



## SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

### Agenda Item Summary

Meeting Date: September 18, 2024

Agenda Section: Discussion and Possible Action

Agenda Item Title: Campus Improvement Plan

From/Presenters: Millicent Marcha, Chief Academic Officer

Description: In Texas, each public school is required to develop a Campus Improvement Plan (CIP) to improve student performance and address the needs of the school. The requirements for the CIP are outlined in the Texas Education Code (TEC), Chapter 11, Section 11.253, and overseen by the Texas Education Agency (TEA).

Historical Data: The Campus Instructional Leadership Team (CILT) developed the Campus Improvement Plan (CIP) by providing a collaborative platform for stakeholders such as teachers, administrators, parents, and community members. Their collective efforts focus on identifying areas of need, setting goals, and outlining strategies to improve educational outcomes across the district.

Recommendation: To approve the 2024-2025 Campus Improvement Plans

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal: 1

**South San Antonio Independent School District**  
**Neil Armstrong Elementary School**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

## South San Antonio ISD

### Mission

Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.

## Neil Armstrong Elementary School

### Mission

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

## South San Antonio ISD

### Vision

To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.

## **Neil Armstrong Elementary School**

### **Vision**

ArmSTRONG! Strength through Unity and Commitment

## **Core Beliefs**

### **South San Antonio ISD**

#### **Core Values**

All of us must be bold, student-focused advocates, making collaborative decisions to ensure a united vision that enhances educational opportunities.

Trust is an active process and essential to ensure the academic wellness, safety, and success of our students, staff, and community.

All of us deserve to be cherished, challenged and stretched to reach our highest level of contribution.

All of us must take responsibility for our learning journey to achieve the goals we set for ourselves.

Authentic transformation requires being comfortable with being uncomfortable.

## **Neil Armstrong Elementary School**

#### **Core Values**

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:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 1:** By June 2025, 4th and 5th grade students' scores at approaches will increase from the previous year by 5% in Reading and Math STAAR results.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use instructional materials, activities, resources, programs, and technology made available to assist students and incorporate engaging high-yield strategies and high quality instructional materials that are TEKS-based to positively impact Tier 1 instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Increased results in formative, district, and state assessments</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I:</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 2 Details	Reviews			
<p><b>Strategy 2:</b> A highly qualified part-time tutor will be hired to provide comprehensive math and reading support using high quality resources to students at risk during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve math and reading student achievement by focusing on identified Tier 2 and Tier 3 students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach</p> <p><b>Title I:</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 3 Details	Reviews			
<p><b>Strategy 3:</b> Small group instruction with data-based interventions will be provided to address HB4545, Tier 2 and Tier 3 students to close the learning gap.</p> <p><b>Strategy's Expected Result/Impact:</b> Close the learning gap with students who did not meet standard as well as students who are on MTSS Tier 2 and Tier 3</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Technology tools such as Ipads and technology platforms that will be strategically used to support creativity, hands-on learning, and improved academic achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Student engagement using technology programs and tools to enhance reading and math skills.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Librarian, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 2:** Establish a structured collaborative system to consistently support all instructional and behavioral initiatives.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Professional Learning Communities will be held weekly to internalize lessons, analyze assessment student performance to drive instructional decisions and enhance student learning outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will gain an insight in enhancing classroom practices and promote implementation of best practices as well as identify and address specific strengths and weaknesses in TEKS to promote student academic success.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	Formative			Summative
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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** Develop College and Career readiness skills through learning activities for 100% of the students PK-5

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The counselor will provide lessons, field trip opportunities, activities, ceremonies, and surveys to promote the importance of higher education and career interests.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have awareness of the importance of continued education and college and career options.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor</p> <p><b>Title I:</b> 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 4:** By the end of the academic year, Neil Armstrong will enhance student engagement and future goal-setting by offering a diverse range of extracurricular activities as well as enrichment and leadership opportunities.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Enhance student engagement and provide a well-balanced education through extracurricular opportunities to include student council, drama, STEAM, Patrols, Lego, guitar, art, e-sports, breakfast buddies, and more.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will participate in activities to discover their passions and set future aspirations. They will also be provided outlets for creative expression, learn teamwork building, and opportunities to foster meaningful relationships.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, Teachers</p> <p><b>Title I:</b> 2.5</p>	Formative			Summative
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**Goal 2:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** 100% of administrators and instructional staff will be provided with quality professional development opportunities during the 2024-2025 academic school year to improve their craft and positively impact student achievement.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers and administrators will attend professional development provided by the Campus during PLCs and staff meetings, by our District, Lead4ward, and TEPSA.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation of recommended strategies to improve teacher and administrator effectiveness.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p>	Formative			Summative
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**Goal 2:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** Establish a system that provides immediate and ongoing feedback after walkthroughs and evaluations that is supportive to teacher growth.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create and follow a schedule of walkthroughs and formal observations that will include timely feedback.</p> <p><b>Strategy's Expected Result/Impact:</b> Gather authentic and real time data to inform improvement efforts to the teachers</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</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:** 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 establishing a welcoming, positive, and safe environment, student attendance will improve by 1%.


Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a school-wide attendance plan to include various opportunities to receive or take part in incentives; snacks, fidget toys, movie days, extended recess, dances, field trips, bubble and kite days, lunch buddies, pizza to go, etc.  <b>Strategy's Expected Result/Impact:</b> Increase in student attendance percentage.  <b>Staff Responsible for Monitoring:</b> Administration, Counselor, Teachers, Peims Clerk</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> Guidance counseling lessons as well as small group sessions such as breakfast bunch and lunch buddies will be provided  <b>Strategy's Expected Result/Impact:</b> Establishing a positive and safe environment will encourage students to attend school.  <b>Staff Responsible for Monitoring:</b> Administration, Counselor</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 receive unique opportunities to participate in arts integrated lessons, music, fine arts, and Friday clubs.  <b>Strategy's Expected Result/Impact:</b> Students will be in attendance to take part in these opportunities.  <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>
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**Goal 4:** SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** Provide parents and families multiple opportunities to participate in school-sponsored academic and social events

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, promote two-way communication, and educate families on new initiatives and resources. These meetings will include Parent Cafecitos, Meet the Teacher night, Open House/Title I, STAAR information sessions, CILT and will be communicated via flyers and electronically. Light snacks will be provided.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in parent and family participation and communication</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, Parent Liaison, Secretary, Staff</p> <p><b>Title I:</b> 4.1, 4.2</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> Conduct parent meetings to inform them of ways they can help make a positive impact on the academic progress and success of their student at home. These meetings include Convivios, Academic/STEM Nights, Report Card Nights, Book Fairs, Ceremonies and will be communicated electronically and through flyers. Light snacks will be provided.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement and parent/family participation in their child's academic progress and success.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers, Counselor, Staff, Secretary</p> <p><b>Title I:</b> 4.2</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> To support student participation and engagement, parents and families will be given the opportunity to attend social events such as Convivios, School Performances, Breakfast Buddies, Grandparent's Day Celebration, Family Lunch Day. These events will be communicated via Flyers and electronically and light snacks and refreshments will be served.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in parent participation.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Secretary, Counselor, Parent Liaison, Teachers</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

 No Progress

 Accomplished





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**Goal 4:** SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 2:** Provide families in early childhood with resources necessary to help them maximize their child's education and build stronger family units and communities

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Offer parent classes for families in the Head Start Program. <b>Strategy's Expected Result/Impact:</b> Improved parent engagement. <b>Staff Responsible for Monitoring:</b> Administration, Head Start Facilitator	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Conduct Head Start parent home visits for all students in the early childhood program. <b>Strategy's Expected Result/Impact:</b> Strengthen family-school relationship. <b>Staff Responsible for Monitoring:</b> Administration, Head Start Facilitator	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 4:** SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 3:** Provide professional development opportunities for the parent liaison to foster positive relationships between parents and teachers and to empower parents to become active participants in the education of their children.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The parent liaison will attend various professional development opportunities throughout the school year. <b>Strategy's Expected Result/Impact:</b> Strengthen the family-school relationship. <b>Staff Responsible for Monitoring:</b> Administration, Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
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**South San Antonio Independent School District**  
**Roy P. Benavidez Elementary School**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

**South San ISD**

## **Mission Statement**

Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.

**Roy P. Benavidez Elementary School**

## **Mission Statement**

Rich educational experiences, student empowerment, and enrichment.

# Vision

**South San ISD**

## **Vision Statement**

To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.

**Roy P. Benavidez Elementary School**

## **Vision Statement**

Providing high quality instruction that develops successful future global leaders.

# Core Values

**Roy P. Benavidez Elementary**

## **Core Values**

Family, Faith, Service



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# Goals

**Goal 1:** Benavidez will increase ACADEMIC ACHIEVEMENT for ALL students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career path.

**Performance Objective 1:** Student performance on all STAAR tests at the meets level or above will increase 8 percentage points from 38% in 2023-2024 to 46% in 2024-2025.

**Evaluation Data Sources:** MAP

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use assessment data for reading and math to provide differentiated instruction based on individual student needs leading small group lessons during Scholar Time for reading and math using district-based Tier 2/3 intervention programs(IReady, Progress Learning, MClassMath).</p> <p><b>Strategy's Expected Result/Impact:</b> : Increased performance on Formative Assessments/Benchmarks, State Assessments, and STAAR Reading, Writing, Math and Science</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Classroom Teacher</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1, 2</p> <p><b>Funding Sources:</b> Instructional Coach - 211 Comprehensive Support</p>	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Meet weekly in as a professional learning community (PLC) where grade level teams can analyze student data, share best practices, and develop strategies to address gaps in learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on Formative 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, classroom teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Demographics 1 - School Processes &amp; Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will provide additional learning opportunities through after-school tutoring and Saturday school targeting the tested content areas of reading, math and science.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement on district benchmarks as well as improve STAAR reading and math and science scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, instructional coach, teachers.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Demographics 1 - Student Learning 1, 2</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Performance Objective 1 Problem Statements:**

Demographics
<p><b>Problem Statement 1:</b> The continued increase in student enrollment has created challenges in maintaining optimal class sizes, providing individualized attention to students and ensuring that adequate resources and support services are available for all learners. <b>Root Cause:</b> The current student-to-teacher ratio and resource allocation may negatively impact student achievement, particularly in core areas such as reading and math.</p>



### Student Learning

**Problem Statement 1:** Over the past academic year, Benavidez has experienced a decline in student performance in reading, math and science. **Root Cause:** Need for targeted instructional interventions, enhanced support for struggling students, and improved alignment between the curriculum and state standards.

**Problem Statement 2:** Fewer students are reaching higher levels of achievement in the 'meets' and master's level performance in reading, math and science. **Root Cause:** Need for more rigorous instruction, enrichment opportunities, and differentiated support to ensure students are challenged and adequately prepared to excel at advanced levels.

### School Processes & Programs

**Problem Statement 1:** The shortage of certified teachers has led to increased reliance on long-term substitutes and non-certified staff which has impacted the consistency and quality of instruction. **Root Cause:** Teacher shortages impacts instructional quality and student achievement.





