

GOALS

- Implement and align evidence-based instructional systems that drive continuous improvement, outcomes and access for all students
- Continue to advance and enhance special education services for students.



DISTRICT ACTION (what and when)

Teachers develop and evaluate scope and sequence documents, units of study, learning targets and common assessments to drive student achievement for all students. Professional learning communities help build teacher capacity for implementing curriculum, analyzing data, and integrating technology. Teachers use instructional resources that are high quality, representative, inclusive and accessible for a diverse population. Interventions are implemented with fidelity and student progress is monitored. Special education services and supports are provided to students with disabilities, both academically and in extracurricular activities, to ensure equitable access to opportunities.

DISTRICT ACCOUNTABILITY (who and how)

Eanes ISD provides targeted professional learning opportunities for staff to enhance their skills to maximize student learning. Data analysis enables staff to identify achievement gaps, and best instructional practices are utilized to address these gaps for special populations or other struggling learners. Systems and processes are in place for referral and intervention. Parents are provided resources and opportunities to be engaged in their child’s learning.

Eanes Elementary’s Campus Leadership Team proposed maintaining this instructional priority in two separate sections. The sections are as follows: **Guaranteed and Viable Curriculum (GVC) and **Instruction in Tiers 2 and 3**.**

EANES ELEMENTARY ACTION (what and when) (GVC)

Eanes Elementary is committed to ensuring high levels of learning for all - children and adults. Grade level teams will continue to teach essential standards identified by the TEKS and EISD, continuously revising and improving curriculum maps, in order to create differentiated and data-informed lesson plans with high levels of student engagement to meet all learners’ needs. All grade level teams will utilize the Stemscores materials to ensure high-quality science instruction and will use PLC time to plan for and reflect on this instruction. Thoughtful use of technology will be woven within these learning opportunities for students and staff members in an ongoing and purposeful manner. Eanes Elementary’s campus leaders will develop, share, and monitor progress on its EE Best Instructional Practices and Core Values Guidelines.



EANES ELEMENTARY ACCOUNTABILITY (who and how) (GVC)

Eanes Elementary values the development of the whole child, appreciating and prioritizing learning areas outside of the core content curriculum. These areas include, but are not limited to, Music, Art, PE, Social Emotional Learning, Inclusive Practices, and Community Outreach. These actions will be carried out by teachers and staff members to benefit all students. Quarterly check-ins will accompany this new practice within PLCs to ensure campus-wide, peer accountability. Lastly, Eanes ISD Curriculum Writing Team Members will support the implementation of the newly developed curriculum documents, and teams discuss ways to differentiate this curricula during weekly PLC meetings.

EANES ELEMENTARY ACTION (what and when) (Tiers 2 & 3)

Eanes Elementary is committed to ensuring high levels of learning for all - students and adults. Throughout the 2023-2024 school year, EE faculty will continue to prioritize Universal Design for Learning, Restorative Practices, Youth Mental Health, Specialized Programming, and Specific Learning Needs Identification to best meet the whole-child needs of all EE Mustangs.



Additionally, a heavier emphasis will be placed on reviewing and responding to student data in a formative manner to improve student outcomes. Some of the sources from which staff will pull data include: M-CLASS Data, STAAR Data, F&P Data, MAP Data, and Common Assessment Data. Staff will engage in full and ongoing PLC Cycles, supported by EE campus leadership (eg. team leaders, educational partner, counselors, and campus administration). EE will incorporate a monthly PLC Data Day where all data sources and results aforementioned will be incorporated into planning to drive instruction and to develop differentiated WIN groups.

Eanes Elementary will continue to implement strategies for restorative practices and classroom management. EE will review and update its campus-wide Positive Behavior Interventions and Strategies programming (PBIS) through its Lend-a-Hand initiative, which recognizes students when they exhibits behaviors which show the five character traits (Respect, Responsibility, Safety, Acceptance, and Integrity). Morning Meetings, as a part of Responsive Classrooms programming, will continue to be embedded in the EE Master Schedule and prioritized as an essential component of the learning environment. Second Step will continue to be accessed and available to support Social Emotional Learning for all. Restorative practices trainings will be embedded into all new-to-EE training modules.

Eanes Elementary, as aforementioned, prioritizes and values high levels of learning for all students. EE will continue to build leadership capacity in shared learning experiences with special education and general education teacher leaders.

