

Wylie Independent School District
Tibbals Elementary School
2023-2024 Improvement Plan

Mission Statement

The Tibbals Elementary Family, in unity with our community, will provide educational excellence through quality engagement while developing a love for learning.

Vision

If you love them you can teach them

Value Statement

Respect and Responsibility	Responsible
Caring and Giving	Organized
Grit and Preparation	Attentative
Recognize and Celebrate	Respectful

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Tibbals Elementary is 15 years old. It sits in heavily dense housing zone. It is the only Wylie ISD school located in Murphy. The community is comprised of average to above average housing and incomes. The economically disadvantaged numbers are relatively low at 15.17%.

Tibbals demographics include a variety of cultures and ethnic groups. Current demographics are 11.09% African American, 36.7% Asian, 8.32% Hispanic, and 38.17% White. Tibbals is made up of 197 ELL students which is 14.9% of our current student enrollment.

Students are well managed by staff with only 59 office referrals in the 2022-2023 school year. Classrooms use relational practices to redirect students and teach relational skills. Classroom agreements are used in each classroom that holds students to an agreed upon standard.

Staff turnover is relatively low. Eight classroom teachers were hired this year due to life changes with previous staff as well as an additional allotment for a kindergarten and 2nd grade teacher.

Demographics Strengths

Tibbals is very welcoming of all our cultures. The community we serve feels the importance of belonging to an atmosphere that is connected and cared for. The students are from various cultures with much parent involvement. The students are held to a rigorous standard thus performance is above average. Many of the instructional supports are based on our population and the needs of each student. We serve in our ELL program, 96 students and we monitor about 25 students yearly.

Student Learning

Student Learning Summary

Tibbals Elementary students perform very well on state and local assessments. On the 2022-2023 STAAR test, 58% of 3rd grade students scored masters on the Reading STAAR test and 59% of students scored masters on the Math STAAR test. 63% scored masters on the 4th grade Reading STAAR test and 68% scored masters on the Math STAAR test. Our sub-populations also scored well above state targets for both Reading and Math STAAR tests.

Student Learning Strengths

Students learn at a high level at Tibbals. Each grade level achieves high mastery scores on reading inventories, MAP, STAAR, and district assessments. Intervention is implemented from the beginning of school helping any students who struggle with reading or math. Progress monitoring is done every 3 weeks and communicated with parents. The strong partnership between school and home holds students accountable for growth.

School Processes & Programs

School Processes & Programs Summary

Tibbals follows Wylie ISD's scope and sequence and instructional focus documents planning and implementing lessons that are sequential and appropriate for each grade level. Teachers collect a variety of data points to develop individualized learning plans to meet the needs of each student in small group. Our campus leadership team is made up of PLC (Professional Learning Community) leaders and team leaders. They meet regularly with the administrative team to make decisions for the school. School events are communicated to parents via email, a school newsletter, and social media posts. Each teacher also communicates weekly with parents. Support services such as RTI, ESL, and Special Education all work together to develop the master schedule to meet the needs of students. Technology is a critical component of our classrooms. Our campus is 1 to 1 for chromebooks in 2nd-4th grades. Kindergarten and first grade also have access to chromebooks to enhance their learning. Teachers utilize their smartboards regularly to create engaging and interactive lessons with students.

School Processes & Programs Strengths

Wylie ISD's Curriculum and Instruction department provide resources and training to our teachers to help them implement the expected curriculum in the classroom. Our teachers are passionate about providing high levels of instruction to our students and spend much time in professional learning communities to share best practices with each other. They participate in multiple planning meetings a week to collaborate and develop rigorous lessons for our students.

Perceptions

Perceptions Summary

The parent survey for Tibbals is very positive. Parents believe in teacher effectiveness, the leadership of the principal, have opportunities to be involved, and have a strong sense of pride for the school. The PTA is active planning programs for the students at Tibbals and generating parent involvement. They are very supportive of the school's mission statement: Our Tibbals Family encourages excellence in academics and character while valuing diversity. With such a diverse student population, it is incredible to see how inclusive the environment is at Tibbals. There is a positive school climate that believes in collaboration, student engagement, and building strong relationships. Teachers go above and beyond to be a part of campus committees to enhance the learning opportunities for students.