**Goal 1:** Benavidez will increase **ACADEMIC ACHIEVEMENT** for ALL students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career path.

**Performance Objective 2:** Student performance on the 3rd grade Math STAAR tests at the meets level or above will increase 10 percentage points from 19% in 2023-2024 to 29% in 2024-2025.

**Evaluation Data Sources:** None

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> In PLC's, teachers will collaboratively identify key academic vocabulary words in each subject area to provide students explicit vocabulary instruction through the use of weekly vocabulary routines, vocabulary games, and the use of content journals.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will develop a stronger grasp of academic vocabulary, which is essential for improving performance on state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will incorporate physical manipulatives such as base-ten blocks, fraction strips, number lines, counters, geometric shapes, into daily math lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will improve their conceptual understanding and problem-solving skills by using physical and digital manipulatives in math instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principals, instructional coach, classroom teachers</p> <p><b>Title I:</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 Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will model problem-solving processes using manipulatives during whole group instruction, then gradually release responsibility to students as they become more confident using the tools independently.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will improve their conceptual understanding and problem-solving skills by using physical and digital manipulatives in math instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principals, instructional coach, classroom teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress     
  Accomplished     
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**Performance Objective 2 Problem Statements:**





Student Learning
<p><b>Problem Statement 1:</b> Over the past academic year, Benavidez has experienced a decline in student performance in reading, math and science. <b>Root Cause:</b> Need for targeted instructional interventions, enhanced support for struggling students, and improved alignment between the curriculum and state standards.</p>
<p><b>Problem Statement 2:</b> Fewer students are reaching higher levels of achievement in the 'meets' and master's level performance in reading, math and science. <b>Root Cause:</b> Need for more rigorous instruction, enrichment opportunities, and differentiated support to ensure students are challenged and adequately prepared to excel at advanced levels.</p>

**Goal 1:** Benavidez will increase **ACADEMIC ACHIEVEMENT** for ALL students and thus closing the gap between student populations in pursuit of advanced performance and post secondary educational or career path.

**Performance Objective 3:** Student performance on the 3rd grade Reading STAAR test at the meets level or above will increase 10 percentage points from 30% in 2023-2024 to 40% in 2024-2025.

**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> Teachers will provide explicit instruction to teach students how to use a variety of graphic organizers tailored to different reading skills (story maps, venn diagrams, cause and effect, K-W-L charts)</p> <p><b>Strategy's Expected Result/Impact:</b> Students will strengthen their comprehension and critical thinking by using graphic organizers to visually organize information, ideas and relationships within texts.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, instructional coach, classroom teachers.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June





 No Progress     
  Accomplished     
  Continue/Modify     
  Discontinue

**Goal 2:** Benavidez will recruit, develop, SUPPORT, and RETAIN effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Quality professional development during the 2024-2025 school year will be provided to 100% of instructional staff student data will show teacher instruction increase by 10%.

**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, RC</p> <p><b>ESF Levers:</b>                      Lever 5: Effective Instruction  <b>Problem Statements:</b> School Processes &amp; Programs 1  <b>Funding Sources:</b> - 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>				





**Performance Objective 1 Problem Statements:**

School Processes & Programs
<p><b>Problem Statement 1:</b> The shortage of certified teachers has led to increased reliance on long-term substitutes and non-certified staff which has impacted the consistency and quality of instruction. <b>Root Cause:</b> Teacher shortages impacts instructional quality and student achievement.</p>

**Goal 2:** Benavidez will recruit, develop, SUPPORT, and RETAIN effective teachers, principals, and other instructional staff.

**Performance Objective 2:** Systems that provides consistent and ongoing feedback for the 2024-2025 academic year in support of all instructional initiatives that will be in place with the feed back of 45 min observation and 2 walkthroughs for the year.

**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>TEA Priorities:</b> Recruit, support, retain teachers and principals</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> 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> <p><b>Problem Statements:</b> Student Learning 1</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>				

**Performance Objective 2 Problem Statements:**





<b>Demographics</b>
<p><b>Problem Statement 1:</b> The continued increase in student enrollment has created challenges in maintaining optimal class sizes, providing individualized attention to students and ensuring that adequate resources and support services are available for all learners. <b>Root Cause:</b> The current student-to-teacher ratio and resource allocation may negatively impact student achievement, particularly in core areas such as reading and math.</p>
<b>Student Learning</b>
<p><b>Problem Statement 1:</b> Over the past academic year, Benavidez has experienced a decline in student performance in reading, math and science. <b>Root Cause:</b> Need for targeted instructional interventions, enhanced support for struggling students, and improved alignment between the curriculum and state standards.</p>

**Goal 3:** 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			
<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</p> <p><b>Problem Statements:</b> Perceptions 1</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>				





**Performance Objective 1 Problem Statements:**

<b>Perceptions</b>
<p><b>Problem Statement 1:</b> Low levels of parental involvement in school activities, academic support have contributed to a disconnect between home and school in supporting student achievement. <b>Root Cause:</b> The school needs to create a supportive and collaborative environment through building strong partnerships with parents that promotes student success.</p>

**Goal 3:** 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:** Benavidez students will participate in a post-secondary educational or career paths to expand their awareness of future opportunities, such as Career on Wheels, Endorsement Showcase, Career Exploration, Guest Speakers, Field Trips

**Evaluation Data Sources:** Campus scheduled events





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide opportunities for students to to participate in Enrichment Programs and Educational Field Trips</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>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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>
<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:** 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:** Benavidez will provide clubs, extra curricular activities, Esports, and leadership opportunity to help instill a sense of what students may want to pursue in their future.





**Evaluation Data Sources:** Schedule Clubs and Activities Events

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide opportunities for students to to participate in Enrichment Programs and Educational Field Trips</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students performing in the classroom will participating in clubs and extra curricular activities.</p> <p><b>Staff Responsible for Monitoring:</b> Teacher, Staff and Administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, 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 3:** 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 4:** Benavidez will provide student incentives to improve daily attendance.

**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>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, 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> Coordinate activities for students based on their attendance, such as, dances, movie nights, etc.  <b>Strategy's Expected Result/Impact:</b> Increase of student attendance.  <b>Staff Responsible for Monitoring:</b> Teachers and Campus administration</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>	<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:** 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			
<p><b>Strategy 1:</b> New Safety protocols , safety guidelines, emergency and safety folders, playground and classroom 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:** Benavidez will ensure all students are provided a learning environment centered on their WELL-BEING that impacts their learning and success


**Performance Objective 2:** By May 2025, all Students will attend lessons, spearheaded by the School Counselor, that targets mental health awareness and improvement, anti bullying, safety, and alcohol/drug prevention.

**Evaluation Data Sources:** Discipline Referrals, School Counselor Log, Counselor and Teacher Referral, Behavioral Threat Assessment, and Behavioral RTI.


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</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 211 Comprehensive Support - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June




No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 4:** 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. Benavidez will provide students with instructional and technology materials to impact their learning. Instructional / Technology materials will be utilized to help prepare and ensure academic achievement.

**Evaluation Data Sources:** Instructional supplies and materials and testing materials from approved district vendors

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>Problem Statements:</b> Student Learning 2</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>	<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>				

**Performance Objective 3 Problem Statements:**





Student Learning
<p><b>Problem Statement 2:</b> Fewer students are reaching higher levels of achievement in the 'meets' and master's level performance in reading, math and science. <b>Root Cause:</b> Need for more rigorous instruction, enrichment opportunities, and differentiated support to ensure students are challenged and adequately prepared to excel at advanced levels.</p>

**Goal 5:** Benavidez will collaborate with PARENTS and COMMUNITY to ensure all students receive a gold standard education.

**Performance Objective 1:** By May 2025, 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:** Flyers, Agendas and Sign In Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Host Monthly Principal Cafecitos</p> <p><b>Strategy's Expected Result/Impact:</b> Monthly Parent Sign In Parent Surveys Agenda</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration Head Start Facilitator</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Perceptions 1</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent Flyer and Parent Sign In Sheets, Campus Website</p> <p><b>Staff Responsible for Monitoring:</b> All Teachers, Principal/Vice Principal</p> <p><b>Problem Statements:</b> Perceptions 1</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$600</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create at least 3 student/teacher interest clubs: music, gardening, cheer, embroidery, art and library. Parent (nutrition classes)</p> <p><b>Strategy's Expected Result/Impact:</b> Club by-laws Club Membership Club Meetings/schedule Agenda and sign in sheet</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers &amp; Staff, Students and Parents</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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> Invite parents to Title 1 Parent Meeting at initial Open House meeting held in the evening.</p> <p><b>Strategy's Expected Result/Impact:</b> Agenda, Title1 Parent sign In sheets</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Perceptions 1</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>				

**Performance Objective 1 Problem Statements:**

<b>Perceptions</b>
<p><b>Problem Statement 1:</b> Low levels of parental involvement in school activities, academic support have contributed to a disconnect between home and school in supporting student achievement. <b>Root Cause:</b> The school needs to create a supportive and collaborative environment through building strong partnerships with parents that promotes student success.</p>

**Goal 5:** Benavidez will collaborate with PARENTS and COMMUNITY to ensure all students receive a gold standard education.

**Performance Objective 2:** Establish a volunteer program that utilizes staff, student and community membership.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement a parent volunteer program.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent engagement and support Parent Volunteer Log Parent Room</p> <p><b>Staff Responsible for Monitoring:</b> Administration Teachers and Staff</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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> Implement monthly opportunities for parents to engage with the school and their child.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison</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>
<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:** Benavidez will collaborate with PARENTS and COMMUNITY to ensure all students receive a gold standard education.

**Performance Objective 3:** 100% of classroom teachers will create and maintain a teacher online app that is user friendly to the families of Benavidez

**Evaluation Data Sources:** Seesaw Usage

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 and Teachers</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</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**  
**Miguel Carrillo, Jr. Elementary**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

**Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.**

## Vision

**To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.**

## Core Beliefs

**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:** Carrillo ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 1:** By June 2025 Carrillo STAAR results will improve by 5% in the area of meets in 4th and 5th grade math and reading assessments by analyzing district assessment/benchmark data and developing intervention plans to increase each students raw score. Carrillo ES will also improve beginning of the year 2025 student outcomes in MAP data by targeting students in grades K - 4 struggling in math and reading.





**Evaluation Data Sources:** Benchmark, Common Assessments, STAAR

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 in reading and math</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, 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> Provide after school tutoring for K-5 and part-time support for during the day intervention to target students that have weaknesses in math and reading to increase performance on future MAP, district assessments, and state assessments.</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>	<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 2:** Carrillo ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Carrillo ES 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			
<b>Strategy 1:</b> Create an interview panel is set up to interview and determine the best qualified staff member to fill any open position. <b>Strategy's Expected Result/Impact:</b> Provide each classroom with a certified staff member in their area of expertise.	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:** Carrillo ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.


