

Georgetown Independent School District

Benold Middle School

2021-2022



Mission Statement

Benold Middle School is committed to doing what is necessary to reach, teach, and encourage students to become passionate learners and positive people for the rest of their lives.

Vision

Benold Middle School will ensure student success by fostering a positive atmosphere of relevant learning and supportive relationships through the collaborative efforts of students, staff, and community.

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Goals

Goal 1: Develop a future-ready learning experience that reflects student voice, choice and ownership.

Performance Objective 1: Benold will sustain expectations for achieving a 5 year picture of success of comprehensively providing personalized learning experiences for all students that lead to mastery of content and growth in Learner Profile attributes.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: Parent, Student and Staff Survey Data; Formative and Summative Data Points

Strategy 1 Details
<p>Strategy 1: Refine systems and structures that increase practices for pursuing learning personal ownership and inquiry. This will include: Student Clubs will be conducted once per week on an adjusted schedule to extend Advisory, each department will create and make progress in two goals for the year: 1. Focusing on increasing ownership of the staff in their department. 2. Focusing on increasing students' self-knowledge and personal responsibility or increasing students' practices for obtaining knowledge through inquiry and exploration, and staff will participate in monthly faculty meetings focusing entirely on professional learning as designed by each department driven by their collective progress in their goals.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</p>

Goal 1: Develop a future-ready learning experience that reflects student voice, choice and ownership.

Performance Objective 2: Benold will develop and sustain habits for building agency in tier I learning experiences with a focus on improved mastery for Hispanic, White, students with two or more races, Economically Disadvantaged, English Learners, Special Education students.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: Staff Survey Data; Lesson Observation; Friendly Friends protocol; Pre/Post Unit Surveys; Formative and Summative Content Assessments

Strategy 1 Details

Strategy 1: Community-Based Accountability Cohort: Implement system responses to identified areas of assessment including "student learning and progress" and "well-rounded students."

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 2 Details

Strategy 2: Engage in Intervention Support for Students who did not take/pass the 2021 STAAR assessments.

TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy**

Goal 1: Develop a future-ready learning experience that reflects student voice, choice and ownership.

Performance Objective 3: Department specific goals will be established and monitored to increase the quality and quantity of relevant and engaging student learning opportunities.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: SMART goals will be established and maintained through quarterly review and adjustment.

Strategy 1 Details
<p>Strategy 1: FINE ARTS - Theatre Arts - Goal #1 - Increase the number of students in the Theatre program.. - Goal #2 - Increase students' comfort and confident when performing.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</p>
Strategy 2 Details
<p>Strategy 2: FINE ARTS - Band - Goal #1 - Band staff will create and implement clear and consistent schedules for sectionals during classes that have a team-teaching component. (SNV, NV, & V) - Goal #2 - Students will consistently demonstrate characteristic tone quality on their instrument in all performing situations.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</p>
Strategy 3 Details
<p>Strategy 3: FINE ARTS - Choir -Goal #1 - Choir staff will work to ensure that all classes get the same opportunities and learning is consistent. This will require organization and planning to make sure this happens. Goal #2 - Students focus on rebuilding the Choir program and creating a more inclusive environment that embraces all students. We have created a Culture and Outreach Committee on our Choir Council to help with this.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>
Strategy 4 Details
<p>Strategy 4: FINE ARTS - Art -Goal #1 - During our PLC we will track our lessons to ensure no crossover/repeat.- Goal #2 - Students will enter two competitions during the school year with a goal of 40%.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</p>

Strategy 5 Details

Strategy 5: FINE ARTS - Orchestra -Goal #1 - Enter grades each week into Skyward so that the work done in Google Classroom is more synched to the grades posted (consequently the email updates the families receive). - Goal #2 - Students will explore the skills they need to adapt to changing performance spaces, changing personnel in their class, and the impact it has on their performance, discovering ways they can persevere through a changing environment without sacrificing their own contributions.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 6 Details

Strategy 6: Science - Goal #1 - Teachers will differentiate instructions, to meet diverse student needs of both in person and remote learners. ... How are we helping students grow? In person vs remote learners; Goal #2 - Teachers will differentiate instructions, to meet diverse student needs of both in person and remote learners.
Use of Unit Goal Setting Form (8th Grade Example)
Students evaluate their own level of understanding at the start of a unit, then at the end they re-evaluate
Students set a current unit goal and explain how they will meet that goal.
End of unit reflections

TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 7 Details

Strategy 7: SOCIAL STUDIES - Goal #1 - The Benold Social Studies department will continue to focus on increasing and improving vertical alignment, both reinforcing concepts for students while also emphasizing the interrelated nature of Social Studies across different locations and time periods.; Goal #2 - We will assist ELA in increasing the literacy of our students by providing content related reading and writing opportunities while working with the ELA department. Growth will be measured by data.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy**