Perceptions Strengths

In a 2022-2023 survey, staff rated the school high for collaboration amongst staff. They believed the campus was committed to quality work, and teachers worked together to do what is best for kids. They also felt communication between administrators and staff was clear and effective.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: In 2022-2023 survey, teachers felt they did not have a voice in making campus decisions. **Root Cause:** Only PLC and team leaders met to make decisions regarding the campus.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Dyslexia data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback





Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals

Goal 1: Instill community and ethical values in our students





Performance Objective 1: Raise awareness of the Wylie Way Core Values.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Promote the Wylie Core Values. Strategy's Expected Result/Impact: Tiger Track recognition, student of the week awards, less discipline referrals, common lessons in the classrooms, posted core values in hallways, student contracts and goal setting. Staff Responsible for Monitoring: staff and counselor</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Award student behaviors exhibited through core values and goal setting. Strategy's Expected Result/Impact: weekly awards, weekly announcements, Tiger Tracks Sunshine students, and students tracking goals each 9 weeks, Jimmy Johns student of the week, Spotlight award, Tiger Traits tickets Staff Responsible for Monitoring: counselor and teachers</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create a common academic and character vocabulary between parents, students, and community. Strategy's Expected Result/Impact: Facebook and twitter posts honoring community organizations and individuals, post student recognition and exemplifying hope on the website, facebook, & twitter, language in the halls and at home, bi-weekly parent newsletter. Staff Responsible for Monitoring: counselor, admin, and staff</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Instill community and ethical values in our students





Performance Objective 2: Invite community and businesses to partner in promoting Wylie Way

Core Values.

Strategy 1 Details	Formative Reviews		
Strategy 1: Involve community with Wylie Way by having conversations with business concerning the character portrayal of our students. Strategy's Expected Result/Impact: business connection with carnival, programs, and special award ceremonies Staff Responsible for Monitoring: staff and community	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: School posts and communicates business involvement with respect to Wylie. Strategy's Expected Result/Impact: postings and certificates of appreciation for partnership with community. Staff Responsible for Monitoring: administration	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Invite "sports heros" from high school to promote Wylie Way. Strategy's Expected Result/Impact: featured readers, positive role models, and reading partnerships with student athletes Staff Responsible for Monitoring: admin	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 1: Instill community and ethical values in our students

Performance Objective 3: By the end of the 1st 9 weeks, campus and community will have a common definition and understanding regarding the core value of Respect and Responsibility.

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement all activities on the September 14th Strategy's Expected Result/Impact: lessons, classroom treatment agreement, and goals for students. Staff Responsible for Monitoring: counselor, teachers, admin., Wylie Way Committee	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Plan unity day on Oct. 19th where students across the district unite together to promote anti-bullying. Strategy's Expected Result/Impact: Students wearing orange, class lessons, videos of what bullying is and is not. Students make personal commitment to stand up for others. Staff Responsible for Monitoring: Wylie Way Committee, counselor and admin	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Recognize students for high attendance rates as it pertains to academic responsibility. Strategy's Expected Result/Impact: students will be aware of personal attendance and recognize it as a responsibility Staff Responsible for Monitoring: admin, teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 1: Instill community and ethical values in our students

Performance Objective 4: By the end of the 2nd 9 weeks, campus and community will have a common definition and understanding regarding the core value Caring and Giving.

Strategy 1 Details	Formative Reviews		
Strategy 1: Participate in district food drive Strategy's Expected Result/Impact: donations to the Christian Care Center and donations of \$\$ by teachers, Tiger Tracks promotions, promotions by facebook, twitter, newsletter and webpage. Staff Responsible for Monitoring: Staff	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Plan campus Veteran's Day Celebration on November 11th Strategy's Expected Result/Impact: Classes create a banner to honor veterans, schoolwide Veterans Parade, invite veterans for recognition at parade. Staff Responsible for Monitoring: admin	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: "Relationship Day" December 7th. Strategy's Expected Result/Impact: lessons in the classroom, campus assembly. Students write on lightbulbs how to brighten someone's day and hung down main hallway. Staff Responsible for Monitoring: counselor	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 1: Instill community and ethical values in our students

Performance Objective 5: By the end of the 3rd 9 weeks, campus and community will have a common definition and understanding regarding the core value Grit and Preparation.

