Impact: PLC Data, Professional Development, Sign-In Sheets, Certificates Staff Responsible for Monitoring: Campus Administration Director of Elementary Curriculum Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools Funding Sources: - 211-Title I - \$6,000	Formative			Summative
	Sept	Nov	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Based on data gleaned from the 2017-2018 and 2018-2019 STAAR results, as seen on TxReports, the area of need identified by Celina ISD is for math fourth grade to increase the number of student who meet and master growth measurement standards Strategy's Expected Result/Impact: Purchase a math curriculum and engage in strategy group training for small group instruction, during professional development opportunities Staff Responsible for Monitoring: Director of Elementary Curriculum Campus Principal Bilingual Director Classroom Teachers Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: - 211-Title I - \$10,000	Formative			Summative
	Sept	Nov	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Align formative and summative assessments for better indication of student needs and mastery of content and standards. Strategy's Expected Result/Impact: PLC teacher data, student data on assessments, student growth measurement Staff Responsible for Monitoring: Classroom teachers Director of Elementary Curriculum Campus Administrators Title I Schoolwide Elements: 2.4 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Sept	Nov	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Schedule site visits to surrounding districts of comparable size to collaborate with other professionals on classroom instruction, design and best practice. Strategy's Expected Result/Impact: Implementation/discussion/presentation of information gained from site visits, increase instructional tools and provide professional development by peers. Staff Responsible for Monitoring: Campus Administration Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Sept	Nov	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Conduct, review, and perfect Gomez and Gomez Peer Evaluations and adoption professional development to improve bilingual instruction. Strategy's Expected Result/Impact: Increase use of bilingual resources and improvement in student performance. Staff Responsible for Monitoring: Campus Administration Bilingual Teachers Bilingual Interventionist Title I Schoolwide Elements: 2.6	Formative			Summative
	Sept	Nov	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: Provide paraprofessional inclusion support staff professional development and trainings. Strategy's Expected Result/Impact: Teacher feedback, walk-throughs, increase paraprofessional job performance, certificates Staff Responsible for Monitoring: Campus Administration Special Education Teacher Director of Elementary Curriculum	Formative			Summative
	Sept	Nov	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: Effective Teaching in Every Classroom

Performance Objective 2: Promote extra-curricular activities and events to maximize student education, development and wellness.

Evaluation Data Sources:

% increase of participation in extracurricular activities

increased of extra-curricular activities offered

Strategy 1 Details	Reviews			
Strategy 1: Enhance the required dedicated, daily SEL time on the master schedule through morning meeting and SEL curriculum in grades 1-5. Strategy's Expected Result/Impact: Professional development provided for staff, lessons provided, character trait recognition each month Staff Responsible for Monitoring: School counselor Campus Administration Classroom Teachers Campus Staff Title I Schoolwide Elements: 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Expand extra curricular opportunities for students, such as UIL events (Chess Puzzle, Creative Writing, Story Telling, Music Memory, Spelling, Art, Number Sense, Dictionary Skills, Maps Graphs & Charts, and Listen Skills) Strategy's Expected Result/Impact: % Increase in participation and student clubs Staff Responsible for Monitoring: Campus Administrators Sponsors Teachers PTA Title I Schoolwide Elements: 2.5	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide a campus-wide assembly with secondary student mentors or public speakers Strategy's Expected Result/Impact: Reduction in office or counselor referrals, decrease in bullying reports, list of events that occurred, roster of students Staff Responsible for Monitoring: Campus Principal Campus Counselor Title I Schoolwide Elements: 2.6 - TEA Priorities: Improve low-performing schools Funding Sources: - 211-Title I - \$3,000	Formative			Summative
	Sept	Nov	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Provide and increase opportunity to participate in STEAM activities and Gifted and Talented enrichment activities. Strategy's Expected Result/Impact: STEAM lab rotation or in master schedule for all students grades 1-5 Staff Responsible for Monitoring: Librarian Campus Administrator Teachers STEAM Teacher GT Teacher Art Teacher Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Sept	Nov	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: Effective Teaching in Every Classroom

Performance Objective 3: Provide CTE opportunities and support for all students to ensure student success.

Evaluation Data Sources:

% of graduation rate

% increase of enrollment in CTE courses

% of students receiving certifications

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development on workshop model, mini-lesson, and small group instruction Strategy's Expected Result/Impact: Increase depth of knowledge on learning standards Decrease time off task Increase class predicability Increase student scores on state and district level testing Staff Responsible for Monitoring: Campus Administration Director of Elementary Curriculum Classroom Teachers Title I Schoolwide Elements: 2.5	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teach, model and integrate soft skills into morning meetings and guidance lessons. Strategy's Expected Result/Impact: Common language throughout campus, Bobcat Heart, Huddle Up, Master Schedule Staff Responsible for Monitoring: Librarian Classroom Teachers Campus Administrators TEA Priorities: Connect high school to career and college	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will use and model the use of academic vocabulary and increase the depth and complexity of instruction with the implementation of the interactive word wall and anchor charts and bilingual labels throughout the building. Strategy's Expected Result/Impact: Teacher lesson plans, campus walk-through data, student performance on local and state assessments Staff Responsible for Monitoring: Director of Elementary Curriculum Campus Principal Classroom Teachers Bilingual Director Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: - 211-Title I - \$3,000	Formative			Summative
	Sept	Nov	Mar	June

Strategy 4 Details		Reviews			
Strategy 4: Promote college and trade awareness and implement character development bi-weekly to develop social and emotional skills. Strategy's Expected Result/Impact: Bi-weekly guidance lessons, Huddle Up Staff Responsible for Monitoring: Campus Counselor District CTE Director Title I Schoolwide Elements: 2.6 - TEA Priorities: Connect high school to career and college		Formative			Summative
		Sept	Nov	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>					





Goal 2: Effective Teaching in Every Classroom

Performance Objective 4: Ensure systems and supports are designed to equip students with the soft skills necessary for college and career success.