EANES ELEMENTARY ACCOUNTABILITY (who and how) (Tiers 2 & 3)

Universal Design for Learning examples and growth opportunities will be offered, showcased, and modeled in full staff meetings on a monthly basis. Additionally, resources and professional development opportunities will be shared on a monthly basis in the EE Leadership Team Staff Newsletter. Teachers will be invited to contribute resources and examples within this publication to share with the full staff. Collaborative partnerships with general education and special education staff members will be purposefully developed and supported to ensure optimal learning outcomes for all. All collaborative partnerships in EISD will participate in ongoing professional learning to best serve their professional partnership as well as to improve student outcomes. The Solid Roots program will continue to be used within Tier 3 and modeled for Tiers 1 and 2 for future implementation.

The EE faculty will continue to find ways to communicate the models we practice and ways in which families can support students at home with specific skills on which they are working in tiers 2 and 3. The Campus Leadership Team proposed embedding a specific parent meeting into a PTO meeting in the early months of school prior to parent teacher conferences to more clearly articulate the goals and work within tier 2 prior to intervention communication being conveyed to families during 1-1 conferences to give a clearer context to why students qualify for tier 2 services and ways in which we can partner to best support their students at school and at home.

GOALS

- Prioritize an inclusive environment of belongingness, social and emotional well-being and physical safety as a foundation for academic and co-curricular excellence.
- Optimize personal growth and learning for students, staff, administrators, and trustees to support diversity, equity, and inclusion
- Apply evidence-based approaches to support the mental health needs of students and staff



DISTRICT ACTION (what and when)

Eanes ISD provides direct instruction in topics related to safe and inclusive environments and has personnel resources and other available information to support students and families around mental health wellness including suicide prevention. The District encourages student voice and offers opportunities for college and exploration based on student interest.

DISTRICT ACCOUNTABILITY (who and how)

Eanes ISD addresses the physical, mental and emotional needs of our students so they feel safe and have a sense of belonging. The District makes mental health personnel available for students and develops procedures and policies to ensure students are treated with respect and care and have mechanisms to report concern. The District implements processes and programs to ensure students feel seen and heard.

EANES ELEMENTARY ACTION (what and when)

Eanes Elementary will maintain an Equity Leadership Team, expanding opportunities for increased membership. We will monitor the district and campus climate to ensure students and staff have a sense of belonging and inclusivity. Throughout the school year, EE will meet as a team, communicate staff and student expectations around what is needed to nurture and sustain an environment that welcomes, includes, and represents all students regardless of religious, orientation, cultural, ability and/or economic differences. EE will continue to celebrate the richness of culture of our campus through our annual Heritage Day celebration in order to increase social and global awareness and appreciation. Additionally, EE will develop a monthly heritage focus in partnership with the EE PTO to embed more ongoing global awareness and cultural appreciation throughout the year.



EANES ELEMENTARY ACCOUNTABILITY (who and how)

Eanes Elementary will use the Campus Equity Leadership Team to help build shared understandings and leadership capacity in the area of DEI. EE will review EISD survey and focus group data to help develop a plan for continuous improvement that fosters a sense of belonging, inclusivity and representation for all stakeholders. Additionally, EE will partner with the district DEI team and community members to establish equity through deliberate collaborative efforts. Throughout the year, EE will review efforts and progress with the DEI committee and community to seek areas of opportunity and provide recommendations. The EE Equity Leadership Team will embed additional resources for staff to access that highlights a broader range of representation (ex. For the character word of the week, the team will highlight quotes from a variety of different vantage points which encompass diverse perspectives and individuals. These character words are shared in a variety of ways with staff, students, and community stakeholders - social media, newsletters, EE marquee, EE announcements, etc.). Eanes Elementary will embed the tenets of EISD's Lessoncast in its practices. Lessoncast is a curriculum design practice which applies UDL with an equity lens and was founded by Nicole Tucker Smith. Using a trainer of trainers model with campus instructional leaders, EE will review and work to implement the application of the Lessoncast model. Lastly, the Equity Leadership Team will purposefully embed DEI work into each full-staff meeting, providing tools for teachers to apply in their learning spaces as quickly as the next school day.

GOALS

- Maximize ongoing efforts to recruit, retain and resource top-quality staff for all positions
- Increase means of conversing with, listening to and soliciting feedback from employees, students, parents and community members.



DISTRICT ACTION (what and when)

Eanes ISD is committed to attracting and retaining high-quality educators and enlist our campus leadership to help in this process. We prioritize growth opportunities for both our campus and district leadership, providing professional learning to support their on-going development. We strongly encourage active participation and open dialog with our community valuing diverse perspectives as partners in education. The District provides clear and frequent communication to facilitate knowledge and engagement among stakeholders.