Strategy 8 Details

Strategy 8: Math - Goal #1 - Benold Math Department will utilize differentiated practices for both remote and in person learners to increase student ownership of learning. Teachers will provide activities that will develop student self-responsibility while increasing students' knowledge of math.; Goal #2 - Benold Math Department will increase student ownership of learning by providing activities that develop student self-responsibility while showing growth of our students. Student growth will be measured through term grades, STAAR growth, and NWEA MAP MOY and EOY data.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 9 Details

Strategy 9: Reading Language Arts - Benold RLA department will interpret and utilize data to inform appropriate differentiation between PAP and on-level classes.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 10 Details

Strategy 10: PE - Goal #1 - Continuously give feedback in an effort to increase coaching/teaching within limited class times. This will increase the ownership of the area of our influence by maximizing time restraints. ; Goal #2 -Students will create and track personal goals in fitness, classroom, and personal wellness. This will increase our student's growth in self-knowledge & personal responsibility.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 11 Details

Strategy 11: Special Education - Goal #1 -We will be intentional and purposeful to increase understanding of the role the Special Education staff and systems by educating staff and students to understand how to utilize necessary services. Goal #2 - We will increase student ownership by empowering students to participate in class and access their accommodations and services on a regular basis.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 12 Details

Strategy 12: Project Lead the Way - Goal #1 - Create a method for feedback that empowers students to take more risks in their learning. Goal #2 - Provide students with tools and guidance to understand and evaluate their own progress and achievement of various tasks.

TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 13 Details

Strategy 13: College and Career Readiness - Goal #1 - Provide constant input and discussion towards the possibilities each student has for their future. Open dialog for students to pursue their goals.; Goal #2 -Create student awareness of possible college and career choices and opportunities by investigating through projects their potential education and career futures.

TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 14 Details

Strategy 14: Athletics - Goal #1 - All coaches on staff will continue to take on tasks that they normally have not done in an effort to learn more about how a program runs from top to bottom. This will increase our ownership of the area of our influence.; Goal #2 - Students will create and track personal goals in fitness, classroom, and personal wellness. This will increase our student's growth in self-knowledge & personal responsibility.

TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 15 Details

Strategy 15: Personalized Learning Path - PLP instructors will facilitate Inquiry Based Learning Passion Project experiences which enable and develop student ownership of learning across the academic school year. Students will progressively make more autonomous decisions concerning the content, process, and product of their learning experiences through these Passion Projects.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability**

Strategy 16 Details

Strategy 16: Media Publications - Goal #1 - Media 1 to become more intentional with lesson planning and activities. Media 2 going to every school event possible for pictures and information for the yearbook. Goal #2 - Build out work agendas including daily, weekly and monthly expectations that includes structure for the lesson, topics addressed and timelines for completion.

TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

Strategy 17 Details

Strategy 17: Spanish - Goal #1: For the school year (2021-2022), students will communicate 90% in the target language.; Goal #2 - Students will participate in conversations or dialogue at least 3 times a week.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

Goal 2: Engage the community to become champions and advocates for student success and the future of the district.

Performance Objective 1: Benold will refine systems for regular communication and collaborative service efforts amongst students, staff, and the community to strengthen relationships between all stakeholders.

Evaluation Data Sources: Communication Tools Including But Not Limited to Email, Wall Posting, School Messenger, The Benold Bulletin, Facebook, Instagram, What's Up Benold, PTA Meetings, Sonic Happy Hour With The Principals, Video Announcements; Student, Parent and Staff Survey Data

Strategy 1 Details
Strategy 1: Benold will implement and work to refine a weekly newsletter to the community entitled the Benold Bulletin. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 2 Details
Strategy 2: Benold will implement and work to refine a weekly newsletter to the faculty and staff entitled the What's Up Benold. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture
Strategy 3 Details
Strategy 3: Benold administration and teachers will participate in all Parent/Teacher Association meetings in which parents will be solicited for feedback of campus initiatives. TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 4 Details
Strategy 4: Benold will utilize digital communication/information sources including the Parent U, campus website and social media platforms to increase communication and dialogue amongst staff, students and community members, specifically focusing on Facebook and Instagram. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 5 Details
Strategy 5: Benold will partner with The Locker, parents and students to sustain a success Locker program on campus to support the needs of students and families. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Strategy 6 Details

Strategy 6: Benold will partner with parent and community organizations to support recognized initiatives of importance to further the mission and vision of the district. (Examples: Student Clubs, Creation of an Outdoor Classroom)

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 7 Details

Strategy 7: Benold will utilize a monthly Sonic Happy Hour with the Principal to engage the school community through discussions of topics of importance and answering questions brought by school community members.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

Goal 3: Cultivate an adaptive system of empowered leadership where collaboration and problem-solving are our natural behaviors.