Evaluation Data Sources:

of systems and supports implemented

% of students indicating preparedness

Strategy 1 Details	Reviews			
Strategy 1: Offer technology professional development to increase teacher and student instructional technology use with iPads, Apple tv's, and continue to expand instructional technology use for teachers and students. Strategy's Expected Result/Impact: Students will produce work through the advances of technology. Teachers will move from pen and paper to an online presence. Staff Responsible for Monitoring: Digital Learning Coach Campus Administrators Director of Elementary Curriculum Title I Schoolwide Elements: 2.5	Formative			Summative
	Sept	Nov	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





Goal 2: Effective Teaching in Every Classroom

Performance Objective 5: Provide equitable distribution of financial resources throughout the district.

Evaluation Data Sources:

of top financial ratings and recognitions

% of financial resources spent on instruction and student activities

Strategy 1 Details	Reviews			
Strategy 1: Establish a committee to meet quarterly to be an advocate for instructional resources and expenditures, which will ensure transparency within the campus. Strategy's Expected Result/Impact: Agenda from meetings, fiscal responsibility and use of funds Staff Responsible for Monitoring: Campus Administration Secretary Campus Counselor Team Leads	Formative			Summative
	Sept	Nov	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Effective Teaching in Every Classroom

Performance Objective 6: Meet fast growing needs of our student population by anticipating and preparing for enrollment gains.

Evaluation Data Sources:

% of class size ratio

% use of existing facilities

% increase in supplemental funding from non-traditional sources

Strategy 1 Details	Reviews			
Strategy 1: Consider additional instructional aid to provide support for at-risk students and our bilingual population. Strategy's Expected Result/Impact: Paraprofessional schedule, improve student academic scores on STAAR Staff Responsible for Monitoring: Campus Administration Funding Sources: staffing - 211-Title I - \$22,000	Formative			Summative
	Sept	Nov	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 2: Effective Teaching in Every Classroom

Performance Objective 7: Preserve existing culture while providing supports that meet the physical, emotional, and behavioral needs of all students.

Evaluation Data Sources:

% of students and parents indicating satisfaction

of supports provided based on counselor reports

Strategy 1 Details	Reviews			
Strategy 1: Provide annual training/instruction on campus crisis and emergency plans. Strategy's Expected Result/Impact: Schedule trainings/meetings, staff sign-in sheets from trainings, staff knowledge an implementation of Code of Conduct Staff Responsible for Monitoring: Campus Administration School Counselor	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Increase trained special education personnel for students academic needs and student safety. Strategy's Expected Result/Impact: Teacher/Student Ratio, Reduced Inclusion/Resource minutes and resources Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Sept	Nov	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 3: Guaranteed Viable Curriculum






Performance Objective 1: Instruction that is student driven meeting the academic needs of every learner.

Evaluation Data Sources: Common Formative Assessments

9 week Benchmarks

MAP testing (BOY, MOY, EOY)

State Assessment Data- STAAR

Strategy 1 Details	Reviews			
Strategy 1: Provide PLC professional development for instructional staff and implement the PLC format during weekly team meetings. Strategy's Expected Result/Impact: Sign-in Sheets, Increase in teacher participation/buy in, feedback, and student growth Staff Responsible for Monitoring: Campus Administration Director of Elementary Curriculum TEA Priorities: Improve low-performing schools	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Identify student strength and weaknesses using Lead4ward Heat Map, vertical alignment TEKS resource, Map Scores, and common formative assessments. Strategy's Expected Result/Impact: Intentional, specific instruction specific to student needs Progress monitoring of skills Teachers knowing their students by name and need Staff Responsible for Monitoring: Campus Administration Interventionist Classroom Teachers Title I Schoolwide Elements: 2.6	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Support HB4545 by ensuring 4th and 5th grade students who did not approach in the 2020-2021 STAAR assessment last spring, receive intensive reading and math intervention. Strategy's Expected Result/Impact: 67% of students who failed the 2020-21 STAAR will at least score approaching on the 2021-22 STAAR Staff Responsible for Monitoring: Teachers Interventionist Campus Administration	Formative			Summative
	Sept	Nov	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Guaranteed Viable Curriculum

Performance Objective 2: To provide for the academic needs of all students in Celina ISD.

Evaluation Data Sources: Student growth index
State assessment results
MAP testing result (student progress monitoring)
Other student progress monitoring results
Student AP test scores (% of student scoring >3)

Strategy 1 Details		Reviews			
Strategy 1: Conduct PLC meetings to monitor strategies such as rigorous, student-focused, and differentiated lessons to promote continuous improvement in Special Education, Dyslexia, ELL, Gifted and Talented, and students served through 504 accommodations. Strategy's Expected Result/Impact: Provide differentiated, targeted instruction for all students. Staff Responsible for Monitoring: Campus Administration IDLT Special Education Classroom Teachers		Formative			Summative
		Sept	Nov	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					