

Ferris Independent School District
Lucy Mae McDonald Elementary
2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

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

Lucy Mae McDonald Elementary School is bi-literate-friendly campus that recognizes that student learning and experiences are as unique and diverse as the human fingerprint; and empowers our stakeholders to take an active role in the educational process.

Vision

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

Lucy Mae McDonald Elementary is committed to meeting the unique, individual educational needs of every student to ensure that they have the maximum opportunity to reach their full potential.

FAMILY PORTRAITS

PORTRAIT OF A FERRIS ISD GRADUATE

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

PORTRAIT OF A McDONALD ELEMENTARY SCHOLAR

Exhibits joy when entering the building and maintains it throughout the day
Displays self-confidence in the learning process
Feels comfortable sharing dreams or goals that we, as a family, support
Interacts appropriately with peers and staff members

Shows a desire to help and respect others, wants to belong to our community
Completes at least one year of growth by the last week of school
Uses effective and correct verbal and written communication

PORTRAIT OF A McDONALD ELEMENTARY STAFF MEMBER

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

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Goals

Goal 1: McDonald Elementary will ensure all students receive high-quality instruction.

Performance Objective 1: McDonald Elementary will improve Meets performance in all subjects on STAAR from 37% to 42% (All Students, All Tests) AND improve the percentage of the All Students population reaching the Meets level on STAAR/EOC in each tested area by 5% by Spring 2023. Current percentages and goals are as follows:





ELAR will increase from 42% to 47%.

Math will increase from 39% to 44%.

Science will increase from 19% to 24%.

Evaluation Data Sources: STAAR Scores

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide additional support to teachers through technology solutions. Strategy's Expected Result/Impact: Increased practice and efficacy. Staff Responsible for Monitoring: Principal, Director of Teaching and Learning.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: - 211 - Title I, Part A - \$19,060.63, - 199 - General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide a well-sequenced Elementary Phonics Curriculum. Strategy's Expected Result/Impact: Continued Growth in Reading. Staff Responsible for Monitoring: Principal, Director of Teaching and Learning</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: - 211 - Title I, Part A - \$2,035, - 199 - General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide targeted intervention in Math and Reading through pull-out intervention sessions with certified teachers.</p> <p>Strategy's Expected Result/Impact: Continue growth in Math and Reading</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>Funding Sources: Intervention Teachers - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide - \$235,909, Intervention Supplies - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide - \$5,500, - 199 - General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June
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Goal 1: McDonald Elementary will ensure all students receive high-quality instruction.





Performance Objective 2: By Spring of 2023, McDonald Elementary will improve Meets performance in our Special Education and English Learner populations in both Reading and Math on STAAR by 5 points.

ELAR will increase from 17% to 22% in SPED and from 31% to 36% in EL

Math will increase from 31% to 36% in SPED and from 34 to 39% in EL

Science will increase from 17% to 22% in SPED and from 8% to 13% in EL





Evaluation Data Sources: STAAR Scores for students receiving Special Education services and for English Learners.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide additional support to teachers through technology solutions. Strategy's Expected Result/Impact: Increased practice and efficacy. Staff Responsible for Monitoring: Principal, Director of Teaching and Learning.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: - 211 - Title I, Part A - \$19,060.63, - 199 - General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Employ paraprofessional to assist in High-Need areas. Strategy's Expected Result/Impact: Increased efficacy of students in high-need areas. Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Funding Sources: Paraprofessional Support - 211 - Title I, Part A - \$76,280, Paraprofessional Support - 263 - Title III, LEP - \$51,510.36, Contracted Bilingual Intervention Teacher - 263 - Title III, LEP - \$14,000, Supplies - 263 - Title III, LEP, Intervention Teachers - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide - \$235,909, Intervention Supplies - 199-PIC 30 - State Comp Ed, Title IA, Schoolwide - \$5,500</p>	Formative			Summative
	Nov	Feb	Apr	June
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Goal 2: McDonald Elementary will actively recruit, develop, and retain high quality staff and will provide ongoing, relevant professional development to support and to ensure high-quality and effective instruction.