**Performance Objective 2:** Carrillo ES 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> Create embedded professional development opportunities such as to instill teachers skills set regarding planning, instruction, learning environment, and professional practices and responsibilities and curriculum professional development such as Eureka, Amplify, Tx Reads, etc that focus on best practices and understanding of how to interpret data that comes from programs and curriculum used.</p> <p><b>Strategy's Expected Result/Impact:</b> Practices used in the classroom that lead to student understanding of instruction while focusing on student success.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, instructional coach, teachers</p>	Formative			Summative
	Nov	Jan	Mar	June

 0% No Progress

 100% Accomplished





 Continue/Modify

 Discontinue

**Goal 3:** Carrillo ES will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

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

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create activity calendar with numerous spirit days/weeks, holiday activities and attendance incentives. <b>Strategy's Expected Result/Impact:</b> Develop school pride and increased Attendance. <b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff	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:** Carrillo ES will collaborate with parents and the community to ensure all students receive a high quality education.





**Performance Objective 1:** Carrillo ES will keep clear and constant communication with all parents/guardians through administration and faculty and staff in school as well as through the parent liaison.

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

**Goal 4:** Carrillo ES will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 2:** Carrillo ES will have parent volunteer training for parents to be able to come in a volunteer at the school and parent meetings such as parent coffees and award ceremonies where parents will be informed and be able to give input regarding Title 1 and parent engagement policy.

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize the marquee, blackboard call outs/email blast, class dojo, twitter, and mail outs to send out clear and constant communication that will inform parents/guardians concerning important information and events at Carrillo ES.. Create events like Meet the Teacher, Student Showcases, Open House, Parent Coffees, Report Card Nights.</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 Carrillo ES.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</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**  
**Five Palms Elementary School**  
**2024-2025 Goals/Performance Objectives/Strategies**



Five Palms  
Elementary

# Mission Statement

Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.

Inspirar, educar y preparar a todos los estudiantes de SSAISD para el éxito más allá del aula, brindando un entorno de aprendizaje seguro, enriquecedor y desafiante, capacitando a los estudiantes para que alcancen su máximo potencial e involucrando a la comunidad en nuestro compromiso compartido con la excelencia.

## Vision

To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.

Empoderar a todos los estudiantes de SSAISD para que alcancen la excelencia académica y el éxito personal brindándoles acceso equitativo a educación, recursos y oportunidades de alta calidad.

## Core Beliefs

### 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:** Five Palms Elementary will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.


**Performance Objective 1:** At Five Palms Elementary, 10% of our students will move from the 1st to 40th percentile into the 41st to 60th percentile on the NWEA Math MAP Growth assessment (36% to 26%)


**Evaluation Data Sources:** BOY, MOY and EOY NWEA Math MAP Growth assessment.  
36% to 26%

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will increase their knowledge on the implementation of evidence-based math practices to positively impact student math achievement during Tier I instruction with a focus on students with dyslexia, economically disadvantaged students, Hispanic students, and students receiving intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in MOY NWEA Math MAP Growth Plan</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Principal Assistant Principal IC Reading Interventionist</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
	Empty review cells			

 No Progress

 Accomplished

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**Goal 1:** Five Palms Elementary will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 2:** At Five Palms Elementary, 15% of our 3rd-5th grade students will move from the 1st to 40th percentile into the 41st to 60th percentile on the NWEA Reading MAP Growth assessment. (51% to 36%)

**HB3 Goal**

**Evaluation Data Sources:** Increase in MOY NWEA Math MAP Growth Plan

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Five Palms Students will utilize Typing.com to improve their typing skills during STAAR 2.0.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to improve their typing skills</p> <p><b>Staff Responsible for Monitoring:</b> Computer Lab Aide Principal AP Instructional Coach</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
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**Goal 1:** Five Palms Elementary will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** At Five Palms Elementary, all K-3 teachers, interventionists, and IC will utilize standards-based Tier II and Tier III instructional resources during designated intervention time both during the school day and after school, Saturday Academies, and Intersession with a focus on students with dyslexia, SpEd students, RTI, and any student requiring intervention.

**HB3 Goal**





**Evaluation Data Sources:** Teachers will focus on the specificity of the state standards (readiness and supporting) to ensure students demonstrate mastery and academic growth of each standard.

**Goal 1:** Five Palms Elementary will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 4:** Five Palms Elementary will improve its overall academic rating, as measured by the state accountability system, from a letter grade "C" to a letter grade "B" by the end of the 2024-2025 school year.

**Evaluation Data Sources:** STAAR data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Five Palms leaders and teachers will self-assess and monitor progress toward PLC growth weekly. Teachers will be trained on the rubric and success criteria.</p> <p><b>Strategy's Expected Result/Impact:</b> PLC agendas PLC sign in sheets</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Five Palms students will be exposed to STAAR 2.0 questioning through Sirius Educational Solutions and Step up to the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> The students will complete exit tickets through Sirius Educational Solutions.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Principal Assistant Principal IC Reading Interventionist</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Five Palms students will be exposed to STAAR 2. 0 questioning through Lowman STAAR BLITZ.  <b>Strategy's Expected Result/Impact:</b> The students will complete STAAR BLITZ.</p> <p><b>Title I:</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 Instructional Materials and Assessments</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> Five Palms students will be exposed to STAAR 2. 0 questioning through GF Educators.  <b>Strategy's Expected Result/Impact:</b> The students will complete GF Educators  <b>Staff Responsible for Monitoring:</b> VP teachers            IC</p> <p><b>Title I:</b>            2.4, 2.6  <b>- TEA Priorities:</b>            Build a foundation of reading and math  <b>- ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments</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:** Five Palms Elementary will recruit, develop, support and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** Five Palms Elementary will be fully staffed by August 2024.

**Evaluation Data Sources:** Staff Roster, Staff Vacancies

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

**Performance Objective 2:** Five Palms will develop a strong support system to provide meaningful and innovative instruction promoting critical thinking and problem-solving.





**Evaluation Data Sources:** Staff Survey

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Five Palms CLL teachers will utilize technology to create TEEMS meeting agendas and notes and display the curriculum on the whiteboard using a laptop.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</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</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> 211 E 11 6395 00 109 4 30 0 00 - 211 Title I, Part A - \$4,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Five Palms teachers will attend Elevate Conference sessions that are grounded in evidence-based strategies with a practitioner's lens, and cover all content areas, classroom management, SEL, science of reading.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, 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 2:** Five Palms Elementary will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** Five Palms Elementary staff will participate in The Conference for the Advancement of Mathematics Teaching (CAMT) an annual conference for K-12 mathematics educators and leaders and Elevate:take teaching to new heights.





**HB3 Goal**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Principal will attend Elevate: take teaching to new heights to develop a strong support system and promote innovative instruction within the staff.</p> <p><b>Strategy's Expected Result/Impact:</b> To develop a strong support system and promote innovative instruction within the staff. Stronger PLC, School culture, and school leadership.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, 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 3:** Five Palms Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Students in grades 3rd--5th will participate in the campus esports program and STEM end-of-year project to assist with post-secondary education and career paths.





**Evaluation Data Sources:** Esports district tournament

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All 3rd-5th grade students will create rollercoasters to support STEM projects.  <b>Title I:</b> 2.6	<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:** Five Palms Elementary will collaborate with parents and the community to ensure all students receive a high-quality education.

**Performance Objective 1:** Five Palms will have Parent coffee meetings during the 2024-2025 school year to inform parents of services provided in and out of school that can support their student's academic growth.

**Evaluation Data Sources:** Parent Sign-in sheets and Agenda

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Host a parent and family engagement meeting to review the parent and family engagement policy.</p> <p><b>Title I:</b> 4.1 - <b>TEA Priorities:</b> Improve low-performing schools</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:** Five Palms Elementary will collaborate with parents and the community to ensure all students receive a high-quality education.

**Performance Objective 2:** Five Palms will have back-to-school nights, orientation events and STAAR night for students and parents.

**Evaluation Data Sources:** Parent Sign-in sheets and agenda

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Five Palms will have Thanksgiving Loteria Night, where parents will play and receive school updates concerning scores, testing, and events.</p> <p><b>Strategy's Expected Result/Impact:</b> Families will be informed.</p> <p><b>Staff Responsible for Monitoring:</b> Parent sign-in sheet</p> <p><b>Title I:</b> 4.1, 4.2</p> <p><b>- TEA Priorities:</b> Improve low-performing schools</p> <p><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> The parents and students will play family engagement math pack during STAAR math night.</p> <p><b>Strategy's Expected Result/Impact:</b> parent involvement</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP IC</p> <p><b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2</p> <p><b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><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> The Five Palms families will receive a Multiplication and Division Everyday Practice book to support family interactions and math scores.</p> <p><b>Strategy's Expected Result/Impact:</b> improve family engagement and family interactions Improve math skills</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP IC</p> <p><b>Title I:</b> 2.4, 2.5, 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Five Palms will have data nights every seven weeks, where students will showcase their student portfolios to parents.</p> <p><b>Strategy's Expected Result/Impact:</b> improve family engagement and family interactions Improve math and reading skills</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP IC teachers</p> <p><b>Title I:</b> 2.4, 2.6, 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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**  
**Hutchins Elementary School**  
**2024-2025 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 the end of 2024-2025 school year, the percentage for all Hutchins Elementary students at the Meets level in the groups of Hispanics and All Students will increase by 7% for math.

**Evaluation Data Sources:** At the end of the year, we will use STAAR Math performance scores for all student sub-groups to determine if this performance objective was met.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide materials, including</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on Formative Assessments/Benchmarks, State Assessments, and STAAR Math.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Classroom Teacher</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Improve Tier 1 classroom instruction and student engagement in Math by incorporating Lead4ward Instructional Playbook with high-yield strategies and best practices .</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on Formative 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>	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 (Branching Minds, MAP goals, Progress Learning)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Reading/Writing performance on Formative Common Assessments, Benchmarks, and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coach, and Classroom Teacher</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 3rd-5th grade teachers will provide after school tutoring for struggling students in math. <b>Strategy's Expected Result/Impact:</b> Increase STAAR reading and math scores. <b>Staff Responsible for Monitoring:</b> Assistant Principal and Principal  <b>Funding Sources:</b> - 211 Title I, Part A - \$22,496	<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> Purchase classroom supplies and materials (including Lead4ward) to support core content area with instructional strategies using instructional aids in whole & small group settings in math. <b>Strategy's Expected Result/Impact:</b> Increase Tier I instruction <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**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:** By June 2025, Hutchins will increase accountability Domain II Growth 10% and meet state standard by using the district curriculum guides.

**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:** By June 2025, all students in 3rd to 5th grade Reading will increase STAAR projections on MAP from 10% for EOY by utilizing Amplify, HMH and district curriculum guides.





**Evaluation Data Sources:** MAP Data for Reading

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Purchase classroom supplies and materials (Lead4ward) to support core content area with instructional strategies using instructional aids in whole & small group settings in reading. <b>Strategy's Expected Result/Impact:</b> Increase Tier I instruction <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal	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:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.





**Performance Objective 4:** By June 2025, all students in 5th grade will increase STAAR science scores from 8% Meets to 13% Meets by implementing the district curriculum guides.