Strategy 1 Details	Formative Reviews		
Strategy 1: Mapping your Future on Feb. 8th. Strategy's Expected Result/Impact: assembly kickoff, lessons in the classroom. Kids will post their future goals. Staff Responsible for Monitoring: staff, Wylie Way Committee	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Plan "Mapping your future Follow Up"" Activities on March 1st Strategy's Expected Result/Impact: lessons in the classroom, guest speakers in the classrooms. Staff Responsible for Monitoring: staff	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Implement College Week Feb 27th - March 3rd Strategy's Expected Result/Impact: Kahoots in class about teacher college facts, students will bring back information from home Write to colleges and research schools. Staff Responsible for Monitoring: counselor and staff, Wylie Way Committee	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Instill community and ethical values in our students





Performance Objective 6: By the end of the 4th 9 weeks, campus and community will have a common definition and understanding regarding the core value Gratitude and Celebration.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement Ripples of Hope Month begins April 3rd. Strategy's Expected Result/Impact: Post ripples of hope flyers, lessons in the classroom. Students will write hope letters to a friend, family member, or significant person that has made an impact in their life. Staff Responsible for Monitoring: staff</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Day of Gratitude on April 19th. Strategy's Expected Result/Impact: focus on Relationships and Gratitude with school wide lessons and activities. What are you thankful for in gratitude journals. Staff Responsible for Monitoring: counselor, Wylie Way Committee</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Celebrate Teacher Appreciation Week May 1st-5th Strategy's Expected Result/Impact: PTA honors teachers, community and parents honor teachers, the school body honors each teacher. Staff Responsible for Monitoring: admin and PTA</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Day of Celebration May 19th. Strategy's Expected Result/Impact: Focus on Relationships and Celebration with school wide lessons and activities. Seniors will walk the hallways of the elementary. Celebrate others. Staff Responsible for Monitoring: Staff, counselor</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Instill community and ethical values in our students





Performance Objective 7: District and campus will encourage employee wellness by promoting and offering preventative health services at the convenience of the staff during the school year.

Evaluation Data Sources: Staff satisfaction survey

Strategy 1 Details	Formative Reviews		
Strategy 1: Wellness program offered on campus Strategy's Expected Result/Impact: staff will know their wellbeing Staff Responsible for Monitoring: nurse	Formative		
	Dec	Mar	June
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Goal 1: Instill community and ethical values in our students

Performance Objective 8: Build character through instilling responsibilities of being a positive contributor to society.

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement Tiger Tickets by identifying what character qualities Tibbals Tigers should possess. Strategy's Expected Result/Impact: Staff will determine values/qualities important to them and determine a common list Staff Responsible for Monitoring: admin	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Celebrate students as they exhibit these qualities Strategy's Expected Result/Impact: students will be recognized by staff members using Tiger Tickets to identify the characteristic the student was demonstrating Staff Responsible for Monitoring: admin, teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 1: Instill community and ethical values in our students

Performance Objective 9: Promote diversity and encourage inclusive mindsets.

Strategy 1 Details	Formative Reviews		
Strategy 1: Training throughout the year to promote awareness Strategy's Expected Result/Impact: more inclusive mindsets Staff Responsible for Monitoring: admin	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Students lessons focused on the value of a diverse campus and being inclusive. Strategy's Expected Result/Impact: Students will progress to a more inclusive mindset. Staff Responsible for Monitoring: counselor and admin	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Instill community and ethical values in our students





