Huffman Independent School District

Huffman Elementary

2022-2023 Improvement Plan

Mission Statement

The mission of Huffman Elementary School is to empower students to be responsible, life-long learners who are prepared to succeed in personal and professional life.

Vision

We strive to be the preeminent school in Harris County and will achieve this vision by 2020 by creating an active student body, with safe, secure and a student driven campus where personalized staff/student relationships and build and maintained; and wit a focus on educational excellence.

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Goals

Goal 1: Huffman Elementary students will be empowered to lead, succeed and persevere.

Performance Objective 1: Huffman Elementary attendance rate will increase to at least 94% for this school year.

High Priority

Evaluation Data Sources: Student attendance data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Explore contributing factors and consider incentives that motivate students to attend school on a daily basis. **Strategy's Expected Result/Impact:** Discover strategies to motivate students to attend school on a daily basis.	N/A			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Regularly communicate with parents of students who have chronic attendance issues. **Strategy's Expected Result/Impact:** Reduce the number of students that do not attend school to at least 90% the time. **Staff Responsible for Monitoring:** Campus Administration	N/A			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Continue to provide Capturing Kids Hearts training to our staff members. **Strategy's Expected Result/Impact:** Staff members build stronger relationships with students and promote a stronger connection with each student. **Staff Responsible for Monitoring:** Campus Adminstrators and Process Champions Team	N/A			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Huffman Elementary students will be empowered to lead, succeed and persevere.

Performance Objective 2: Over 70% of Huffman Elementary students surveyed will report that they feel safe while attending school.

Evaluation Data Sources: Huffman ISD spring student survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: HES will review discipline data monthly to identify areas of concerns/ trends. **Strategy's Expected Result/Impact:** Reduce serious PEIMS discipline incidents **Staff Responsible for Monitoring:** Campus Administrators	N/A			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Train teachers in Capturing Kids Hearts strategies **Strategy's Expected Result/Impact:** Students feel more safe, more engaged and more connected to their teachers **Staff Responsible for Monitoring:** Campus Administrators and Process Champions Team	N/A			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: All required safety and security drills are executed; student actively participate in security measures on campus, including but not limited to classroom doors locked, exterior doors are secured and eliminate prohibited access. **Strategy's Expected Result/Impact:** Students experience safety exercises and practice new safety routines on a daily basis, building confidence that they are more seure with these efforts **Staff Responsible for Monitoring:** Campus Admininstrators Chief of Police	N/A			

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: We maintain our mental health and student wellness team to provide support to students in need. **Strategy's Expected Result/Impact:** Students know they can receive support when needed and feel safe asking for support **Staff Responsible for Monitoring:** Campus Admininstrator Mental Health and Wellness Team Counselors	N/A			

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Huffman Elementary students will be empowered to lead, succeed and persevere.

Performance Objective 3: Over 44% of our students will participate in an extra-curricular activity

Evaluation Data Sources: Campus tracking
Student Survey responses

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Students will be offered a multitude of choices of clubs and organizations they can join. **Strategy's Expected Result/Impact:** Increase student participation **Staff Responsible for Monitoring:** Campus Administrator Teacher Volunteers	N/A			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: New clubs/ organizations will be offered each year, including student-created groups. **Strategy's Expected Result/Impact:** Increase student participation and ownership of clubs/organizations **Staff Responsible for Monitoring:** Campus Administrators Teacher Volunteers	N/A	N/A		

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Huffman Elementary students will be empowered to lead, succeed and persevere.

Performance Objective 4: Over 48% of our Third Grade students assessed will perform on grade level on the reading STAAR assessment.

HB3 Goal

Evaluation Data Sources: STAAR Performance Data
STAAR Progress Measure
Interim Performance Data
District Learning Assessment Data

Strategy 1 Details	Reviews			
Strategy 1: Assess BOY, MOY, EOY data to determine student reading levels.	Formative			Summative
Strategy's Expected Result/Impact: Growth in reading levels in all grade levels **Staff Responsible for Monitoring:** Campus Administration Instructional Coaches Intervention Team	Nov	Jan	Mar	June
	N/A			

Strategy 2 Details	Reviews			
Strategy 2: Flexible grouping will be incorporated in K-2 classrooms to meet intervention needs.	Formative			Summative
Strategy's Expected Result/Impact: Growth in reading levels using mClass data **Staff Responsible for Monitoring:** Campus Administration Instructional Coaches Intervention Team	Nov	Jan	Mar	June
	N/A			

Strategy 3 Details	Reviews			
Strategy 3: Provide instructional coaching support to all teachers to support their instructional skills and capacity.	Formative			Summative
Strategy's Expected Result/Impact: Our teachers practice more effective and efficient instructional strategies and student academically benefit. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	Nov	Jan	Mar	June
	N/A	N/A		

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Our teachers participate in regular Professional Learning Community meetings to review student data and address instructional needs and practices to increase student academic growth. **Strategy's Expected Result/Impact:** Teachers improve at adjusting instruction and response effectively to the diverse needs of all of our students. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: Huffman Elementary staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 1: 100% of Huffman Elementary teachers will achieve their T-TESS instructional goals.