**Evaluation Data Sources:** STAAR Science Test

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus will purchase science supplies for student observations and hands on lab activities.  <b>Strategy's Expected Result/Impact:</b> Increase science STAAR scores.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, and Instructional Coach  <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> Purchase classroom supplies and materials (Lead4ward) to support core content area with instructional strategies using instructional aids in whole &amp; small group settings in reading.  <b>Strategy's Expected Result/Impact:</b> Increase STAAR science scores  <b>Staff Responsible for Monitoring:</b> Principal  <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>
<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:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

**Performance Objective 5:** By May 2025, 85% of students in grades K-2nd grade will increase their individual growth score on Reading MAP scores.

Strategy 1 Details	Reviews			
Strategy 1: All K-2nd grade teachers will utilize Texas Read Sounds Walls.	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:** Hutchins Elementary will increase academic achievement for all students and thus closing the gap between student in pursuit of advanced performance.

**Performance Objective 6:** By May 2025, 85% of student in grades K-2nd will increase their individual growth score on Math MAP.

**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/CLC meetings for all PreK-5th grade teachers led by CLL's





**Evaluation Data Sources:** State Assessments, Benchmark Assessments, MAP

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement the TxCEE CLC and SSAISD CLC Protocol 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, Classroom Teacher</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 teachers will be attend Region 20 to stay updated with their GT hours.</p> <p><b>Strategy's Expected Result/Impact:</b> Service GT students</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$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> 3rd-5th grade teachers, instructional coach, and principal will attend the Lead4ward Rockin Review Training in Round Rock, Texas</p> <p><b>Strategy's Expected Result/Impact:</b> Increase STAAR scores in reading, math, and science.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$2,500</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 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:** Provide after school activities and clubs to students in order to promote academic improvement and enrichment.





**Evaluation Data Sources:** Increase post secondary education for all students

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create academic enrichment clubs for students to establish hands-on learning by building projects, Esports, and using technology to help record and research (EGames)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase attendance to post secondary education</p> <p><b>Staff Responsible for Monitoring:</b> Club Sponsors, Ms. Sandoval, Principal</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:** 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 Apple Ipads, tech. apps and web-based programs to keep all students 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>	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:** 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 staff and students will implement school safety protocols on a daily basis through May 2025.





**Evaluation Data Sources:** Safety drills and safety protocols will be conducted in the school year and the use of the P3 reporting system, as needed.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administrators will conduct monthly fire drills and other prescribed safety drills throughout the year to ensure student and staff safety by utilizing the Navigate 360 application.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of staff will participate in all monthly fire drills and required semester district drills, all to be completed by the May 30, 2025.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</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 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 understand the protocol and how to use Navigate 360 by August 8, 2024.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</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> Staff and students will utilize the P3 Reporting system, which is a trusted anonymous tip reporting platform, in order to take a proactive approach to preventing bullying.</p> <p><b>Strategy's Expected Result/Impact:</b> Counselor will help students understand how to utilize the P3 anonymous reporting platform by the first 9 weeks.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</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:** 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 staff will foster a positive learning environment to ensure the student's social and emotional well being by the end of May 2025





**Evaluation Data Sources:** Class Catalyst

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will implement Class Catalyst on a daily and/or weekly basis, in order to check in on their student's well being.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will learn coping skills to balance their energy levels so that they are ready to learn. Class Catalyst implements activities based on each student's unique needs.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and counselor</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 teachers will be trained with Trauma Informed resources through our partnership with ChildSafe through May 2025.</p> <p><b>Strategy's Expected Result/Impact:</b> All teachers will be trained each semester on a new topic that is trauma informed, in order to help decrease our discipline referrals by the end of the year and increase our positive behavior.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, counselor, principal, and assistant principal</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:** Hutchins Elementary will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Identify developmentally appropriate and culturally inclusive instructional practices including emotional and social play and learning environment experiences for student success.





**Evaluation Data Sources:** School Counselor logs, visits and discipline referrals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will play with age appropriate equipment to aid in building social and emotional skills they continue to show struggles in.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will gain the necessary social skills to aid in establishing positive peer interaction good sportsmanship, empathy, kindness, and acts of sharing</p> <p><b>Staff Responsible for Monitoring:</b> Administration, teachers, staff, counselor</p> <p><b>Funding Sources:</b> - 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 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 utilize Class Dojo to communicate with the families of Hutchins throughout the 2024-2025 school year.





**Evaluation Data Sources:** Parent surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a variety of communication digital platforms including social media to support parents and educate parents for the academic and social emotional student wellness.</p> <p>Platforms may include: School Messenger, Class Dojo and Facebook.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of families will utilize at least one of these platforms to stay updated on school events.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Librarian, Parent Liason, Head Start Facilitator and Media Coordinator</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:** Hutchins Elementary will collaborate with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** In order to increase the engagement of parent and/or family involvement in the 2024-2025 school year, the campus will finance the Parent Liaison .

**Evaluation Data Sources:** Cafecitos, after school activities, usage of sign-in sheets, parent volunteer training, school functions, parenting classes

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Parent Liaison will assist in conducting a variety of parent meetings throughout the 2024-2025 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: Cafecitos, parenting classes, parent volunteer trainings, Back to School, Open House, STAAR Info Meetings, Parent Booster Meetings, Title I meetings, school events and festivities, and parent/family engagement policy meetings</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parental engagement and knowledge.</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison, Head Start facilitator, counselor, and Principal</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$16,000</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> The parent liaison will assist in conducting nine Cafecitos throughout the 2024-2025 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in parental involvement throughout the school.</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$2,148</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> The parent liaison will attend Navigate the Future Conference in Houston, Texas to learn strategies and networking opportunities to enhance parent, family, and community engagement programs and to create a more instructionally effective school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parental involvement</p> <p><b>Staff Responsible for Monitoring:</b> Principal</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>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**South San Antonio Independent School District**  
**Frank Madla Elementary School**  
**2024-2025 Goals/Performance Objectives/Strategies**

**Accountability Rating: B**



**Board Approval Date:** September 18, 2024  
**Public Presentation Date:** September 18, 2024

# **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 focusing on the whole child by offering experiences through clubs, social emotional learning, a place to feel safe, and for every child to show growth academically. 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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# Goals

**Goal 1:** Madla will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.





**Performance Objective 1:** Students reading, math, and 5th grade science 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> 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> Expectation of teachers, IC, and interventionist to use all district resources including PD Sharon Wells Math, Learning A-Z, Lexia, Lead4ward, Typing Club, Texas Read, and PLC information learned to show growth on all formative and summative assessments including Map &amp; mClass.</p> <p><b>Staff Responsible for Monitoring:</b> School &amp; District Administrators as well as campus IC</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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> Daily small group instruction/interventions for reading and math goals according to HB4516</p> <p><b>Strategy's Expected Result/Impact:</b> The learning gaps will be closed for students that are behind two or more grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Reading Teacher, Interventionist, and teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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> Hire of part time tutors in February 2025 three days a week for enrichment and specific STAAR TEKS and in April hire for 5X a week.</p> <p><b>Strategy's Expected Result/Impact:</b> The tutors will help close the gap and help ensure all gaps are closed in reading and math before the STAAR Test</p> <p><b>Staff Responsible for Monitoring:</b> Administration, teachers, and Part-time tutors</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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> Incorporate Blended Learning with the use of enhanced classroom instruction using iPads for Apple Classroom and other forms of technology for online platforms to enhance 21st Century Learning such as headphones, apple crayons, keyboards.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and students will be able use Apple Classroom, Google Classroom, as well as Smartboard to increase student achievement, formative &amp; informative assessment.</p> <p><b>Staff Responsible for Monitoring:</b> District Administration, campus administration, and teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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> Use of instructional materials and technology programs made available to teachers to help all students meet state academic standards (i.e. Progressive Learning, iReady, Countdown to Math &amp; Reading, Amplify Reading, IXL, Progress Learning, Generation Genius Math &amp; Science, Eureka math, Phd Science, etc.)</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> Pre-Teachers will ensure that students have research based learning play for outdoor and classroom learning using wooden building blocks, storage, and outdoor science water play to achieve academic learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Learning Play will build on learning how to identify geometry shapes and problem solving .</p> <p><b>Staff Responsible for Monitoring:</b> Administration and pre-teachers</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 1:** Madla will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 2:** Campus will receive a rating of an A or maintain a B for the 2024-2025 school year

**HB3 Goal**

**Evaluation Data Sources:** TXschools.gov  
TAPR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold weekly PLCs to speak about best practices in the classroom and disaggregate data from Common Assessments, District Benchmarks, Amplify and Eureka Math, MAP, and mClass 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, IC, Teachers, Interventionist</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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 tutor students during the day or after school face to face</p> <p><b>Strategy's Expected Result/Impact:</b> Tutoring will improve academic achievement to help close the gaps on all students</p> <p><b>Staff Responsible for Monitoring:</b> Tutoring will improve academic achievement to help close the gaps on all students</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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 MAP to provide targeted interventions for reading, math, &amp; science to close the gap for grades K-5th.</p> <p><b>Strategy's Expected Result/Impact:</b> The screener data will break down the objectives by TEK to ensure the lowest objective is retaught or put into an intervention</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers, IC, Interventionist</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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> Student for Life -Tutors 1st-3rd</p> <p><b>Strategy's Expected Result/Impact:</b> Volunteers will help close the gaps for students 1st-3rd</p> <p><b>Staff Responsible for Monitoring:</b> Students for Life, Administration, IC, and reading teacher</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</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> G/T students will be identified and serviced by one grade level G/T trained teacher</p> <p><b>Strategy's Expected Result/Impact:</b> Enrichment for students and growth for those at Masters level on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Administration and G/T teacher</p> <p><b>Title I:</b> 2.4, 2.5</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** Madla will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** Student Attendance will increase by 5% with the help of mental and social emotional support through the Care Zone, or other initiatives.

**Evaluation Data Sources:** PEIMS Attendance Report, Counselor logs

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>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</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> Offer Title 1 services for McKinney-Vento students (transportation, school supplies, resources for food and clothing).</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to receive resources to come to school and be successful</p> <p><b>Staff Responsible for Monitoring:</b> Nurse, Counselor, Head Start</p> <p><b>Title I:</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 3 Details	Reviews			
<p><b>Strategy 3:</b> Secure volunteers from Students for Life to tutor struggling students 1st-3rd and provide them other resources to help them succeed like, counseling, help with electric, transportation, rent, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> close the gaps on ELAR for the 1st-3rd reading, students will be on level</p> <p><b>Staff Responsible for Monitoring:</b> Students For Life Facilitator and Administration</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Madla provides a site for SA Youth a Free afterschool tutoring and child care for Madla parents</p> <p><b>Strategy's Expected Result/Impact:</b> To help parents that work and cannot afford daycare</p> <p><b>Staff Responsible for Monitoring:</b> District and SA Youth</p> <p><b>Title I:</b> 2.5, 4.1</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** Madla 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 will provide high levels of student engagement during the 2024-2025 school year (LEAD4WARD, Region 20, SSAISD Professional Learning )

**Evaluation Data Sources:** PD Evaluation, Agendas, sign-in sheets, number of participants that attend PD





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 Apple Classroom</p> <p><b>Staff Responsible for Monitoring:</b> District Administration, Campus administration, teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide job-embedded professional development by modeling research-based strategies during PLCs and faculty meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve the implementation of high-yield, rigorous instructional strategies that require a variety of thinking. (book study-Conscious Discipline LEAD4Ward, Sharon Wells Math)</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Instructional Coaches</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Ensure campus administration attends professional development to model and learn research based strategies for PLC and faculty meetings. ( TEPSA)</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. and Central Office Admin.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	Formative			Summative
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**Goal 2:** Madla will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

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





**Evaluation Data Sources:** The campus administration will do a budget review and do walkthroughs, grade level meetings to ensure all teachers have all materials they need to teach effectively

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers and Principal will provided instructional resources (Really Good Stuff/Amazon/Lakeshore/Lead4ward/Ford Ferrier) that promote high levels of student engagement to be utilized for access and rigor</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have the correct resources and materials to help close the gaps as well as bring up students formative and summative assessments</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and campus admin.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
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**Goal 2:** Madla will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** The campus will help provide mental health strategies to help support and retain faculty and staff. (Zen room, Yoga, etc..)





