

**Everman Independent School District**  
**Townley Elementary**  
**2023-2024 Goals/Performance Objectives/Strategies**

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# Goals

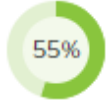
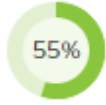






**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 1:** Provide targeted instructional support and interventions to students to close achievement gaps, and incrementally increase the percentage of students meeting or exceeding state proficiency standards.

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all state assessments by all student groups.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to conduct PLC meetings to disaggregate data, review and internalize curriculum, and produce high-quality instructional materials.</p> <p><b>Strategy's Expected Result/Impact:</b> 75% passing Unit Assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Chief of Elementary Instructional Coach Teachers Include sped &amp; support teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Train teachers in a variety of small-group instruction techniques.</p> <p><b>Strategy's Expected Result/Impact:</b> 70% of Data Walks show evidence of varied grouping patterns.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach Instructional Specialist</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title II-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Curriculum documents to better assist with achievement of reading and math</p> <p><b>Strategy's Expected Result/Impact:</b> TEKS guide, 70% passing on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialists Math Consultant Chief Elementary Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Continue to adjust pull-out intervention roles to include 1st-5th interventions</p> <p><b>Strategy's Expected Result/Impact:</b> Schedules, Close achievement GAP by 10%</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialist</p> <p><b>Funding Sources:</b> - Title I-A, - Title II-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Continue funding for Supplemental Instructional Specialists to work with at-risk students.</p> <p><b>Strategy's Expected Result/Impact:</b> Schedules, Close achievement GAP by 10%</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				

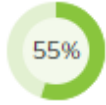
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Implement campus wide incentives to address revising and editing from 2nd-5th grades.  <b>Strategy's Expected Result/Impact:</b> 90%, 60%, 30%; approaches, meets, masters on Unit and benchmark Assessments.  <b>Staff Responsible for Monitoring:</b> Principal  Instructional Coaches  Instructional Specialist  Math Consultant  Teachers</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Implement lesson design training for teachers.  <b>Strategy's Expected Result/Impact:</b> The teachers will have a consistent lesson plan template that will impact the horizontal alignment, including TIL &amp; LAFA training  <b>Staff Responsible for Monitoring:</b> Instructional Coach  Principal  Assistant Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Tier students using assessment data for appropriate interventions.  <b>Strategy's Expected Result/Impact:</b> Students will be placed in a group with peers that have similar skill levels for optimum growth at every level.  <b>Staff Responsible for Monitoring:</b> Teachers  Instructional Specialists</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 9 Details	Reviews			
<p><b>Strategy 9:</b> Schedule field trips for practical application of various TEKS.  <b>Strategy's Expected Result/Impact:</b> To provide students with real life experiences through field trips to expand their background knowledge and their ability to connect what they are learning in school to concrete experiences.  <b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>TEA Priorities:</b>  Improve low-performing schools  - <b>ESF Levers:</b>  Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 2:** Implement a formative and summative assessment program that facilitates diagnosis of academic needs and prescription of appropriate academic interventions.

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all state and post-secondary assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue training in amplify Reading and ST Math for all teachers and School City to help with advanced reading levels for all Reading and math</p> <p><b>Strategy's Expected Result/Impact:</b> 70% approaching on grade level assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialists Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase computer programs for students Sirius</p> <p><b>Strategy's Expected Result/Impact:</b> 70% approaching standard on reading on grade level assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialist Teachers</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Purchase materials for reading (leveled readers, LLI Kits etc.), Amplify readers and reading A-Z</p> <p><b>Strategy's Expected Result/Impact:</b> 70% reading on grade level</p> <p><b>Staff Responsible for Monitoring:</b> Principal Chief of Elementary Education</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</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> - Title I-A</p>	Formative			Summative
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No Progress



Accomplished



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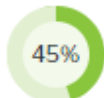


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**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.


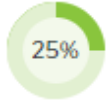




**Performance Objective 3:** Create a clearly articulated curriculum that is aligned with TEKS and Career and Technology Education (CTE) and College, Career, and Military Readiness (CCMR)

**Evaluation Data Sources:** Create a clearly articulated curriculum that is aligned with TEKS and Career and Technology Education (CTE) and College, Career, and Military Readiness (CCMR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide high dosage tutoring for all grades levels for the extended school day year.</p> <p><b>Strategy's Expected Result/Impact:</b> 70% passing reading Unit Assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialist Teachers</p> <p><b>Funding Sources:</b> Provide snacks and lunch for participants. - Title I-A, - SCE, - Title I-A, - Title II-A, - Title III</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase SIS materials as an academic intervention</p> <p><b>Strategy's Expected Result/Impact:</b> Purchase orders, 90% reading on grade level</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialists Teachers</p> <p><b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				





Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Serve identified dyslexic students a minimum of 120 minutes weekly</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule, Dyslexic student scores commensurate with all student group</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Specialist SPED teachers Resource Teacher staff responsible for Dyslexia Teacher</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide instructional services to Homeless students</p> <p><b>Strategy's Expected Result/Impact:</b> Purchase orders, Homeless student scores commensurate with all student group the the same equality as other students</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>Funding Sources:</b> - Local, - SCE, - Title I-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				

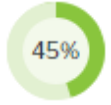




Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Classroom guidance and social skills groups conducted during specials ( CIS)</p> <p><b>Strategy's Expected Result/Impact:</b> Reduction to 60% of BI's time reacting to situations</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal Behavior Intervention Counselor</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Provide snacks for after school care for students</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</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:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 4:** Implement instructional technology to support student achievement.

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all State assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Training in overview of curriculum documents Reading writing &amp; Math Resource Guide in Reading and Math.</p> <p><b>Strategy's Expected Result/Impact:</b> Stamp</p> <p>75% passing on STAAR Math</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialist Math Consultant Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Include higher order thinking and provide a book study for cultural for thought and relevance training</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans,</p> <p>80% of lesson plans identify higher order thinking</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Purchase supplemental instructional materials to support all subject areas, including Social Studies and Science.</p> <p><b>Strategy's Expected Result/Impact:</b> Hands-on labs and activities are observed during walk-throughs. Students master TEKS through hands-on activities.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 1:** Develop and maintain open lines of communication using varied methods to reach all stakeholders.







**Evaluation Data Sources:** Usage reports for communication channels (PeachJar, Skyward, call-out system, etc.)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold required parent and teacher meetings.  <b>Strategy's Expected Result/Impact:</b> Parent Involvement Increase 20%  <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> - Local, - Title I-A</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Update the school web page monthly.  <b>Strategy's Expected Result/Impact:</b> Web pages; Help Parent Involvement Increase 20%  <b>Staff Responsible for Monitoring:</b> Principal Campus Tech.  <b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Schedule BOY, MOY, EOY parent/teachers conferences.  <b>Strategy's Expected Result/Impact:</b> Calendar AESOP Parent Involvement Increase 20%  <b>Staff Responsible for Monitoring:</b> Principal Teachers  <b>Funding Sources:</b> - Local, - Title I-A</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 2:** Offer training and learning opportunities to EISD families and community members.








**Evaluation Data Sources:** 25 training/learning opportunities per year in the district

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Offer Curriculum night for parents with emphasis on Reading, Science & Math <b>Strategy's Expected Result/Impact:</b> 100% for parents participation at each event. <b>Staff Responsible for Monitoring:</b> Principal , Assistant Principal & all staff	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue with partnership with churches & businesses in the community <b>Strategy's Expected Result/Impact:</b> 2 visits per semester <b>Staff Responsible for Monitoring:</b> Principal. Assistant Principal, Counselor, BI & school Liaison	Formative			Summative
	Sept	Jan	May	June
				
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**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 3:** Develop measures and accountability between parent, teachers, students and administration to ensure student success.



**Evaluation Data Sources:** At least one individual parent/school meeting per year for each EISD student.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Schedule beginning and end of year meetings to discuss parent/ school compact and parental involvement plan in English and Spanish</p> <p><b>Strategy's Expected Result/Impact:</b> Written communications Phone logs,</p> <p>90% attendance at parent conferences</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant principal, Parent Liaison</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Grade level orientation for parents- Meet the Teacher Night</p> <p><b>Strategy's Expected Result/Impact:</b> 70% attendance</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal &amp; Parent Liaison</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Distribute a volunteer survey at Meet The Teacher &amp; clearly articulate volunteer opportunities &amp; expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Survey, 10 additional volunteers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant Principal &amp; Parent Liaison</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				






**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 4:** Develop programs and services to promote partnerships with parents, families, businesses, and the community that support student success and family engagement.

