

Ferris Independent School District

Lucy Mae McDonald Elementary

2021-2022 Formative Review

Accountability Rating: Not Rated: Declared State of Disaster



Mission Statement

Ferris ISD is a technology-rich school district with classroom instruction and extracurricular opportunities designed to promote creativity, critical thinking, and problem solving; and inspire students as they work collaboratively with their peers.

Lucy Mae McDonald Elementary School does what is BEST for students! We care! We work hard to give our students all that they need to succeed in whatever endeavors they pursue!

We are growing YELLOWJACKET scholars at Lucy Mae McDonald Elementary School.

Vision

Ferris ISD recognizes the complex challenge of empowering students to succeed in a world of unprecedented change, a world where our graduates are filling jobs that did not even exist when they entered high school. We are committed to embracing that challenge. Ferris ISD is a family, a community, a team; and we dedicate ourselves and our resources to providing every child with every opportunity to become more tomorrow than even they imagined possible today.

Lucy Mae McDonald Elementary keeps the student at the heart of everything we do. It is up to us to develop our students character, stamina for learning, and overall real world success.

We are GROWING THE YELLOWJACKET TRADITION at Lucy Mae McDonald Elementary School.

FAMILY PORTRAITS

PORTRAIT OF A FERRIS ISD GRADUATE

Communicates effectively
Possesses the critical thinking skills necessary to excel in higher education, technical school, armed services, or the workforce
Exhibits a keen sense of respect for others, personal integrity, and desire to serve their community
Adeptly utilizes advanced technology tools to accomplish tasks
Intrinsically motivated
Commits to being a lifelong learner

PORTRAIT OF A McDONALD ELEMENTARY SCHOLAR

Exhibits joy when entering the building and maintains it throughout the day
Displays self-confidence in the learning process
Feels comfortable sharing dreams or goals that we, as a family, support
Interacts appropriately with peers and staff members
Shows a desire to help and respect others, wants to belong to our community
Completes at least one year of growth by the last week of school
Uses effective and correct verbal and written communication

PORTRAIT OF A McDONALD ELEMENTARY STAFF MEMBER

Exhibits joy when entering the building and maintains it throughout the day
Displays self-confidence in their craft and a desire to share their craft for the common good
Feels confident in their ability to nurture students' dreams and goals, no matter how lofty
Interacts appropriately and professionally with peers and students
Shows a desire to help and respect others; wants to belong to our community
Facilitates at least one year of growth in all students by the last week of school
Demonstrates and fosters effective and correct verbal and written communication
Is a positive role model for their peers and students
Models dual-language whenever and wherever appropriate
Above all else, is PREPARED, PROFESSIONAL, PROMPT.

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Goals

Goal 1: All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

Performance Objective 1: 85% of McDonald Elementary students will meet their growth targets on MAP Math and Reading Assessments.



Evaluation Data Sources: MAP scores

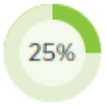





Strategy 1 Details		Reviews			
Strategy 1: Provide strategies for data disaggregation and intervention to teachers. Strategy's Expected Result/Impact: Increase in unit assessment scores, and increase in MAP scores as a result. Staff Responsible for Monitoring: Principal, Assistant Principal TEA Priorities: Build a foundation of reading and math		Formative			Summative
		Nov	Feb	Apr	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 1: All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

Performance Objective 2: 100% of Special Education and English Learner students will show growth in Reading and Math using the MAP Assessment.

Evaluation Data Sources: MAP scores for students receiving Special Education services and for English Learners

Strategy 1 Details		Reviews			
Strategy 1: Teachers in the bilingual dual language program (Grades 1 - 4) will complete Concentric Circles walkthrough activities to engage in peer observation and support. Fall semester walks will be related to classroom environment, and Spring semester walks will be related to instruction. Strategy's Expected Result/Impact: Teachers will receive great ideas and support from each other. Instructional quality will increase, as will student efficacy. Staff Responsible for Monitoring: ESL/Bilingual Coordinator, Principal, Assistant Principal		Formative			Summative
		Nov	Feb	Apr	June
					







Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2: ARD (for students receiving Special Education services) and LPAC (for English Learners) committees will determine the unique needs of students within each program and will make service recommendations all students. Strategy's Expected Result/Impact: Targeted instruction will result in increased student success. Staff Responsible for Monitoring: ARD Committee, LPAC Committee, Principal, Assistant Principal				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

Performance Objective 3: McDonald Elementary will increase the percentage of students scoring at Meets Grade Level on Reading and Math STAAR assessments by 5% in each tested area. Targets are as follows:

3rd grade Reading: 30% to 35% 3rd grade Math: 42% to 47%
4th grade Reading: 30% to 35% 4th grade Math: 25% to 30%
5th grade Reading: 38% to 43% 5th grade Math: 49% to 54%

Evaluation Data Sources: Reading and Math STAAR scores


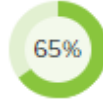




Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
Strategy 1: Students will be provided various intervention opportunities through small group in class time, as well as pull out intervention for math and reading. Strategy's Expected Result/Impact: Students' individual academic challenges will be targeted with intervention strategies and more focused teacher attention, which will aid in closing students' academic gaps prior to STAAR testing in the spring of 2022. Staff Responsible for Monitoring: Principal, Assistant Principal TEA Priorities: Build a foundation of reading and math				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: All Ferris ISD students will be empowered to achieve academic growth and success through strategically designed curriculum and dynamic instruction that are purposefully planned to lay a foundation of literacy and numeracy.

Performance Objective 4: McDonald Elementary will increase the number of students scoring Meets Grade Level on the Spring 2022 5th grade Science

STAAR by 5% over 2021 scores and will lay the foundation for students in grades 1-4 to be successful on 5th grade science when they reach that grade level. (32% will increase to 37%.)









Evaluation Data Sources: STAAR Science scores

Strategy 1 Details	Reviews			
Strategy 1: Introduce/implement an outdoor learning environment to be used by all students in grades 1-5. Strategy's Expected Result/Impact: Increase students' awareness of real world Science and hands-on learning, thereby laying a more solid foundation in science that will support student success on 5th grade Science STAAR this year and in future years. Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.

Performance Objective 1: The teacher turnover rate for McDonald Elementary will be less than 15%.







Evaluation Data Sources: Staff List

Strategy 1 Details	Reviews			
Strategy 1: Utilize "mini-surveys" to gauge perceptions and address "situations" before they become "problems". Strategy's Expected Result/Impact: Increased staff morale, lower turnover Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide needed support as identified in surveys, walkthroughs, and data talks. Strategy's Expected Result/Impact: Increased staff morale, lower turnover, increased student efficacy. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.

Performance Objective 2: McDonald Elementary teachers will receive targeted professional development to address high-need areas as well as district and campus goals.

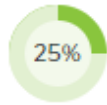




Evaluation Data Sources: FISD PD records
Staff survey data

Strategy 1 Details	Reviews			
Strategy 1: Use data from surveys, walkthroughs, and data talks to identify professional development needs. Strategy's Expected Result/Impact: Targeted professional development will increase student and staff efficacy. Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.

Performance Objective 3: 90% or more of Ferris ISD teaching staff will indicate they are Satisfied or Very Satisfied with their employment in FISD.









Evaluation Data Sources: Staff survey data

Strategy 1 Details	Reviews			
Strategy 1: Utilize "mini-surveys" to gauge perceptions and address "situations" before they become "problems". Strategy's Expected Result/Impact: Increased staff morale, lower turnover. Staff Responsible for Monitoring: Principal	Formative			Summative
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Goal 2: Ferris ISD will actively recruit, develop, and retain highly-effective, dynamic teaching staff and will provide ongoing relevant professional development, resources, and support to ensure high-quality, effective instruction and academic rigor persist in a variety of innovative and flexible learning environments.

Performance Objective 4: New and less experienced staff will feel supported at McDonald Elementary.




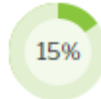




Evaluation Data Sources: T-TESS documentation, mentoring logs, meeting agendas, etc.