**Evaluation Data Sources:** The campus administration will create and organize a mental health room and organize yoga days. Faculty and Staff will fill out a MOY & EOY survey to get a pulse on teacher mental health.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administration will provide and create a Zen Room for Madla Faculty Mental Health with massage chairs, white noise, soft light lamp, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Faculty and staff will be able to have a place to go relax and take a minute to reorganize their thoughts and feelings. This will help them feel supported and retain all employees</p> <p><b>Staff Responsible for Monitoring:</b> administration</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
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**Goal 3:** Madla will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Provide afterschool activities and clubs to students in order to promote academic improvement and enrichment.





**Evaluation Data Sources:** Provide a number for clubs and activities for students

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create academic enrichment clubs for teachers and students establish hands-on learning by building projects, Esports, and using technology to help record and research (Madla's Believe It or Not, New Broadcasting Club, EGames (EGL), gaming chairs, keyboards, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Provide experiences for students through weekly, bi-monthly clubs</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and administration</p> <p><b>Title I:</b> 2.4, 2.5, 2.6, 4.2 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
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**Goal 3:** Madla will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** Provide experiences through field trips to help promote academic improvement and enrichment.

**Evaluation Data Sources:** Provide a variety of field trips for clubs and grade levels

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will attend field trips that will teach and academically enrich their learning from the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide experience for students</p> <p><b>Staff Responsible for Monitoring:</b> Administration, teachers, club sponsors</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Improve low-performing schools</p>	Formative			Summative
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**Goal 3:** Madla will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** Provide a safe and learning environment by training and properly communicate on campus with all stakeholders on campus.

**Evaluation Data Sources:** PEIMS campus referrals on student behavior, School Counselor log, and PEIMS Attendance report.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Madla Faculty &amp; Staff will get trained on book study "Conscious Discipline" by Dr. Becky Baily</p> <p><b>Strategy's Expected Result/Impact:</b> The whole campus will do a book study on Conscious Discipline and implement awareness and strategies to help students cope with social emotional problems bringing down discipline referrals and suspensions</p> <p><b>Staff Responsible for Monitoring:</b> Administration, faculty &amp; staff</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b> Improve low-performing schools</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> Train all faculty and staff on the Texas Safety-Student Response Protocol and Navigate360 system.</p> <p><b>Strategy's Expected Result/Impact:</b> Everyone that works at Madla to know the protocol in case of an emergency</p> <p><b>Staff Responsible for Monitoring:</b> Administration and safety team, SSAISD PD</p> <p><b>Title I:</b> 2.6</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 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</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will use the Counselor submittal forms, counselor will document and form counseling groups to help improve student SEL.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, counselor, and administration</p> <p><b>Title I:</b> 2.4, 2.5, 2.6, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Pay for a part time parent liaison to continue to help community with resources</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will only need to come to one place to get help with any resources needed</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>Title I:</b> 2.4, 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 3:** Madla will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 4:** Student Attendance will increase by 5% with the help of mental and social emotional support through the Care Zone, or other initiatives.

**Evaluation Data Sources:** PEIMS Attendance Report, Counselor logs

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>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Offer Title 1 services for McKinney-Vento students (transportation, school supplies, resources for food and clothing).</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to receive resources to come to school and be successful</p> <p><b>Staff Responsible for Monitoring:</b> Nurse, Counselor, Head Start</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</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> Secure volunteers from Students for Life to tutor struggling students 1st-3rd and provide them other resources to help them succeed like, counseling, help with electric, transportation, rent, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> close the gaps on ELAR for the 1st-3rd reading, students will be on level</p> <p><b>Staff Responsible for Monitoring:</b> Learning for Life Tutors and Admin</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</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> Madla provides a site for SA Youth a Free afterschool tutoring and child care for Madla parents</p> <p><b>Strategy's Expected Result/Impact:</b> To help parents that work and cannot afford daycare</p> <p><b>Staff Responsible for Monitoring:</b> District and SA Youth</p> <p><b>Title I:</b> 2.5, 4.1</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 4:** Madla will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** Create programs that inform and support parental involvement at school and in district initiatives.

**Evaluation Data Sources:** Agendas, sign-in sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Invite parents and community to awards ceremonies and completion ceremonies twice a year.  <b>Strategy's Expected Result/Impact:</b> Parents will be more involved in their student successes  <b>Staff Responsible for Monitoring:</b> administration, counselor, teachers</p> <p><b>Title I:</b>                      2.5, 4.1, 4.2                      - <b>TEA Priorities:</b>                      Improve low-performing schools</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> 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> Ensure there is communication with parents at all time by updated website, Twitter, Facebook, School Messenger, school calendar and flyers in English and Spanish  <b>Staff Responsible for Monitoring:</b> Administrator, Melissa Villarreal-webmaster</p> <p><b>Title I:</b>                      4.2                      - <b>TEA Priorities:</b>                      Improve low-performing schools</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</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and school will ensure parents have updated communication by school calendar, flyers, phone calls</p> <p><b>Staff Responsible for Monitoring:</b> Administration, custodians, secretary, counselor, and teachers.</p> <p><b>Title I:</b> 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</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 refreshments or dinner to help bring in the parents to Cafecitos, Family Nights, STAAR Night, FAST Program 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, FAST program, counselor, teachers, parent liaison</p> <p><b>Title I:</b> 2.5, 4.2</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> Open House on September 26, 2024 to celebrate and implement the campus and district vision and Title one power point.</p> <p><b>Strategy's Expected Result/Impact:</b> School Administration present campus scores from the 2023-2024 school year and also discuss Title 1 with a PowerPoint to Madla parents and community.</p> <p><b>Staff Responsible for Monitoring:</b> school administration and all staff</p> <p><b>Title I:</b> 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</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> Conduct monthly family events (Book Fair, Booster Club, school performances, Cafecitos)</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will attend family events to get information to how to help their child and all updated information</p> <p><b>Staff Responsible for Monitoring:</b> All staff, administration, Booster Club officers, Counselor, and Librarian</p> <p><b>Title I:</b> 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p>	Formative			Summative
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**South San Antonio Independent School District**  
**Palo Alto Elementary School**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

## SSAISD

**Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.**

## **Palo Alto Elementary School**

**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

## SSAISD

**To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.**

## Palo Alto Elementary School

**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

## SSAISD

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.

## Palo Alto Elementary School

### **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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# Goals

**Goal 1:** Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 1:** By June 2025, 15% of 5th graders will score at the meets level on STAAR Math, 18% of 5th graders will score at the meets level on STAAR Reading and 10% of 5th graders will score at the meets level on STAAR Science.





**Evaluation Data Sources:** 2024-2025 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide IC and reading interventionist to conduct tutoring / interventions for students.  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin</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: Strategic Staffing, 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> Purchase STAAR materials for students like STAAR master and mentoring minds  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin and instructional coach</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools  <b>- ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 2:** By June 2025, 18% of Kinder will score at the meets level on MAP EOY, 21% of 1st graders will score at the meets level on the MAP EOY assessment and 25% of 2nd graders will score at the meets level on the MAP EOY assessment.





**Evaluation Data Sources:** MAP data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide IC and reading interventionist to conduct tutoring / interventions for students.  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin</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: Strategic Staffing, 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> Purchase new laptops and smart boards for teachers to keep up to date with evolving technology.  <b>Strategy's Expected Result/Impact:</b> Increased success for student interventions  <b>Staff Responsible for Monitoring:</b> Admin and teachers</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools</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:** Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** By June 2025, 15% of 3rd graders will score at the meets level on STAAR Math and 12% of 3rd graders will score at the meets level on STAAR Reading.





**Evaluation Data Sources:** 2024-2025 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide IC and Reading interventionist teacher to conduct tutoring / interventions for students.  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin</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: Strategic Staffing, 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> Purchase STAAR materials for students like STAAR master and mentoring minds  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin and instructional coach</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments</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 1:** Palo Alto ES will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 4:** By June 2025, 18% of 4th graders will score at the meets level on STAAR Math and 15% of 4th graders will score at the meets level on STAAR Reading.





**Evaluation Data Sources:** 2024-2025 STAAR scores as well as benchmarks and common assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide IC and reading interventionist conduct tutoring / interventions for students.  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin</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: Strategic Staffing, 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> Purchase STAAR materials for students like STAAR master and mentoring minds  <b>Strategy's Expected Result/Impact:</b> Increase in scores for students  <b>Staff Responsible for Monitoring:</b> Admin and instructional coach</p> <p><b>TEA Priorities:</b>                      Improve low-performing schools  <b>- ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** Palo Alto ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** During the whole 2024-2025 school year there will be no vacancies at PAES. By end of July 2025, 100% of openings at Palo Alto ES will be filled.





**Evaluation Data Sources:** Staff roster

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize district staffing formula and attend job fairs as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Highly qualified individual will be hired immediately</p> <p><b>Staff Responsible for Monitoring:</b> Admin and HR</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 2: Strategic Staffing</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:** Palo Alto ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** We will develop a strong support system which will provide meaningful and innovative instruction that promotes critical thinking and problem solving.

**Evaluation Data Sources:** Attending Class Catalyst training to create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Send Principal and AP to TEPSA to learn about new innovative ways to implement curriculum and other facets of the assistant principalship.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased interventions and scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</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:** Palo Alto ES will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 3:** Commitment to developing leaders and teachers with coaching, feedback and professional development





**Evaluation Data Sources:** Assessment scores and familiarity with curriculum

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop self and others by utilizing responsive learning for principal and AP training.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased scores and commitment to improving curriculum presentation.</p> <p><b>Staff Responsible for Monitoring:</b> admin</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> <p><b>Funding Sources:</b> - 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;">  <span>No Progress</span> </div> <div style="text-align: center;">  <span>Accomplished</span> </div> <div style="text-align: center;">  <span>Continue/Modify</span> </div> <div style="text-align: center;">  <span>Discontinue</span> </div> </div>				

**Goal 3:** 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:** Students in 3rd, 4th and 5th will participate in campus esports program to assist with technology skills





**Evaluation Data Sources:** esports competition events

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Recruit a campus esports coach for the students</p> <p><b>Strategy's Expected Result/Impact:</b> Better acquaintance with technology</p> <p><b>Staff Responsible for Monitoring:</b> Esports coach</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:** Palo Alto ES will collaborate with parents and the community to ensure all students receive a high quality education.