Performance Objective 10: Encourage regular attendance

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: celebrate perfect attendance every grading period by awarding certificate and recognition to Attendance HERO's (Here Everyday Ready On-time)</p> <p>Strategy's Expected Result/Impact: students will be encouraged to be at school every day, on time</p> <p>Staff Responsible for Monitoring: attendance clerk, admin, teachers</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Principal will monitor attendance and communicate with attendance committee if there are any concerns</p> <p>Strategy's Expected Result/Impact: school staff will support families in need of encouragement to attend regularly</p> <p>Staff Responsible for Monitoring: admin and attendance committee</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs

Performance Objective 1: LEP students will increase critical skills in Listening, Speaking, Reading, Writing, and Math by increasing their scores by 1 year growth so that at least 60% of student have appropriate growth on TELPAS, Unit Exams, and State Assessments.





Evaluation Data Sources: Unit Tests, TELPAS writing samples, STAAR data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: ESL teacher share SIOP strategies at staff meeting</p> <p>Strategy's Expected Result/Impact: Walk-throughs, increase in unit exams, increase in TELPAS growth, anchor charts, critical vocabulary.</p> <p>Staff Responsible for Monitoring: Teachers, ESL teacher, Principals</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Targeted vocabulary, reading, and comprehension instruction.</p> <p>Strategy's Expected Result/Impact: DRA/BAS levels will show 1 year of progress</p> <p>Staff Responsible for Monitoring: Teachers, ESL teacher, administrators, Suzie O'Loughlin</p> <p>Funding Sources: books, readers - State ELL Allotment - \$1,500</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs

Performance Objective 2: Maintain appropriate growth at every level so that our student show growth on several measurements in order to achieve an A in domain 1 and 2a and 2b, looking at our comparison group, as well as domain 3





Evaluation Data Sources: Unit tests, MAP tests, state accountability ratings

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Advanced students will dive deeper into curriculum through differentiated instruction and at least 90% of advanced students will achieve masters on assessments.</p> <p>Strategy's Expected Result/Impact: Unit exams, STAAR, report cards, and evidence of project based learning, monitored data in PLC's, workshop model across all contents.</p> <p>Staff Responsible for Monitoring: advanced teachers and administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Target specific SEs of students performing at the Meets level at the Level II satisfactory move them to the Advanced Level.</p> <p>Strategy's Expected Result/Impact: Differentiation will be based on specific SE's, Unit scores, and checkpoints</p> <p>Staff Responsible for Monitoring: all staff</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue tracking system to monitor all students throughout the year</p> <p>Strategy's Expected Result/Impact: appropriate growth for all students</p> <p>Staff Responsible for Monitoring: admin and teachers</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Use tracking system and create monitor groups in Aware in order to track specific student groups to ensure growth to earn an A in domain 3</p> <p>Strategy's Expected Result/Impact: all students will receive appropriate instruction and show at least 1 year of academic growth</p> <p>Staff Responsible for Monitoring: admin and teachers</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs





Performance Objective 3: Campus will ensure compliance with the Local Wellness Policy through implementation of the District Wellness Plan in the areas of nutrition promotion, nutrition education, physical activity, and school-based activities.

Evaluation Data Sources: Campus Wellness Tea, Fitness gram, Participation in School Community Wellness events

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The district/campus shall consistently promote healthy nutrition messages, including food and beverage advertisements accessible to students during the school day, and share educational information to promote healthy nutrition choices and positively influence the health of students.</p> <p>Strategy's Expected Result/Impact: promote healthy choices</p> <p>Staff Responsible for Monitoring: PE teacher and administration, cafeteria staff, teachers</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The district/campus shall deliver nutrition education that fosters a lifestyle of healthy eating behaviors through integration of nutrition education into appropriate curriculum areas and provision of professional development to staff responsible of nutrition education.</p> <p>Strategy's Expected Result/Impact: grade level schedules</p> <p>Staff Responsible for Monitoring: administration and teachers</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The district/campus shall provide an environment that fosters a lifestyle of physical activity and fitness behaviors through integration into appropriate curriculum areas and provision of professional development to staff responsible for physical activity</p> <p>Strategy's Expected Result/Impact: healthy lifestyles</p> <p>Staff Responsible for Monitoring: admin, PE teachers</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: The district/campus shall encourage students, parents, staff, and community members to use the district's recreational facilities, such as tracks, playgrounds, and the like, that are available outside of the school day in accordance to district policy.</p> <p>Strategy's Expected Result/Impact: students and families use available facilities</p> <p>Staff Responsible for Monitoring: admin and teachers</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs





Performance Objective 4: Schools shall provide smooth transitions for 100% incoming students and outgoing students.