Performance Objective 1: Benold will establish and sustain four campus teams to distribute decision-making for campus initiatives will engage in regular dialogue. These teams are: Teaching & Learning, Health and Wellness, Staff Culture, and Student Culture. Parents will also serve as volunteers for these teams as they choose.

Targeted or ESF High Priority

Evaluation Data Sources: Team Agendas and Minutes; Staff, Student and Parent Survey Data

Strategy 1 Details

Strategy 1: Student Culture - Goal #1 - Strengthen systems and structures for building habits of students' self-knowledge and personal responsibility.

Action Steps:

1. Refine and monitor Advisory routines, procedures and expectations
2. Partner with NJHS goals of including - 8th graders working with 6th grade classrooms

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Student Culture - Goal #2 - Strengthen the campus club structures for students to pursue knowledge through inquiry and exploration while preparing them for current and future success.

Action Steps:

1. Refine planning and collaboration time for staff
2. Build partnerships with community members
3. Foster service learning initiatives
4. Coordinate a Future Readiness Fair
5. Externship

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Student Culture - Goal #3 - Strengthen systems and structures for building habits and routines that enhance the students' growth in building and maintaining respectful relationships.

Action Steps:

1. Implement, Monitor and Refine Capturing Kids' Hearts habits and routines
2. Partner with Health & Wellness in cultivating social-emotional well-being of students
3. Coordinate the creation, implementation and refinement of Eagle Essentials
4. Develop avenues for peer mentoring
5. Expand capacity to help students develop conflict resolution skills and successful collaboration.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 4 Details

Strategy 4: Staff Culture - Goal #1 - Connecting Staff - Create personalized learning opportunities in which teachers self select into a learning partnership with someone they would usually not come into contact with.

Action Steps:

1. Create coaching sessions, learning opportunities, and review learning suggestions brought to the team based on interest or desire.
2. Develop incentives for staff members to participate.
3. Survey teachers to determine who would like to be a part of the learning partnership process at some point throughout the year.
4. Allow teachers time to be acquainted during our gatherings in and out of campus settings.
5. Allow teachers to self select their partner or be placed based on the interest.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 5 Details

Strategy 5: Staff Culture - Goal #2 - Strengthen Relationships - Through different events during the year, staff members will be able to join in fellowship with those from different parts of the campus.

Action Steps:

1. Create and implement a potluck schedule with departments, teams, office members, staff members, not leaving anyone out.
2. Learn the interests of staff members and create a variety of opportunities based on those interests to provide avenues for conversation, learning, and fun.
3. Remind and advertise the upcoming events to the staff.
4. Capture the fun from the events and post to WUB and other avenues to gain participation in future events.
5. Diving into equitable conversations with each other creating a foundation that will then be implemented with students in the future.
6. Capture the fun from the events and post to WUB and other avenues to gain participation in future events.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 6 Details

Strategy 6: Staff Culture - Goal #3 - Love Where You Live - Community hotspots will be highlighted once a month as a central gathering place for staff to connect outside of school along with family and friends.

Action Steps:

1. Survey staff members for ideas on their favorite hot spot in the surrounding area including some information about why that is their favorite hot spot and "need to know" before you go.
2. Broadcast this information in an easy to read calendar set up that allows staff members plenty of time to plan if they wish to join.
3. While there, be intentional about having outside of work conversations.
4. Capture the fun from the events and post to WUB and other avenues to gain participation in future events.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 7 Details

Strategy 7: Health and Wellness - Goal #1 - #BErelational SEL Academy C2Y2: Social Emotional Learning (SEL) is the process of supporting the Learner Profile within a safe and caring learning environment. SEL develops our capacity for compassionate empathy, self-management, social and cultural humility, and responsible decision making. We will continue our participation in the SEL Academy as we enter year 2 of implementation.

Action Steps:

1. Conduct annual SES and reach an 85% response rate for students in April/May
2. Establish team roles, develop new goals, consider strategic integration of learner profile
3. Send staff surveys, collect data, review data, and design systems of support where needed
4. Collaborate and consult with district SEL Specialist; Heather Moeller
5. Attend SEL focused trainings throughout the school year

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 8 Details

Strategy 8: Health and Wellness - Goal #2 - #BEwell Healthy School Challenges: The Health & Wellness Design Team will promote and support overall wellness and healthy lifestyle choices through various campus events and fun challenges for staff and students.

Action Steps:

1. Collaborating with the Staff Culture team to organize fun, engaging, and relevant events for staff.
Examples of activities may include: Step Tracking Contest, healthy recipe book
2. Partner with the Student Culture team to organize student friendly activities/challenges that are fun, engaging, and promote healthy lifestyle habits.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 9 Details

Strategy 9: Health and Wellness - Goal #3 - #BEcalm Stress Management: Provide strategies and resources to staff and students to help reduce stress and anxiety.