**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>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 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>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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**South San Antonio Independent School District**  
**Price Elementary School**  
**2024-2025 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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# Goals

**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 1:** By June 2025, Price Elementary School aims to enhance Price STAAR results by increasing the meets category scores by 5% for 4th and 5th-grade students in both math and reading assessments. This will be achieved through a detailed analysis of district assessment and benchmark data to develop tailored intervention plans that focus on improving each student's raw score. Additionally, Price Elementary School will work towards improving student outcomes at the beginning of the 2024 academic year based on MAP data. This will involve targeting students in grades K through 4 who faced challenges in math and reading during the 2023-2024 school year, providing them with necessary support and resources to ensure their academic growth and success.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> By the end of the academic year, the school will provide comprehensive support, qualified personnel, necessary resources, and essential supplies to educators to effectively enhance literacy and math skills among at-risk students, as outlined in the campus improvement plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhance student progress and achievement rates in reading and math to meet grade-level standards.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide after-school tutoring for students in grades K-5 and offer part-time support during the school day to intervene with students who have challenges in math and reading. The aim is to enhance their performance in upcoming MAP tests, district assessments, and state assessments as part of our campus improvement plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve reading and math student achievement by focusing on the most at-risk students as outlined in the campus improvement plan.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June







Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> To enhance student success and engagement, the campus will provide teachers with essential supplies such as bulletin boards for displaying student work, Reading resources including books and Leveled Literacy Intervention kits, scholastic magazines, dictionaries, charts for tracking testing results, and a variety of educational computer programs (Renaissance AR, ESGI, Flocabulary, IXL, RAZ-Kids, Lone Star Learning, Generation Genius, Lowman Education) to effectively integrate into classroom instruction.</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>	<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 tools such as laptops, laptop computer carts, InFocus displays, and document cameras will be strategically utilized to elevate classroom instruction, boost student engagement, and facilitate online learning through platforms like Imagine Math and Amplify. Student access to Chromebooks will be provided, while iPads will be allocated for mClass testing and interventions. Additionally, headphones, speakers, mice, and Chromebook carts will support Chromebook usage.</p> <p>The iPads will play a crucial role in enabling both individualized and group interventions. Moreover, the administration will leverage technology tools such as laptops, InFocus displays, and document cameras to foster communication among teachers, staff, and parents. These tools will also assist in analyzing assessment data to develop data action plans, identify student strengths and weaknesses, and ultimately enhance student success.</p> <p>This comprehensive integration of technology aims to achieve the performance objective goal outlined in the campus improvement plan.</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>	<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> By the end of the academic year, enhance the campus literacy program by sourcing and supplying stimulating library books that captivate and inspire students, fostering a love for reading and advancing literacy across the campus community.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase literacy</p> <p><b>Staff Responsible for Monitoring:</b> Administration, librarian, teachers</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:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.





**Performance Objective 2:** Establish a structured feedback system to consistently support all instructional and behavioral initiatives within the campus improvement plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold weekly Professional Learning Communities (PLCs) to discuss and implement best practices in utilizing Conscious Discipline for managing behavior in the classroom and The Fundamental 5 for enhancing instructional strategies. Additionally, analyze and utilize data from district assessments, district benchmarks, Beginning-of-Year (BOY), Middle-of-Year (MOY), and End-of-Year (EOY) assessments, as well as MAP testing, to inform and enhance instructional decisions and student learning outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will incorporate feedback from assessments to identify and address specific strengths and weaknesses in TEKS. Additionally, insights gained from learning walks will be utilized to enhance classroom practices and promote the implementation of best teaching strategies. These actions will be integrated into the campus improvement plan to drive continuous enhancement in teaching and learning outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June

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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** Enhance students' awareness of future opportunities by incorporating activities such as Career on Wheels, Endorsement Showcase, Career Exploration, Guest Speakers, and Field Trips into the campus improvement plan to increase student engagement in post-secondary educational and career paths.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Incorporate Career on Wheels, Endorsement Showcase, Career Exploration, and Field Trips into the campus improvement plan to provide students with hands-on experiences and insights into diverse professions.</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>	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 close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 4:** By the end of the academic year, Price will enhance student engagement and future goal setting by offering a diverse range of clubs, extracurricular activities, Esports programs, and leadership opportunities within the campus improvement plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Enhance student engagement and school spirit by establishing a diverse range of clubs and extracurricular activities including cheerleading, running club, culinary club, LEGO, ukulele, student council, eSports, and more.</p> <p><b>Strategy's Expected Result/Impact:</b> By the end of the academic year, students will actively engage in various clubs and extracurricular activities to explore and develop their interests, leading to a clearer vision of their future pursuits.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, 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:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

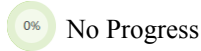
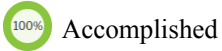
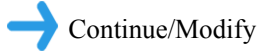

**Performance Objective 1:** By the end of the school year, Price will guarantee that every classroom is equipped with a certified teacher alongside paraprofessionals strategically placed to support critical areas within the school, as outlined in the campus improvement plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Enhance the campus hiring process to ensure the selection of the most qualified staff members for all open positions through the implementation of an effective interview panel structure.</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>	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 2:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.





**Performance Objective 2:** Price will incorporate professional development opportunities for staff in the campus improvement plan to enhance student engagement levels.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement a series of professional development opportunities within the school year to enhance teachers' skills in planning, instruction, creating a conducive learning environment, and upholding professional practices and responsibilities. Offer sessions focusing on curriculum professional development resources like Eureka Math, Sharon Wells Math, Amplify, Tx Reads, among others, to promote the adoption of best practices and improve educators' ability to analyze data derived from implemented programs and curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student comprehension of instruction and achieve high scores on state testing by implementing best practices in the classroom within the campus improvement plan.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, instructional coach, teachers</p>	Formative			Summative
	Nov	Jan	Mar	June





**Goal 3:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** Increase student attendance at the campus from 92% to 93% through the implementation of engaging activities, creating a positive learning environment, and offering incentives for regular school attendance within the campus improvement plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> By the end of the academic year, Price Elementary will implement a series of spirit days/weeks, holiday activities, and attendance incentives as outlined in the campus improvement plan to boost student engagement, foster a sense of community, and increase overall school attendance rates.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance will increase and students will have pride in coming to Price.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</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:** 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 the end of the academic year, Price will enhance campus culture and student engagement by offering a variety of clubs, extracurricular activities, field trip experiences, and leadership opportunities. This initiative aims to foster a positive learning environment, boost school spirit, and reduce instances of discipline referrals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Enhance campus engagement and student experience by establishing a diverse range of clubs and extracurricular activities, including cheerleading, running club, culinary club, student council, and more, to foster a vibrant and inclusive school community.</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, faculty and staff</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> By the end of the academic year, Price will incorporate field trip opportunities into the campus improvement plan to enhance students' learning experiences beyond the classroom environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase students awareness of outside experiences.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</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:** SSAISD 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 achievement progress by implementing award ceremonies to recognize students who have achieved honor roll status, maintained perfect attendance, and demonstrated outstanding citizenship within the school community, as outlined in the campus improvement plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase student achievement progress by incorporating award ceremonies into the campus improvement plan to recognize students for achieving honor roll status, maintaining perfect attendance, and demonstrating outstanding citizenship.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased honor roll, attendance, citizenship.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, counselor, 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 4:** SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** Maintain consistent and transparent communication with all parents/guardians via school administration, faculty, staff, and the parent liaison in order to enhance parental engagement and involvement within the school community.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize various communication channels including the marquee, blackboard call outs/email blasts, Class Dojo, Twitter, and mail outs to consistently send clear and informative updates to parents and guardians regarding important information and events at Price. Host events such as Meet the Teacher, Student Showcases, Open House, Parent Coffees, and Report Card Nights to enhance parental engagement and involvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve parent and community engagement by effectively communicating important information and events at Price to parents/guardians.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</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 collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 2:** By the end of the academic year, Price Elementary will implement a comprehensive parent volunteer training program to enhance parent involvement. This program will equip parents with the necessary skills to actively participate in school activities, including volunteering during school events, attending parent coffees, and engaging in award ceremonies. Through these opportunities, parents will receive information on Title 1 policies and parent engagement strategies, allowing them to provide valuable input towards enhancing the school's overall community involvement.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish a strong partnership with parents through organized parent meetings, including parent coffees, report card nights, and award ceremonies. These gatherings will serve as opportunities for parents to receive updates and provide feedback on Title 1 and parent engagement policy, fostering a collaborative and supportive school community.</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>	<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> By the end of the academic year, parents will be informed about the critical role of establishing a solid foundation in reading and mathematics for their children through engaging activities such as award ceremonies, report card nights, and book nights. Additionally, parents will be equipped with necessary resources, including sight word and math flash cards, to facilitate learning at home.</p> <p>This objective aims to enhance parental involvement and support in their children's academic development, fostering a collaborative home-school partnership for improved student success.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhance family involvement in reading activities, including book reading sessions and sight words practice, to establish a solid foundation for early literacy skills as part of the campus improvement plan.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Team, office staff, faculty and staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**South San Antonio Independent School District**  
**Dwight Middle School**  
**2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

Dwight Middle School Mission:

Empower every student to ignite their greatness by equipping them with the tools for critical thinking, resiliency and problem-solving.

## Vision

Dwight Middle School Vision:

Dwight Middle School will be the model of excellence in developing all students academically, socially, physically and emotionally, thus empowering students to compete in a global interconnected society.

## 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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# Goals

**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.





**Performance Objective 1:** By the end of school year 2025, academic achievement for all students in the area of ELAR will increase by 10% with a focus on special populations.

**Evaluation Data Sources:** MAP, STAAR, Common Assessments, Exit Tickets, Classroom Artifacts, interactive notebooks, district assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We use interactive notebooks, data trackers for teachers and students, RACES strategy, writing across the curriculum strategy</p> <p><b>Strategy's Expected Result/Impact:</b> College readiness, accountability, self-awareness, grade-level appropriate, increase writing proficiency, cross-curricular writing strategies, build confidence in independent reading and writing skills.</p> <p><b>Staff Responsible for Monitoring:</b> ELAR teachers, ELAR IC, Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Supplies will be purchased to implement district initiatives such as the RACES writing strategy and reading/writing intervention to close the gaps with special populations.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved writing scores, authentic writing beyond the RACES strategy, and continued improvement/movement between tiers.</p> <p><b>Staff Responsible for Monitoring:</b> ELAR teachers, ELAR IC, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.