Evaluation Data Sources: T-TESS data and Huffman ISD Coaching reflections

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: TTESS progress sessions will be conducted, and CWT data will be reviewed and reflected upon. **Strategy's Expected Result/Impact:** Teachers can refine instructional strategies and consider improvement opportunities. **Staff Responsible for Monitoring:** Campus Administrators	N/A			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide instructional coaching support to all teachers to directly address their TTESS goals. **Strategy's Expected Result/Impact:** Our teachers are introduced to or improve upon more effective and efficient instructional strategies that academically benefit our students. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	N/A			

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Teachers participate in regular Professional Learning Community meetings to review student data and address instructional needs and practices to increase student academic growth. **Strategy's Expected Result/Impact:** Teachers improve at adjusting instruction, response effectively to the diverse needs of all students, recognize effective instructional strategies and identify instructional strategies that need enhancement. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	N/A	N/A		

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 2: Huffman Elementary staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 2: Reduce Huffman Elementary teacher turnover rate to less than 13%.

High Priority

Evaluation Data Sources: TAPR teacher turnover rate
Huffman ISD staff retention data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Monthly morale boosters are pre-planned by HES administration to promote a positive school and staff culture. **Strategy's Expected Result/Impact:** Teacher Retention **Staff Responsible for Monitoring:** Campus Administration	N/A			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Maintain the Sunshine Committee on campus and provide staff incentives and moral boosters. **Strategy's Expected Result/Impact:** Teachers and staff retention **Staff Responsible for Monitoring:** Campus Administrators Sunshine Committee	N/A	N/A		

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Teachers are offered opportunities to provide information and feedback to campus leaders in an effort to impact a positive culture on our campus. **Strategy's Expected Result/Impact:** Teachers are given a voice on campus, empowering them to build a stronger connection with their campus. **Staff Responsible for Monitoring:** Campus Administrators	N/A	N/A		

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 2: Huffman Elementary staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 3: Over 90% of Huffman Elementary staff members will report that they feel safe at their school.

High Priority

Evaluation Data Sources: Huffman ISD staff survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Successfully employ security measures on campus, including but not limited to classroom doors locked, exterior doors are secured and eliminated prohibited access. **Strategy's Expected Result/Impact:** Security measures make our staff and students feel safer on campus by taking part in the security efforts. **Staff Responsible for Monitoring:** Campus Administrators Campus Police Officer	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: All required drills are executed and security table top exercises are performed by district leaders. **Strategy's Expected Result/Impact:** District leaders are prepared in case of an emergency **Staff Responsible for Monitoring:** District Leaders Campus Administrators	N/A	N/A		

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Maintain our mental health and student wellness team to provide support and professional development to staff members. **Strategy's Expected Result/Impact:** Staff members know they have a resource that can provide support when needed and feel safe asking for guidance or advice. **Staff Responsible for Monitoring:** Campus Administrators Mental Health and Wellness Team Counselors	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Huffman Elementary parents, guardians and community members will be informed, invited partners who are valued teammates in supporting our students.

Performance Objective 1: The number of parent involvement opportunities offered by the school district will increase to 14.

Evaluation Data Sources: Track the number of parent committee meetings held during the school year.
Track the number of parent informational events held during the school year.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Huffman Elementary will increase the number of parent committee meetings we offer during the school year to 14 or more. **Strategy's Expected Result/Impact:** The number of parents involved in district and campus committees and activities will increase. This will lead to more parental involvement ad enhance the campus' connection with our parents and students. **Staff Responsible for Monitoring:** Campus Administrators	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Huffman Elementary will create a monthly newsletter with volunteer opportunities and school activities. **Strategy's Expected Result/Impact:** Increase parental involvement on the campus level **Staff Responsible for Monitoring:** Campus Administrators	N/A	N/A		

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 3: Huffman Elementary parents, guardians and community members will be informed, invited partners who are valued teammates in supporting our students.

Performance Objective 2: The number of students participating in a community service project or activity increases to 65%

Evaluation Data Sources: Information from student survey instrument

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: HES will expand our community service projects to include canned food drives and cancer fundraisers. **Strategy's Expected Result/Impact:** Students will participate in community service projects and understand the importance of giving back. **Staff Responsible for Monitoring:** Campus Administrators Counselors	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Community partnerships will be maintained, including the Lion's Club, Sole Loved shoes, May Center "Wish Party" for PK, etc. **Strategy's Expected Result/Impact:** We will develop more opportunities for our students to interact with local businesses and community activities. **Staff Responsible for Monitoring:** Campus Administrators Counselors	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Huffman Elementary parents, guardians and community members will be informed, invited partners who are valued teammates in supporting our students.