Strategy 1 Details	Formative Reviews		
Strategy 1: Preschool campus will conduct transition activities between their campus and other elementaries. Strategy's Expected Result/Impact: school tours. Staff Responsible for Monitoring: Preschool administrator team and receiving campus team.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Campus will provide times and activities for incoming students to be introduced and transition to their new campus. Strategy's Expected Result/Impact: school tours, kindergarten round-up, meet the teacher. Staff Responsible for Monitoring: Campus administrators and counselors.	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Support transition of 4th graders to intermediate school. Strategy's Expected Result/Impact: tour intermediate school and parent meeting with admin of new school Staff Responsible for Monitoring: admin, 4th grade teachers, counselor	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs

Performance Objective 5: The district will meet the needs of the McKinney-Vento Act students through the availability of Title 1, Part A set-aside funds and the TEHCY grant.





Evaluation Data Sources: End of year documentation for McKinney-Vento and TEHCY grant strategies

Strategy 1 Details	Formative Reviews		
Strategy 1: Provided staff development session for district counselors and teachers. Strategy's Expected Result/Impact: Awareness of resources for students who qualify Staff Responsible for Monitoring: admin, district coordinators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Utilize data to increase the awareness and needs of the McKinney-Vento Act students Strategy's Expected Result/Impact: awareness Staff Responsible for Monitoring: admin, counselor	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize funds to assist with school supplies, standardized clothing, tuition, credit recovery, and other items specific to grant guidance Staff Responsible for Monitoring: District coordinators, admin, counselor	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs

Performance Objective 6: Students who are considered to be at-risk will have intervention opportunities beyond what is offered to peers.





Evaluation Data Sources: tutoring rosters, data tracking sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: At risk students will be given extra intervention opportunities beyond what is offered by classroom teacher</p> <p>Strategy's Expected Result/Impact: extra intervention will lead to closing gaps</p> <p>Staff Responsible for Monitoring: admin, teachers</p> <p>Funding Sources: - State Comp Ed - \$2,400</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers will monitor skill acquisition in order to provide intervention/feedback immediately to avoid frequent misconceptions and widening of gaps</p> <p>Strategy's Expected Result/Impact: At risk students will have fewer gaps</p> <p>Staff Responsible for Monitoring: teachers, admin</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs





Performance Objective 7: Provide dyslexia services for student identified with dyslexia

Evaluation Data Sources: dyslexia rosters, teacher training

Strategy 1 Details	Formative Reviews		
Strategy 1: screen kindergarten and 1st grade students for dyslexia indicators Strategy's Expected Result/Impact: early identification of dyslexic students Staff Responsible for Monitoring: Abrams, admin, teachers	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs

Performance Objective 8: Encourage family involvement and community engagement

Strategy 1 Details	Formative Reviews		
Strategy 1: WatchDOGS program to encourage positive male role models for all students Strategy's Expected Result/Impact: students will have positive interaction with male role models within the school environment Staff Responsible for Monitoring: PTA, admin, school secretary	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: PTA and school partner to facilitate 2 free family programs each year Strategy's Expected Result/Impact: Families are engaged in activity within the school community Staff Responsible for Monitoring: PTA, admin	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Ensure academic achievement for all students through tight family partnerships, curriculum and programs





Performance Objective 9: Tibbals will address the needs of our economically disadvantaged students

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Economically disadvantaged students will be supported financially, as needed, to ensure all school experiences are available to them.</p> <p>Strategy's Expected Result/Impact: Ec. dis. students will not miss out on educational field trips or other experiences.</p> <p>Staff Responsible for Monitoring: admin, counselor</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Prepare students for a successful life beyond high school

Performance Objective 1: Inform students of goal driven expectations.