Performance Objective 1: The teacher turnover rate for McDonald Elementary will be less than or equal to the teacher turnover rate for the state, as reported on the most recent TAPR report.





Evaluation Data Sources: TAPR report data for the state
Ferris ISD HR records

Strategy 1 Details	Reviews			
<p>Strategy 1: Regular surveys through Google Forms. This strategy does not need additional funding. Strategy's Expected Result/Impact: Increased awareness of campus culture, decreased turnover. Staff Responsible for Monitoring: Principal, Assistant Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Offer hiring stipends for returning staff. Strategy's Expected Result/Impact: Decreased turnover rate Staff Responsible for Monitoring: Principal, Human Resources</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: - 255 - Title II, Part A, TPTR - \$2,538</p>	Formative			Summative
	Nov	Feb	Apr	June
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Goal 2: McDonald Elementary will actively recruit, develop, and retain high quality staff and will provide ongoing, relevant professional development to support and to ensure high-quality and effective instruction.

Performance Objective 2: 100% of McDonald Elementary teachers will be provided targeted, high-quality professional development opportunities that will increase their confidence and efficacy in the classroom.





Evaluation Data Sources: FISD PD records
Staff survey data

Strategy 1 Details	Reviews			
<p>Strategy 1: Targeted professional development will be provided through joining with the Curriculum Department to bring a guest speaker and providing travel opportunities for outside conference.</p> <p>Strategy's Expected Result/Impact: Increased Teacher Efficacy</p> <p>Staff Responsible for Monitoring: Principal, Director of Teaching and Learning.</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A - \$30,018.75, CKH Professional Development and Subscription - 255 - Title II, Part A, TPTR - \$9,217.16, - 265 - Title IV, Part A - \$8,000.09</p>	Formative			Summative
	Nov	Feb	Apr	June
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Goal 2: McDonald Elementary will actively recruit, develop, and retain high quality staff and will provide ongoing, relevant professional development to support and to ensure high-quality and effective instruction.

Performance Objective 3: 90% or more of McDonald Elementary teaching staff will indicate they are Satisfied or Very Satisfied with their employment in FISSD, as reflected in staff job satisfaction surveys in Fall 2023 and Spring 2024.





Evaluation Data Sources: Staff survey data

Strategy 1 Details	Reviews			
<p>Strategy 1: Regular surveys through Google Forms. This strategy does not need additional funding. Strategy's Expected Result/Impact: Increased awareness of campus culture, decreased turnover. Staff Responsible for Monitoring: Principal, Assistant Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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Goal 3: McDonald Elementary will provide safe and secure working, teaching, and learning environments and will foster a positive physical, social, and emotional culture extending beyond school and into the community.

Performance Objective 1: 100% of students in crisis for social, emotional, or psychological reasons will receive support and guidance.





Evaluation Data Sources: PASS assessment data, counselor records

Strategy 1 Details	Reviews			
<p>Strategy 1: Deploy surveys through the counseling department and promote the use of T-CHAT when necessary. The strategy will not require additional funding.</p> <p>Strategy's Expected Result/Impact: All students will receive appropriate guidance.</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: McDonald Elementary will provide safe and secure working, teaching, and learning environments and will foster a positive physical, social, and emotional culture extending beyond school and into the community.

Performance Objective 2: McDonald Elementary will continue to foster a culture of parent and community engagement that includes a variety of activities in which parents and community members can engage both in person or virtually as appropriate and safe.





Evaluation Data Sources: Parent and family engagement event attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: Partner with our PTO and other organizations to host Parent Engagement activities</p> <p>Strategy's Expected Result/Impact: Increase parent engagement in the educational process.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 - Title I, Part A - \$4,500</p>	Formative			Summative
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Goal 4: McDonald Elementary will build and strengthen positive relationships through transparent communication and engagement processes with all stakeholders.

Performance Objective 1: McDonald Elementary will engage in weekly communication with parents and community members.

Evaluation Data Sources: Social media records
Principal communication records
Remind analytics

Strategy 1 Details	Reviews			
<p>Strategy 1: Send weekly newsletters created by Smore through the districts remind platform. This strategy does not require additional funding.</p> <p>Strategy's Expected Result/Impact: Increased parent communication and engagement.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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