**Performance Objective 2:** By the end of school year 2025, academic achievement for all students in the area of Math will increase by 10% with a focus on special populations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Small group instruction will be provided for tier 2 &amp; 3 students.  <b>Strategy's Expected Result/Impact:</b> Increase in MAP scores.  <b>Staff Responsible for Monitoring:</b> Teachers, Math IC, Admin</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 online platform as an additional resource for enrichment and intervention.  <b>Strategy's Expected Result/Impact:</b> Impact student achievement. Improve student foundational skills. To move students through tiers.  <b>Staff Responsible for Monitoring:</b> Teachers, IC, Admin</p> <p><b>Title I:</b>            2.6  <b>- TEA Priorities:</b>            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 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** By the end of school year 2025, academic achievement for all students in the area of Social Studies will increase by 10% with a focus on special populations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Use of Exploros (online platform) to provide pre and post assessments and to monitor student growth.  <b>Strategy's Expected Result/Impact:</b> Identify low performing TEKS based on results from pre-test. Teachers will be able to monitor student growth in social studies.  <b>Staff Responsible for Monitoring:</b> Teachers, IC, admin</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 social studies team will implement CLC's to data mine, discuss instruction, and best practices with student artifacts as evidence.  <b>Strategy's Expected Result/Impact:</b> Adjust instructional strategies that would target highest areas of need.  <b>Staff Responsible for Monitoring:</b> Teachers, IC's, admin</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:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.





**Performance Objective 4:** By the end of school year 2025, academic achievement for all students in the area of Science will increase by 10% with a focus on special populations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students' will use interactive notebooks, TEK's boards, and data boards to adjust and reflect on the rigor of science curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase rigor of classroom instruction and adjusting teacher teaching strategies to increase student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC's, admin</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase of Kesler and academic word wall to provide use of academic vocabulary and increase more hands on experiments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase opportunities for kinesthetic activities and increase use of academic language.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC's, admin</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 2:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** Staff will be provided with incentives throughout the school year to improve campus culture and to improve staff attendance.

**Evaluation Data Sources:** Attendance reports  
Employee of the month  
Staff surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus wide selection of employee of the month.  <b>Strategy's Expected Result/Impact:</b> Improve staff attendance and morale.  <b>Staff Responsible for Monitoring:</b> Admin, PBIS Chairperson</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>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide incentives such as: jean days, birthday breakfast, sunshine cart, snacks provided in teachers' lounge.  <b>Strategy's Expected Result/Impact:</b> Improve morale, employee retention, positive work environment  <b>Staff Responsible for Monitoring:</b> Admin, PBIS chairperson</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>
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**Goal 2:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.





**Performance Objective 2:** Dwight will provide quality professional development during the 2024-2025 to ensure highly qualified teachers are providing quality instruction through ongoing training, thus impacting student learning.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will engage in weekly Collaborative Learning Communities (CLCs) to discuss highly tested TEKS, curriculum, data mine, share strategies, artifacts, and collaborative culture circles.	<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 engage in weekly staff meeting and discuss instructional expectations while sharing strategies to meet those expectations.	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 3:** 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 2 percentage points from 91% in 2023-2024 to 93% in 2024-2025.

**Evaluation Data Sources:** 2025 PEIMS Summer Submission

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Grade levels will be in competition to earn an attendance incentive via Monthly Battle of the Grades.  <b>Strategy's Expected Result/Impact:</b> Increase attendance to meet district goal.  <b>Staff Responsible for Monitoring:</b> Admin, PBIS, Teachers</p> <p><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> Positive Behavior Intervention Supports (PBIS) utilize Bobcat Bucks to curb behavior and provide positive supports to increase attendance.  <b>Strategy's Expected Result/Impact:</b> Increase attendance to meet district goal.  <b>Staff Responsible for Monitoring:</b> Admin, PBIS, Teachers</p> <p><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> Dwight provides extracurricular activities such as athletics, clubs, intermural sports, band, STEM, and further activities such as: dances and field trips.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance per district goals.  <b>Staff Responsible for Monitoring:</b> PBIS, Teachers, Admin</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 3:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





**Performance Objective 2:** Students are provided socio-emotional learning supports throughout the school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students log in daily into class catalyst to check on their well-being.</p> <p><b>Strategy's Expected Result/Impact:</b> Monitor student well-being and provide a platform for students express their socio-emotional needs.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Admin, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Counselor and Social worker is available on campus to meet with students to provide SEL supports either individually or in groups.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Admin, Social Worker</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> We provide community events such as Cafecito's, Meet the Bobcats, Meet the Teacher night, and Open House.</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 collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** Dwight holds regular events that include parental involvement.





**Evaluation Data Sources:** admin receives the survey reports,

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Dwight believes in providing parents with answers to inquiries and practices an open door policy to ensure that administration is easily accessible to families and the community.</p> <p><b>Strategy's Expected Result/Impact:</b> Relationship building with the community and area families.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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> Dwight hosts Cafecitos, sends out robocalls about upcoming events and campus expectations, utilizes social media, expectation of regular teacher contact with parents, hosts Title I meetings, mail out student STAAR scores, Report Card night, and campus report card is posted on the website. These forms of communication contribute to keeping our parents informed and involved.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected impact is ensure informed parents.</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:** SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 2:** Dwight MS has created and fostered partnership with Alamo Colleges, TAMUSA, SAMSAT, TechPort, and the Carver Center.

**Evaluation Data Sources:** Encourage advanced academics. Dual college promotions, Educational opportunities.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers and leaders communicate with partners regularly via Zoom meetings, participation in competitions, and sharing of information via emails and calls.</p> <p><b>Strategy's Expected Result/Impact:</b> The impact is regular communication and participation in educational programming.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students participate in field trips to engage in TEK based instructional activities.</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**

### **2024-2025 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:** Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

**Performance Objective 1:** For the 2024-2025 school year, passing percent on the Reading STAAR test will increase by 10% in Approaches, 10% in Meets and 10% in Masters for 6th grade; 15% in Approaches, 15% in Meets and 15% in Masters for 7th grade; and 10% in Approaches, 10% in Meets and 10% in Masters for 8th grade.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The English teachers and Instructional Coach will develop rigorous lessons that are focused on Tier 1 instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student success on STAAR, report cards, campus assessments, district benchmarks.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, English teachers, Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional materials - 211 Title I, Part A, Reading Tutor - 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> An Intervention Initiative will provide targeted intervention to all students determined by student performance, data analysis, low performing TEKS and scaffolded instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth as determined by assessments and student goal setting.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, English teachers, Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional materials - 211 Title I, Part A, Reading tutor - 211 Title I, Part A</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:** Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

**Performance Objective 2:** For the 2024-2025 school year, passing percent on the Math STAAR test will increase by 15% in Approaches, 15% in Meets and 15% in Masters for 6th grade; 20% in Approaches, 15% in Meets and 15% in Masters for 8th grade (7th grade); and 15% in Approaches, 15% in Meets and 15% in Masters for Algebra 1 (8th grade).

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Math teachers and Instructional Coach will develop rigorous lessons that are focused on Tier 1 instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student success on STAAR, report cards, campus assessments, district benchmarks.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Math teachers, Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Materials - 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> An Intervention Initiative will provide targeted intervention to all students determined by student performance, data analysis, low performing TEKS and scaffolded instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth as determined by assessments and student goal setting.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Math teachers, Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional materials - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

**Performance Objective 3:** For the 2024-2025 school year, passing percent on the Science and Social Studies STAAR tests will increase by 20% in Approaches, 20% in Meets and 20% in Masters.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Science and Social Studies teachers will develop rigorous lessons that are focused on Tier 1 instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student success on STAAR, report cards, campus assessments, district benchmarks.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Science teachers, Social Studies teachers</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Materials - 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> An Intervention Initiative will provide targeted intervention to all students determined by student performance, data analysis, low performing TEKS and scaffolded instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth as determined by assessments and student goal setting.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Science teachers, Social Studies teachers, Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

**Performance Objective 4:** All students will be enrolled in Career and Technical Education, Fine Arts, Athletics and technology based courses, developing post-secondary and career ready students.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will develop relevant and engaging lessons in CTE, Fine Arts, Athletics and technology course that prepares students for advancement and provides them with competitive skills.</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional materials - 211 Title I, Part A</p>	Formative			Summative
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**Goal 2:** Shepard Middle School will recruit, develop, support and retain effective teachers, principals and other instructional staff.





**Performance Objective 1:** Shepard Middle School staff will receive professional development focused on meeting the needs of the students and staff.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Professional development will be provided through campus based PD, district based PD, PLCs, planning days, support from Instructional Coaches and off-campus based PD (Region 20).</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in professional development will result in increase in student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coaches, Department Chairs</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Professional Development funding - 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 2:** Shepard Middle School will recruit, develop, support and retain effective teachers, principals and other instructional staff.

**Performance Objective 2:** Shepard Middle School staff will receive sufficient planning time, requested instructional materials and support with students, parents and daily needs.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administration will schedule planning days as needed and schedule substitutes, will purchase materials and programs as requested and support the teachers with students, parents and needs as requested.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will feel supported, resulting in increased teaching performance, increased student performance and staff retention.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Instructional Materials - 211 Title I, Part A, Substitutes - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 3:** Shepard Middle School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 1:** For the 2024-2025 school year, daily attendance will increase by 3% by increasing student engagement, providing intervention to struggling students, recruiting students into extra curricular activities and providing an environment in which students feel safe, valued and happy.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct attendance meetings, home visits and set attendance goals with incentives for students with low daily attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased attendance, reduction in referrals.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Attendance incentives - 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> Conduct Student Success Team meetings with all teachers and the parents of struggling students to identify problems and determine solutions for the academic and socio-emotional wellbeing of the students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased attendance, reduction in referrals.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 4:** Shepard Middle School will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** Parent engagement will increase, resulting in increased attendance, higher assessment performance, decreased course failures and decreased behavioral referrals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Opportunities for parent engagement will be increased to include Family Nights for each department (Math, English, Science, Social Studies, Fine Arts), Fall Fest, Cafecitos and holiday events.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement and volunteering.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>0% No Progress</p> </div> <div style="text-align: center;">  <p>100% Accomplished</p> </div> <div style="text-align: center;">  <p>Continue/Modify</p> </div> <div style="text-align: center;">  <p>Discontinue</p> </div> </div>				

**South San Antonio Independent School District**  
**Robert C. Zamora Middle School**  
**2024-2025 Goals/Performance Objectives/Strategies**

**Accountability Rating: B**



# Mission Statement

To inspire, educate, and prepare all students for success in the classroom by offering a safe, nurturing, and challenging learning environment. We are committed to empowering students to achieve their full potential and fostering active community engagement in our collective pursuit of excellence

## Vision

To empower every student at Zamora Middle School to reach their fullest potential by ensuring equitable access to high-quality education, resources, and opportunities for both academic excellence and personal growth

## 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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



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# Goals

**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 1:** By the end of the 24-25 school year, all students will show academic growth in reading and math STAAR by 30%.