Evaluation Data Sources: completed student contracts

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Student participate in classroom contracts and goal setting. Strategy's Expected Result/Impact: Contracts in classrooms, campus commitment. Staff Responsible for Monitoring: campus staff</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: School will provide models in everyday business that will help students visualize goal setting and reaching goals. Strategy's Expected Result/Impact: Display of goals reached by school and PTA drives for campus improvement. Students will recognize businesses for their services by presenting a Tibbals Certificate, Mapping your Future. Staff Responsible for Monitoring: all campus personnel</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Prepare students for a successful life beyond high school





Performance Objective 2: Provide students with a variety of extra curricular opportunities.

Evaluation Data Sources: extracurricular rosters

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Science and Math based engineering program will be offered to build interest in those content areas. Strategy's Expected Result/Impact: increase in math and science scores, questioning increase about how things work, and enrollment in the program. Staff Responsible for Monitoring: Dallas Metro Engineering for Kids</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Involvement in the Arts will shape the creativity of our students. Strategy's Expected Result/Impact: UIL ribbons, celebrate the arts ribbons, PTA reflections student display of the arts, district and campus wide talent show, sculpting, and increase in student creativity. Staff Responsible for Monitoring: teachers, PTA, and administration Young Rembrandts</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 3: Prepare students for a successful life beyond high school

Performance Objective 3: Create an awareness of college expectations.

Strategy 1 Details	Formative Reviews		
Strategy 1: Thing college Thursday spotlights colleges from around the nation. Strategy's Expected Result/Impact: student participation in wearing college clothes Staff Responsible for Monitoring: staff members	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: All teachers promote their colleges and post all about me posters. Strategy's Expected Result/Impact: all about me posters Staff Responsible for Monitoring: staff members	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: College Week will promote community involvement and what students can become when they go to college. Strategy's Expected Result/Impact: College week, school models where the community goes to college and the occupations they hold. Staff Responsible for Monitoring: community and staff	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Attract, retain, and value a quality staff

Performance Objective 1: Provide a collaborative atmosphere to ensure productive day to day teaching and learning.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will meet weekly in a PLC setting or team planning to discuss student data, lesson development, and rigor. Strategy's Expected Result/Impact: Lesson planning will be purposeful, language will be collaborative and meaningful, and full of ideas, and teachers will be leading the meeting. Staff Responsible for Monitoring: teachers and administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: RTI will meet monthly to discuss and intervene with classroom teachers that need support with students. Strategy's Expected Result/Impact: Student RTI data will be moved to an electronic system. the team will monitor the data to support students and teachers. Staff Responsible for Monitoring: RTI committee, administration, classroom teachers</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Attract, retain, and value a quality staff





Performance Objective 2: Recruit, hire, and retain highly effective teachers

Strategy 1 Details	Formative Reviews		
Strategy 1: Seek out, screen applications in searching for quality teachers Strategy's Expected Result/Impact: interview highly qualified applicants Staff Responsible for Monitoring: admin	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Model and build culture of family like atmosphere in order to retain highly qualified teachers Strategy's Expected Result/Impact: teachers will enjoy going to work Staff Responsible for Monitoring: all staff members	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Professional learning through staff development will revolve around immediate teacher need and goals. Strategy's Expected Result/Impact: increase in professional learning to benefit intrinsic motivation, better understanding of what district request and what best practice is best for students *BAS, Fundamental 5, Guided Reading/Writing/Math, MAP. Staff Responsible for Monitoring: all staff	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: Attract, retain, and value a quality staff





Performance Objective 3: Instill an ongoing professional learning environment to increase a common teacher vocabulary.