**Evaluation Data Sources:** Continually increase parental and community involvement and participation in events, surveys, district and campus level planning committees and meetings.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Invite parents and community to participate in College Day, Red Ribbon Week, , career day , Black History Reading day, Day of the Dead and other family and community engagement activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Written communications, Phone logs,</p> <p>Average 60 parent or community members per event</p> <p><b>Staff Responsible for Monitoring:</b> Counselor/ All school staff</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, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Invite community &amp; business members to become apart of Townley school through volunteering and serving on committees.</p> <p><b>Strategy's Expected Result/Impact:</b> Written Communications, Phone logs, Average 2 community members per event</p> <p><b>Staff Responsible for Monitoring:</b> All school staff</p>	Formative			Summative
	Sept	Jan	May	June
				










Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 4th and 5th Grade students will participate in the University of Texas - Arlington Maverick Spirit Kids Days field trip so students learn about UTA, higher education, anti-bullying and encouraging others, and proper nutrition.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are introduced to high education opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, AP</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Title I-A</p>	Formative			Summative
	Sept	Jan	May	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 1:** Develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning.


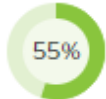
**Evaluation Data Sources:** PEIMS Discipline Reports







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide PBIS training for all teachers and students in order to establish classroom behavior intervention program.</p> <p><b>Strategy's Expected Result/Impact:</b> No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal Counselors Behavior Interventionist</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Restructure classroom/grade level to reduce behavior incentives.</p> <p><b>Strategy's Expected Result/Impact:</b> BI log no more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal Teachers BI</p> <p><b>Funding Sources:</b> - Local, SCE .45 FTE (\$10,000) - SCE</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create Bully Prevention Plan and week and educate parents on bullying.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of reports referencing bullying will decrease by 90%.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal Counselor BI</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 2:** Provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens.

**Evaluation Data Sources:** PEIMS Discipline Reports



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue service learning opportunities to build student leadership roles for Hope Squad.</p> <p><b>Strategy's Expected Result/Impact:</b> No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principals Counselor Teachers Behavior Interventionist</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continue behavior RTI plan</p> <p><b>Strategy's Expected Result/Impact:</b> Written plan,</p> <p>No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor BI Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
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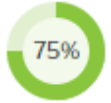





Strategy 3 Details	Reviews			
<p><b>Strategy 3: PBIS-</b> Positive Behavior intervention &amp; support</p> <p>Beginning of year orientation for staff</p> <p><b>Strategy's Expected Result/Impact:</b> PBIS Plan, No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal BI</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Schedule Safe Haven visits for counseling and bullying prevention.</p> <p><b>Strategy's Expected Result/Impact:</b> The number bullying reports and office referrals decrease by 80%.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 3:** To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention provided with our CIS partnership.

**Evaluation Data Sources:** All schools will report 100% compliance with these educational programs.



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide required child abuse and discipline management training to staff</p> <p><b>Strategy's Expected Result/Impact:</b> No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principal , Assistant Principal Counselor CIS</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> . Provide required suicide prevention, violence prevention and substance abuse information to students</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule,</p> <p>No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor Teachers</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				








Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide additional support services for students that have experienced loss.</p> <p><b>Strategy's Expected Result/Impact:</b> Schedule,</p> <p>No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Schedule Safe Haven visits for counseling &amp; bullying prevention.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of bullying reports &amp; office referrals decrease by 80%</p> <p>Provide resources for community &amp; school</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, Counselor &amp; Parent Liaison</p>	Formative			Summative
	Sept	Jan	May	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:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 1:** To achieve a dropout rate of less than 1% for all populations

**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide small group instruction for students who experience difficulty with mastery of content</p> <p>Attendance incentives</p> <p><b>Strategy's Expected Result/Impact:</b> 70% passing unit assessments/STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal Instructional Coach Teachers</p> <p><b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purchase SIS materials as an academic intervention</p> <p><b>Strategy's Expected Result/Impact:</b> Purchase orders, 75% passing unit assessments/STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Teachers</p> <p><b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A, - Title III</p>	Formative			Summative
	Sept	Jan	May	June
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide dual language and/or bilingual instruction to LEP students</p> <p><b>Strategy's Expected Result/Impact:</b> Class rosters LEP student scores for 3rd &amp; 4th grade to commensurate those for gen ed.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialist Teachers</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide instructional services to Homeless students</p> <p><b>Strategy's Expected Result/Impact:</b> Purchase orders, Homeless student scores commensurate with all student group</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Home visit for tardy &amp; absent students</p> <p><b>Strategy's Expected Result/Impact:</b> All students in school</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal &amp; school Liaison</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				








**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 2:** To maintain 96% or higher attendance rate in all student populations.