Performance Objective 3: Results on our survey instrument to parents show increases on their satisfaction rates with Huffman Elementary.

Evaluation Data Sources: Our parent survey instrument has nine questions related to their satisfaction with the school district

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Develop a feedback system for parents to respond to their experience when they have visited, volunteered, or participated in an activity on the campus. **Strategy's Expected Result/Impact:** Data will be collected to evaluate the satisfaction our parents experience when they are on campus. **Staff Responsible for Monitoring:** Campus Administrators	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Huffman Elementary Administration will ensure effectiveness, efficiency and campus success.

Performance Objective 1: Reduce Huffman Elementary teacher turnover rate to less than 13%.

Evaluation Data Sources: TAPR teacher turnover rate
Huffman ISD staff retention data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Teachers are offered opportunities to provide information and feedback to campus leaders in an effort to impact a positive culture on our campus. **Strategy's Expected Result/Impact:** Teachers are given a voice on campus, empowering them to build a stronger connection with their campus. **Staff Responsible for Monitoring:** Campus Administrators	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Utilize periodic surveys to make internal improvements to retain staff. **Strategy's Expected Result/Impact:** Retain effective teachers and staff by ensuring positive staff morale. **Staff Responsible for Monitoring:** Campus Administrators	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Huffman Elementary Administration will ensure effectiveness, efficiency and campus success.

Performance Objective 2: Huffman Elementary will provide instructional resources and materials to ensure that staff and students are successful.

Evaluation Data Sources: Staff Survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Teachers will be surveyed at the end of every school year to determine which resources they used the current year and what they are requesting the campus to purchase for the following year. **Strategy's Expected Result/Impact:** Students and staff will have the necessary resources they need at the start of the school year to be successful. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Instructional Coaches will be available to assist teachers in planning well-developed, thought-out lessons and review data during PLCs. **Strategy's Expected Result/Impact:** Teachers will be supported when developing lessons and reviewing student data to make future instructional decisions. **Staff Responsible for Monitoring:** Campus Administrators Instructional Coaches	N/A	N/A		

0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Goal 5: Huffman Elementary will address the academic, safety and social-emotional needs of all of our students.

Performance Objective 1: All students will demonstrate academic growth across all grade levels.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Assessments
District Learning Assessments
SAT, ACT, TSIA
Universal Screeners

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: We will incorporate a comprehensive needs assessment to address student performance indicators and measures of performance that are disaggregated by all student groups. **Strategy's Expected Result/Impact:** The information from the needs assessment will lead to unified plans to address the instructional needs of all of our student groups. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: We will develop plans to address instructional needs of student groups in all grade levels not achieving their full potential. **Strategy's Expected Result/Impact:** Our plans, staff development efforts and instructional adjustments can help support student groups work towards achieving their full potential and move closer to grade level performance. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinators Instructional Coaches	N/A	N/A		

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: We will continue to offer accelerated instruction to all students not meeting grade level performance on the STAAR Assessment. **Strategy's Expected Result/Impact:** Accelerated instruction will create academic opportunities for students to				

perform better on upcoming STAAR test. **Staff Responsible for Monitoring:** Campus Administrators Curriculum Coordinator Instructional Coaches	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 5: Huffman Elementary will address the academic, safety and social-emotional needs of all of our students.

Performance Objective 2: All students will be aware of the social-emotional supports available to them provided by our district.

High Priority

Evaluation Data Sources: Tracking safe schools alerts
Tracking student participation with our student mental health team

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: We will provide staff development for our staff and integrate instruction to our students on identifying and providing support for the following: conflict-resolution, violence prevention, and other various topics. **Strategy's Expected Result/Impact:** These trainings and support will help our staff and students have an increased awareness of these situations. **Staff Responsible for Monitoring:** Campus Administrators Student Mental Health Team Counselors	N/A	N/A		

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: We will continue to incorporate a discipline management plan that includes using character education, positive behavior supports, and tracking student behaviors that require consequences. **Strategy's Expected Result/Impact:** Supports offered to students to minimize discipline concerns **Staff Responsible for Monitoring:** Campus Administrators Student Mental Health Team Counselors	N/A	N/A		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 5: Huffman Elementary will address the academic, safety and social-emotional needs of all of our students.

Performance Objective 3: Students will feel safe while on campus at HES.

Evaluation Data Sources: Student Survey Data