DISTRICT ACCOUNTABILITY (who and how)

The District seeks input from stakeholders on a range of topics including employee satisfaction, school culture and communication effectiveness. To gather this feedback, we use various methods such as surveys, exit interviews and committee or organization meetings. Additionally, we review social media metrics to determine the reach of our communication efforts. We strive for continuous improvement regularly reviewing and adapting our policies and procedures to ensure the best possible outcomes for our students and community.

EANES ELEMENTARY ACTION & ACCOUNTABILITY (what, when, who and how)

Eanes Elementary values its partnerships with EE families, community stakeholders, and staff members, recognizing the importance of collaboration, trust, and a shared vision. Opportunities for continued improvement in this area for the 2023-2024 school year include (but are not limited to):



- New-to-EE (experienced and new to profession) monthly sessions for professional development, campus culture connection, and community-building (this is coupled with ongoing mentor and mentee meetings outlined within our EISD toolkits)
- Monthly morale staff engagement activities
- Purposeful time for staff to connect outside of school hours in a variety of ways in different community spaces
- Professional Learning Passion Projects - Interest Inventory, Streamlining Themes, and Implementation Plan Checklist within Defined Categories of Staff Interest
- Parent Education Opportunities based on Interest Survey (ex. book study, parenting workshops, parenting turn-and-learn support opportunities, etc.)

Eanes Elementary will continue to partner with community stakeholders in the following ways:

- EE Parent Teacher Organization (EEPTO) Representation
- EE Diversity, Equity, and Inclusion Team (DEI) Membership
- EE Campus Leadership Team (CLT) Membership
 - EE Instructional Enrichment Fund Membership (Embedded within EE CLT)
- EISD District Leadership Team (DLT) Membership
- EISD Student Safety and Health Advisory Committee (SSHAC) Membership
- EE Language Proficiency and Assessment Committee (LPAC) Representation

EE PTO Sponsored/Supported, School-Wide Events in Partnership with Campus Faculty Including (but not limited to):

- Heritage Day and Monthly, School-Wide Cultural Connection Opportunities
- Increased Parent Volunteer Opportunities (ex. Writers' Workshop helpers, library volunteers, science material management, homeroom parents, morning car greeters, crossing guard parents, lunch and recess volunteers, workroom volunteers, yearbook volunteers, school supply volunteers, staff appreciation, school store volunteers, etc.)
- STEAM/Career Day
- Mustang Mixer
- PTO Socials
- Field Trips
- Carnival
- Movie Night
- Evening at Eanes Cultural Arts Night
- Fifth Grade Farewell and Talent Show

GOALS

- Manage and efficiently use available maintenance and operations funds
- Ensure facilities and resources are managed, maintained and improved for the benefit of the present and future academic community
- Support long-range planning and programmatic review process



DISTRICT ACTION (what and when)

Eanes ISD is committed to upholding fiscal responsibility and effective oversight in the areas of budgeting, facilities management and technology integration. Our primary goal is to facilitate the education of our students, and we achieve this by collaborating on a shared vision of what is necessary for their future success, which we incorporate into our long-range planning. We involve students, parents, staff and community members as part of this process.

DISTRICT ACCOUNTABILITY (who and how)

District personnel conduct regular reviews of policies and procedures for effectiveness. To maintain the integrity of these systems, we engage with community stakeholders and third party experts for their feedback and recommendations. We take a data-driven approach to making decisions relying on multiple sources of information to guide our actions.

EANES ELEMENTARY ACTION (what and when)

Eanes Elementary will share budgeting and operation updates with staff and families throughout the year to optimize communication about projects. Staff and parents input and feedback is encouraged and welcomed at all times through representation on district and campus committees, as well as email and an open-door practice at all times with both the principal and/or assistant principal.



EANES ELEMENTARY ACCOUNTABILITY (who and how)

An annual feedback survey is provided to all EE staff members and compiled for the Campus Leadership Team to review prior to planning for the new school year. This survey includes event planning, dates, budget, instructional practices, curricula purchases, staff development needs, Booster Club partnership opportunities, master schedule, district initiatives, bond projects and overall school culture. Parents, staff and community members will be communicated regularly through weekly newsletters and/or meetings. The partnership between EEF, EE PTO and the campus are critical in the success of each school year.