Evaluation Data Sources: PLC agendas

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide ongoing district perspective concerning culture, curriculum, and accountability. Strategy's Expected Result/Impact: Awareness that will help teachers gain insight to decision making practices. Staff Responsible for Monitoring: administration</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Weekly walk-through's and TTESS goal setting will provide a campus need for improvement using Fundamental Five. Strategy's Expected Result/Impact: Classrooms will begin to see like environments such as rigor, vocabulary, purposeful talk, working in the power zone, and framing the lessons. Staff Responsible for Monitoring: administration</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: PLC's will concentrate on intensive work for students providing for a professional atmosphere. Strategy's Expected Result/Impact: Timely focus on tasks during PLC's, follow-through in the classroom will be targeted and intensive, students will benefit from focused lessons, district PLC training of teacher leaders. Staff Responsible for Monitoring: all campus personnel</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Attract, retain, and value a quality staff

Performance Objective 4: Provide ongoing /embedded professional development for teachers.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Train staff on MAP assessment usage and how to pull and read data reports. Strategy's Expected Result/Impact: specific standard based teaching and intervention, PLC discussions based on data, parent conferences with specific regards to MAP. Staff Responsible for Monitoring: instructional specialists, teachers, and admin.</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide training for RTI members and relay any information to PLC's that will help make decisions for students. Strategy's Expected Result/Impact: successful interventions and the use of aware. Staff Responsible for Monitoring: instructional specialists, admin, RTI members.</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Identify needed professional development as needed using professional goals and campus goals. Strategy's Expected Result/Impact: professional development in a timely manner to provided needed support Staff Responsible for Monitoring: admin</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Attract, retain, and value a quality staff

Performance Objective 5: By the end of the 23-24 school year, all language arts teachers who teach EL students will have their ESL Supplemental Certification

Strategy 1 Details	Formative Reviews		
Strategy 1: The campus administration team will audit their LA teachers to determine who is in need of the ESL certification Strategy's Expected Result/Impact: identify who needs certification Staff Responsible for Monitoring: administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Work in collaboration with Special Services for non-ESL certified teachers to obtain their ESL certification by covering the costs associated with the assessment Strategy's Expected Result/Impact: all LA teachers will be ESL certified Staff Responsible for Monitoring: administration	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 5: Manage growth in a way that ensures functional equity

Performance Objective 1: Continue to provide systems of open door policy as the school and community grows.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Principals and teachers will provide a welcoming culture. Strategy's Expected Result/Impact: parents able to communicate immediately with teachers and principals, collaborative interactions to ensure safe learning environment for the students. Staff Responsible for Monitoring: all campus personnel</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide opportunities for leadership roles with staff members to engage in campus and district opportunities Strategy's Expected Result/Impact: ownership and buy-in for district and campus initiatives, Examples are district positions, PLC, PLC district, MAP, Guided Reading/Writing/Math, etc. Staff Responsible for Monitoring: admin.</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Increase parent attendance to school activities and maintain a welcoming environment for all. Strategy's Expected Result/Impact: improved communication for all upcoming events, communication will be through all modes of social media, marquee, peachjar, etc., increased number of volunteers beyond PTA at all Tibbals events. Staff Responsible for Monitoring: PTA, all campus personnel.</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 5: Manage growth in a way that ensures functional equity

Performance Objective 2: Collaborate and communicate effectively through various modes of technology.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate through PTA to guide the community involvement through PTA Facebook page. Strategy's Expected Result/Impact: PTA involvement, parent volunteers understanding how the school operates, teachers working with community. Staff Responsible for Monitoring: PTA, parent volunteers</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Interaction between community and school using Facebook and Twitter venues. Strategy's Expected Result/Impact: pictures, evidence of learning posted, information delivered timely. #TibbalsPride & Facebook: Tibbals Tigers Staff Responsible for Monitoring: all campus and parents</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Biweekly parent newsletter to clearly and effectively communicate campus information. Strategy's Expected Result/Impact: parents will receive newsletter and pertinent information Staff Responsible for Monitoring: admin</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 5: Manage growth in a way that ensures functional equity