**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create engaging and interactive lessons for students and provide high quality tier I instruction for all students.  <b>Strategy's Expected Result/Impact:</b> Increase student engagement and attendance  <b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches, academic dean</p> <p><b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <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> Provide intervention and enrichment opportunities for all students.  <b>Strategy's Expected Result/Impact:</b> Increase in academic performance for all students  <b>Staff Responsible for Monitoring:</b> Instructional coaches, teachers, academic dean</p> <p><b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments  <b>Funding Sources:</b> - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 2:** By the end of the 24-25 school year, all 8th grade students will show academic growth in science and social studies by 30%

**Evaluation Data Sources:** Science - BOY / EOY MAP  
 Social Studies - BOY / EOY Exploros





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will create engaging and interactive lessons for students and provide high quality tier I instruction for all students</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student engagement and academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, instructional coaches, academic dean</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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**Goal 1:** SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** We will provide a variety of Career and Technical Education, Project Lead the Way, and Fine Arts courses throughout the year





**Evaluation Data Sources:** Master schedule, student schedules, lesson plans

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will provide the necessary materials and supplies needed to create engaging and interactive lessons for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student engagement and preparing students for post-secondary educational and/or career paths.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and academic dean</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> We will provide opportunities outside of the classroom for enrichment and student engagement.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student engagement inside and outside of the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and academic dean</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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**Goal 2:** SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

**Performance Objective 1:** Faculty will receive targeted professional development focusing on the needs of each staff member

**Evaluation Data Sources:** PD certificates, PLCs, implementation in classroom

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will attend professional development based on their needs.  <b>Strategy's Expected Result/Impact:</b> Academic growth and implementation of best practices  <b>Staff Responsible for Monitoring:</b> Instructional coaches, campus administration</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 1  <b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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



**Performance Objective 1 Problem Statements:**

School Processes & Programs
<p><b>Problem Statement 1:</b> Novice teachers struggle with classroom management and effective instructional strategies. <b>Root Cause:</b> This district and campus lacks sufficient professional development and resources to support new teachers.</p>

**Goal 3:** 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 the end of the 24-25 school year, we will increase overall student attendance by 2% by increasing student engagement in the classroom and having monthly attendance incentives.





**Evaluation Data Sources:** Attendance reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will have short term and long term attendance incentive for students that will include fun activities such as field trips and campus activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student attendance and academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> Vice principal Carlos Garza, attendance &amp; parent liaison</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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**Goal 3:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 2:** During the 24-25 school year, we will provide opportunities for students to engage in activities outside of the classroom such as extra curricular activities, field trips, and leadership opportunities that will instill learning experiences, school pride and will assist with the decrease in discipline referrals.





**Evaluation Data Sources:** Sign in sheets for clubs, discipline referral data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will increase opportunities for students to join clubs and extra curricular activities and have learning experiences outside of the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student engagement and attendance, increase campus culture and school spirit</p> <p><b>Staff Responsible for Monitoring:</b> Club sponsors</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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**Goal 3:** SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

**Performance Objective 3:** During the 24-25 school year, we will provide monthly lessons that address Social Emotional Learning, self-care, and well-being





**Evaluation Data Sources:** SEL Lessons

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Counselors will create monthly SEL that address Social Emotional Learning, self-care, and well-being lessons for students</p> <p><b>Strategy's Expected Result/Impact:</b> Overall increase in students' well-being, decrease in mental health crisis</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	Formative			Summative
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**Goal 4:** SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** We will invite and encourage family and community members to actively participate in campus events and meetings.

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> By the end of the 2024-2025 school year, all campus departments will host a family engagement night that highlights our students and campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Family and community involvement will increase academic achievement</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, department chairs, parent liaison</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> For the 24-25 school year, the campus will provide targeted professional development to increase parent / family engagement</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in family engagement, gathering feedback, educating parents/guardians on the educational system and available resources.</p> <p><b>Staff Responsible for Monitoring:</b> Parent liaison</p> <p><b>Funding Sources:</b> - 211 Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
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**South San Antonio Independent School District**  
**South San Antonio High School**  
**2024-2025 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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# Goals


**Goal 1:** South San High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.


**Performance Objective 1:** By June 2025, the campus will improve our overall ADA attendance rate from 90.38% to 92% for the 24-25 school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> South San High School will employ intervention staff such as a truancy officer, student success advisors, and tutors to support attendance and academic interventions throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve campus attendance rate to above 92%, increase communication with parents, and work with students that are struggling to be successful in school.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal and Academic Dean</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

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**Goal 1:** South San High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 2:** By June 2025, the percentage of all students that meet established state standards on EOC exams will improve to the following percentages at the approaches level: English I - from 52% to 60%, Algebra I - from 62% to 70%, Biology - from 85% to 90%, English 2 - from 57% to 65%, and US History - 94% to 96%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide supplemental technology resources such as Formative, NearPod, and other online support to improve academic instruction/rigor in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on EOC exams and enhanced academic rigor/quality in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> Academic Dean</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide supplemental materials for teachers and supplemental reading supplies/materials for students..</p> <p><b>Strategy's Expected Result/Impact:</b> Increase EOC Scores, Increase CCMR %, Increased student engagement, additional resources, increase TSI, and SAT/ACT results</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>Funding Sources:</b> Amazon - 211 Title I, Part A - \$285, Amazon - 211 Title I, Part A - \$850, Amazon - 211 Title I, Part A - \$152.50, PASCO Scientific - 211 Comprehensive Support - \$348, Amazon - 211 Comprehensive Support - \$1,080.96, Arbor Scientific - 211 Comprehensive Support - \$277.75, Carolina Biologicals Supply - 211 Title I, Part A - \$400, Flinn Scientific - 211 Title I, Part A - \$100, Vernier - 211 Title I, Part A - \$600, Pasco Scientific - 211 Title I, Part A - \$400, Office Depot - 211 Title I, Part A - \$1,600, Office Depot - 211 Title I, Part A - \$1,600, Quill - 211 Title I, Part A - \$9,000, Vernier - 211 Title I, Part A - \$3,000, AC Supply - 211 Title I, Part A - \$160, AISINK - 211 Title I, Part A - \$1,700, HEB - 211 Title I, Part A - \$30, HEB - 211 Title I, Part A - \$50, HEB - 211 Title I, Part A - \$80, HEB - 211 Title I, Part A - \$120, Spitz - 211 Title I, Part A - \$5,000, Amazon - 211 Title I, Part A - \$1,100 - 211 Title I, Part A</p>	Formative			Summative
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Accomplished

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**Goal 1:** South San High School will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 3:** By the end of June 2025, the campus will increase its 4 year graduation rate from 81.9% (Class of 2023) to 90% (for the Class of 2025).

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide Credit Recovery and Attendance Recovery opportunities so that students are able to regain/earn their credits needed for graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve graduation rate, reduce annual retention rates, and help students meet academic standards.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and credit recovery teachers.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <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> Provide student distinction to honor their academic successes such as honor roll ribbons, honor cords/medals and other distinctions/recognitions.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase academic achievement and campus culture.</p> <p><b>Staff Responsible for Monitoring:</b> Academic Dean and Early College Administrator</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <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 2:** South San High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** By the end of the 2024-2025 school year, South San HS will continue to maintain a 92% or higher retention rate of staff at the end of the academic year.

**Goal 2:** South San High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

**Performance Objective 2:** By the end of the 2024-2025 school year, South San HS will improve faculty attendance by 10% by providing incentives for staff attendance for the academic year.

**Goal 2:** South San High School will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.





**Performance Objective 3:** By June 2025, South San High School will provide at least 3 professional development sessions on differentiated instruction, accommodations and other interventions in the classroom for 100% of the teachers/administrators during the academic school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide professional development opportunities for campus administration to improve their ability to serve as instructional leaders on our campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide effective feedback/guidance to teachers</p> <p><b>Staff Responsible for Monitoring:</b> Campus principal</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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> Provide a variety of professional development opportunities for teachers teaching both on level and advanced level courses such as AP, OnRamps, Dual Credit, and TSI test preparation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement, additional resources, increased EOC, TSI, and SAT/ACT results.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, ECHS Director</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</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</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> CAST PD - 211 Title I, Part A</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:** South San 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 June 2025, our campus will increase our percentage of students that achieved "college readiness" as measured by our CCMR percentage from 65% to 85%.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The campus will increase the awareness of CCMR and will offer opportunities for students to participate in advanced courses such as AP, Dual Credit, and OnRamps. Test prep will be available for TSI and the TSI exam will be offered multiple times throughout the year.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide students with educational field trips that expose rigorous academic content with applicable field experiences.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase knowledge within the classrooms and raise awareness of post secondary career paths</p> <p><b>Staff Responsible for Monitoring:</b> Teacher, Academic Dean, Administration</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 211 Title I, Part A - \$9,000</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 3:** South San 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:** By June 2025, our campus will increase the number of students in our Early College High School that earn their Associates Degree from 48.7% to 55%.

**Goal 4:** South San High School will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** By May 2025, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide information meetings (before and after school) for parents and staff to discuss activities on campus such as cafecitos, financial Fridays, and other informational opportunities. Provide interpreter services as needed to ensure families are able to understand the information being shared (ex: sign language interpreter, etc.).</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide training and professional development opportunities to our Parent and Family liaison and other staff members to equip them with skills and strategies to develop meaningful connections/relationships with our parents/families.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation from parents at campus events.</p> <p><b>Staff Responsible for Monitoring:</b> Head Counselor/Principal</p> <p><b>Title I:</b> 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
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**South San Antonio Independent School District**  
**DAEP**  
**2024-2025 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1:** The DAEP will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**Performance Objective 1:** By June 2025, 100% of all our students that attended the DAEP will have completed and passed 100% of all their work in English, Science, Math, and Social Studies before they are released back to their home campus by utilizing the teachers' grades and completion of assignments.

**Evaluation Data Sources:** We will use the feedback from the students' program which is Edmentum and grades achieved for each Core Content.

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 assign the students' their assignments based on the Scope and /sequence of the District and the Edmentum program.</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>	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 DAEP will recruit, develop, support and retain effective teachers, principals, and other instructional staff.





**Performance Objective 1:** By the end of the 2025 school year, 80% or higher of the teachers assigned to the DAEP Campus will be retained and measured by how many teachers return for the 2025-2026 school year.

**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.</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
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**Goal 3:** The 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 2025, we will reduce our recidivism rate in 2023-2024 measured by how many students that we have returned to the DAEP 2 or more times in the 2024-2025 school year.

**Evaluation Data Sources:** The percentage of students that get placed to the DAEP for the second time in 2024-2025 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 daily SEL lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> That we are able to decrease our recidivism rate from 2023-2024 school year.</p> <p><b>Staff Responsible for Monitoring:</b> DAEP Administrator, District Counselors, outside services such as Home Campus Counselors, Care Zone, and Rise Recovery.</p>	Formative			Summative
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**Goal 4:** The DAEP will collaborate with parents and the community to ensure all students receive a high quality education.

**Performance Objective 1:** By May 2025, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event measured by sign in sheets for attendance of the event.

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

Open House (1x a semester)

Snacks with Staff (1x a month)

Strategy 1 Details	Reviews			
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> To get more parent/guardian involvement in their child's education.</p> <p><b>Staff Responsible for Monitoring:</b> The DAEP Administration and teachers.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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