Strategy 1 Details	Reviews			
Strategy 1: Each new or inexperienced staff member will be provided with a grade level mentor. Strategy's Expected Result/Impact: Increased staff morale. Increased effectiveness of newer teachers in the classroom. Lower turnover. Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus administration will provide additional support to these staff members through weekly/monthly mentor sessions. Strategy's Expected Result/Impact: Increased staff morale. Increased effectiveness of newer teachers in the classroom. Lower turnover. Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: McDonald Elementary will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 1: All students in crisis for social, emotional, or psychological reasons will receive support and guidance.







Evaluation Data Sources: Counseling Records

Strategy 1 Details	Reviews			
Strategy 1: Remove clerical duties from the school counselor. Strategy's Expected Result/Impact: Increased time for counseling and guidance. Staff Responsible for Monitoring: Principal, working with Assistant Superintendent and Coordinator of Guidance and Assessment.	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide training in issues related to bullying, abuse, and other trauma. Strategy's Expected Result/Impact: Principal and Counselor, working with Assistant Superintendent and Coordinator of Guidance and Assessment.	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: McDonald Elementary will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 2: McDonald Elementary will continue to strengthen its ability to provide outreach and educational opportunities to all students through various learning modalities and flexible learning environments which will help meet the diverse needs of growing student population.

Evaluation Data Sources: Training Records, Records of Administrators addressing concerns.

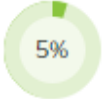





Strategy 1 Details	Reviews			
Strategy 1: McDonald Elementary will continue its use of the Remind App, in addition to Seesaw, Google Classroom, website, and social media in all communications. Strategy's Expected Result/Impact: Increased awareness and parent participation in the learning process. Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: McDonald Elementary will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 3: All students at McDonald elementary will be provided various learning environments throughout the school to extend their

growing knowledge of the world around them, through hands on, engaging, and interactive activities and ways to express themselves.

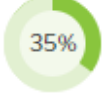

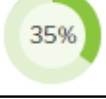
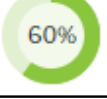




Evaluation Data Sources: Student work, data assessments, intervention logs, and student portfolios.

Strategy 1 Details	Reviews			
Strategy 1: Introduce/implement an outdoor learning area to be used by all students. Strategy's Expected Result/Impact: Increased student learning Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: McDonald Elementary will provide safe and secure working, teaching, and learning environments that emphasize proactive accountability and will foster a positive physical, social, and emotional culture that extends into the greater community.

Performance Objective 4: Students and staff celebrations and recognition will be a major focus throughout the school year through Awards assemblies, Student highlights, Staff awards, etc.







Evaluation Data Sources: Awards assembly videos, pictures, and newsletter recognitions

Strategy 1 Details	Reviews			
Strategy 1: Hold student awards assemblies each 9 weeks. Strategy's Expected Result/Impact: Improved student morale and academic and behavioral performance. Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide staff recognition on a monthly basis. Strategy's Expected Result/Impact: Improved staff morale Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: McDonald Elementary will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 1: The McDonald Elementary office will work to "turn around" all parent communication within 24 hours.







Evaluation Data Sources: Communication Records

Strategy 1 Details	Reviews			
Strategy 1: Use a communication log shared between the receptionist and administrators. Strategy's Expected Result/Impact: Decreased in amount of time and unintentional returned messages. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: McDonald Elementary will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 2: To continue cementing our Dual Language identity, all McDonald Elementary communication will be provided in English and Spanish.







Evaluation Data Sources: Communication Samples

Strategy 1 Details	Reviews			
Strategy 1: Provide English and Spanish copies to bilingual staff for review before sending to families. Strategy's Expected Result/Impact: Decreased errors in communication, increased awareness and parent participation. Staff Responsible for Monitoring: Principal, Assistant Principal, Receptionist	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: McDonald Elementary will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 3: McDonald elementary will continue to increase parent and community engagement by increasing the awareness and growth of our students in the community.

Evaluation Data Sources: Published notes, Remind messages, S'More newsletters, and Facebook posts

Strategy 1 Details		Reviews			
Strategy 1: Send weekly campus updates to families and the community about upcoming campus events and celebrations through the use of paper notes, Remind messages, Facebook posts, and marquee sign Strategy's Expected Result/Impact: newsletters, social media posts, sign records Staff Responsible for Monitoring: Principal		Formative			Summative
		Nov	Feb	Apr	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					