Performance Objective 3: Maintain a culture of excellence both in budgetary expenses and in building upkeep.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: High community expectations regarding facilities, budget expenditures, and learning. Strategy's Expected Result/Impact: building appeals to community inside and out and budget monies spent on technology, outdoor learning center, and makerspace in the library. Staff Responsible for Monitoring: community, district and school personnel</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Create a budget plan that will allow classroom equity, current motivational practices and instill creativity with newest practices. Strategy's Expected Result/Impact: equitable classrooms, sharing devices, all students will have access to technology. Staff Responsible for Monitoring: administration, staff members</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Increase the focus and attention on equipment relative to student growth. Strategy's Expected Result/Impact: Technology devices for students, outdoor learning center, STEM science lab. Staff Responsible for Monitoring: administrative team</p>	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 6: Support student participation in extracurricular activities to promote character and academic achievement.

Performance Objective 1: Students will be offered the opportunity to participate in extracurricular activities.

Strategy 1 Details	Formative Reviews		
Strategy 1: Offer at least 1 afterschool enrichment program Strategy's Expected Result/Impact: students have opportunity to find new interests or build upon current interests Staff Responsible for Monitoring: admin	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Offer UIL academic competition opportunities Strategy's Expected Result/Impact: students will have opportunity to be on UIL team and compete against other schools Staff Responsible for Monitoring: UIL coordinator, admin, teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 7: Celebrate our Excellence

Performance Objective 1: Appreciate staff and students achievements.

Strategy 1 Details	Formative Reviews		
Strategy 1: Weekly, monthly, and 9-week awards will be awarded during Tiger Tracks. Strategy's Expected Result/Impact: awards during Tiger Tracks, culture of appreciation. Staff Responsible for Monitoring: staff and administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Picture gallery will model outstanding efforts made by staff, students, and community. Strategy's Expected Result/Impact: Watch DOGS dads board, rolling pictures of student learning on screen, and celebrating small wins. Staff Responsible for Monitoring: administration and staff	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Celebrate reaching goals for staff and students. Strategy's Expected Result/Impact: teachers awarding teacher of the week in Tiger Tracks, semester awards Staff Responsible for Monitoring: staff and administration	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 7: Celebrate our Excellence

Performance Objective 2: Communicate accomplishments made by students, staff, and community.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Accolades on Facebook, Twitter, and newsletters of accomplishments by staff, students, and community members. Strategy's Expected Result/Impact: Postings will increase awarding success. Staff Responsible for Monitoring: administration, staff</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Tiger Tracks will announce accomplishments to parents and to community. Strategy's Expected Result/Impact: parents coming to Tiger Tracks, award assemblies to celebrate student success. Staff Responsible for Monitoring: Tiger Tracks committee, administration</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Teachers will increase class facebook pages honoring the kids work during the day. Strategy's Expected Result/Impact: Increase in the classroom facebook pages. Staff Responsible for Monitoring: classroom teachers</p>	Formative		
	Dec	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 7: Celebrate our Excellence

Performance Objective 3: Celebrate achievements through rewards, picture displays, and individual awards.

Strategy 1 Details	Formative Reviews		
Strategy 1: Celebrations will occur for all achievements including goals, academics, and extra curricular. Strategy's Expected Result/Impact: a culture of rewarding and recognizing successes. Staff Responsible for Monitoring: school staff	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Timeline Display of students and staff reaching goals. Strategy's Expected Result/Impact: Tiger Paw, behavior and character, front TV displaying award recipients, PLC data wall. Staff Responsible for Monitoring: administration	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

State Compensatory

Budget for Tibbals Elementary School

Total SCE Funds: \$6,040.00

Total FTEs Funded by SCE: 1

Brief Description of SCE Services and/or Programs

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Personnel for Tibbals Elementary School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Teresa Abrams	Teacher	1

Campus Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	6	1			\$2,400.00
Sub-Total					\$2,400.00
Budgeted Fund Source Amount					\$6,660.00
+/- Difference					\$4,260.00
State ELL Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	2	books, readers		\$1,500.00
Sub-Total					\$1,500.00
Budgeted Fund Source Amount					\$1,940.00
+/- Difference					\$440.00
Grand Total Budgeted					\$8,600.00
Grand Total Spent					\$3,900.00
+/- Difference					\$4,700.00