**Evaluation Data Sources:** Attain a 96% or higher attendance rate on TAPR report for all student populations.







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement active attendance committee to especially address all grade level attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance report, 97% attendance rate on all grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Attendance Clerk Teachers Counselor</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Increase administrative role involved in attendance</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance report, 97% attendance rate on all grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create attendance motivation and incentives program.</p> <p><b>Strategy's Expected Result/Impact:</b> 97% attendance rate on all grade levels</p> <p>Attendance Meeting every 3 weeks</p> <p>Teachers Calling after 3 absences</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Attendance Clerk Teachers</p>	Formative			Summative
	Sept	Jan	May	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:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 3:** To increase communication among district stakeholders in identifying and aiding at-risk students.






**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hold annual parent teacher conferences in English and Spanish</p> <p><b>Strategy's Expected Result/Impact:</b> Written communications Phone logs,</p> <p>85% attendance at parent conferences</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</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> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Hold parent curriculum/student assessment meetings BOY/MOY/EOY.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will have a better understanding of their students' skill set and how to provide assistance at home. The number of tier 3 students will decrease by 20% by the MOY; and 50% by EOY.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach Instructional Specialists SPED Teacher Teacher</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** To maintain facilities in a quality, cost-effective manner.

**Performance Objective 1:** Utilize district resources efficiently and equitably.








**Evaluation Data Sources:** Maintain a TEA superior FIRST (Financial Integrity Rating System of Texas) rating.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Explore grant opportunities for funding to provide additional instructional technology <b>Strategy's Expected Result/Impact:</b> completed application for one additional funding source  One additional funding source <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	Formative			Summative
	Sept	Jan	May	June
	 50%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 1:** Recruit educators who meet the statutory highly qualified teacher requirements for teachers of core academic subjects.



**Evaluation Data Sources:** Maintain 100% HQ instructional staff.








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Assign Team lead from each grade level to assist new teachers</p> <p><b>Strategy's Expected Result/Impact:</b> 5% higher retention rate</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> A committee will be involved in the interview process for hiring teachers and other campus faculty/staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Interviews 5% higher retention rate</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement an effective team strategies to build morale</p> <p><b>Strategy's Expected Result/Impact:</b> Program 5% higher retention rate</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 2:** Provide the opportunity for job embedded research-based professional development for every district employee that is aligned with challenging state academic standards.

**Evaluation Data Sources:** All employees receive 40 hours of training annually per Euphoria Workshop reports.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct PLC meetings with an informed emphasis on data instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the percentage of students approaching, meeting, or mastering student expectations on STAAR assessment.</p> <p><b>Staff Responsible for Monitoring:</b> All school staff</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide Technology Integration training in all content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of Data Walks show evidence of technology use</p> <p><b>Staff Responsible for Monitoring:</b> All school staff</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide Differentiated Instruction training <b>Strategy's Expected Result/Impact:</b> Data Walks show evidence of differentiated instruction <b>Staff Responsible for Monitoring:</b> All school staff  <b>Funding Sources:</b> - Local	Formative			Summative
	Sept	Jan	May	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Develop a flow chart and discipline management plan. <b>Strategy's Expected Result/Impact:</b> 80% of Data Walks show evidence of discipline management plan implemented <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal BI  <b>Funding Sources:</b> - Local	Formative			Summative
	Sept	Jan	May	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide opportunities for teachers and principals to attend professional development. <b>Strategy's Expected Result/Impact:</b> Innovative strategies that positively affect students' academic resulting in behavioral performance that are observed in classrooms. <b>Staff Responsible for Monitoring:</b> Principal  <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Sept	Jan	May	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.







**Performance Objective 3:** Develop a plan to increase employee retention rates.

**HB3 Goal**

**Evaluation Data Sources:** Turn-over rate for teachers of less than state average of 13.4%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide discipline management training to staff (PBIS) and consistency with consequences</p> <p><b>Strategy's Expected Result/Impact:</b> Training, No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor BI</p> <p><b>Funding Sources:</b> - Local</p>	Formative			Summative
	Sept	Jan	May	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continue professional development with teachers</p> <p><b>Strategy's Expected Result/Impact:</b> Training ,</p> <p>Teachers increase from 2 Distinguished ratings on Domain 1 to 4 Distinguished ratings Data walks, TTESS observations.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	Formative			Summative
	Sept	Jan	May	June
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Continue to provide training on content specific subjects internally and through outside consultants.</p> <p><b>Strategy's Expected Result/Impact:</b> Data walks show evidence of differentiated instruction resulting in increased scores on formative and summative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Continue classroom management and PBIS training</p> <p><b>Strategy's Expected Result/Impact:</b> No more than 5-10% of incidence reported on PEIMS 425 for the entire student body population.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal BI Counselor</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Jan</b>	<b>May</b>	<b>June</b>
				
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