Action Steps:

1. Counselors will directly teach mindfulness practices during guidance lessons.
2. The Health & Wellness Design Team will create opportunities for staff to participate in mindfulness activities (Headspace, Yoga, Adult Coloring, etc...)
3. Through various collaboration efforts with PTA and (possible) fundraising, we will create a designated space for a Staff Wellness Room which will allow staff members to refocus, re-center, and rejuvenate during their school day.
4. You have to Maslow before you can Bloom. The Nest is a designated space for students to go throughout the day when they need to take a break to refocus and practice using mindfulness strategies. The Nest will also have a healthy snack cart available for students who may be in need.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 10 Details

Strategy 10: Teaching and Learning - Goal #1 - Teachers will design authentic learning experiences for students.

Action Steps:

1. Teachers will be provided with professional learning opportunities (including Day of Design) and support that help them determine the needs of their students and create meaningful learning opportunities for their students. Life application and student agency will be used to guide decision-making in creating learning experiences.
2. Teachers will consider the Learner Profile when designing engaging work for their students.
3. Teachers in the PLI Collaborative will share information and experiences.
4. Teachers will utilize the many resources that are available in "The GATE".
5. Norms will be established and maintained for planning documents and the sharing of these documents with other staff.
6. Teachers, Departments and Grade Levels will continuously review assessments of and feedback from students before and after units of study to identify ownership, to promote student mastery and growth in Learner Profile attributes, and to apply their learning experiences to real life.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 11 Details

Strategy 11: Teaching and Learning - Goal #2 - Our PLCs will be "rebranded" as an intentional, productive and collaborative time that teachers look forward to.

Action Steps:

1. We will create an inviting, resource filled room where PLCs will meet.
2. Common content teachers will meet weekly in the PLC room to collaborate and look at the work that we are putting in front of our kids.
3. Grade level teachers will meet weekly to discuss individual student needs, design cross curricular activities and determine how different contents can support each other.
4. Teachers will review students' assessment results and feedback to make informed decisions in future design.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 12 Details

Strategy 12: Teaching and Learning - Goal #3 - Teachers will have consistently high academic standards of students across the disciplines.

Action Steps:

1. With department input we will create a list of non-negotiables to be implemented into every classroom.

Example - First word of a sentence is always capitalized.

Example - A.C.E. Strategy for short answer questions (Answer, Cite, Explain)

2. We will set a schoolwide expectation of rigor as appropriate for individual students and classes.

Example - questioning should go beyond memorization and recitation; it should be higher order and asking students to apply what they have learned.

TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Goal 3: Cultivate an adaptive system of empowered leadership where collaboration and problem-solving are our natural behaviors.

Performance Objective 2: Benold will implement and sustain a walk-through process of empowerment by allowing teachers choice in when their walk-throughs occur and what areas are focused on for feedback. All staff will schedule a minimum of one walk-through each quarter. This process will include an opportunity for a pre-conference and a required post conference for collaboration and feedback.

Targeted or ESF High Priority

Evaluation Data Sources: Increased use of successful strategies incorporated into tier I instruction. ; Walk-Though artifacts

Goal 3: Cultivate an adaptive system of empowered leadership where collaboration and problem-solving are our natural behaviors.

Performance Objective 3: Departments will create and maintain their own professional learning calendars which focuses on progress towards their departmental goal and incorporates each member as both facilitator and learner.

Targeted or ESF High Priority

Evaluation Data Sources: Qualitative and quantitative data identifying progress towards department goals. Meeting agendas and minutes.

Goal 3: Cultivate an adaptive system of empowered leadership where collaboration and problem-solving are our natural behaviors.

Performance Objective 4: Campus Administration and Counselors will regularly engage in a process termed "rounding" in which answers are sought from all staff in which those who are having success and displaying habits that reflect our vision, mission and beliefs are recognized then celebrated with these individuals on a weekly basis.

Targeted or ESF High Priority

Evaluation Data Sources: Weekly Data Review

Goal 4: Establish an innovative culture that encourages risk-taking, diverse thinking and meaningful exploration.

Performance Objective 1: Benold will utilize a teaming model for all grade levels in which teachers will meet weekly to address individualized needs of students and create/implement/review action plans for student support.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: Designing Engaging Work and Coaching for Design Attendance by Benold Staff; Team Meeting Agendas and Minutes for Each Grade; Student Quantitative Data (Report Cards, Referrals, Attendance, Assessment Data); Student, Parent and Staff Survey Data

Goal 4: Establish an innovative culture that encourages risk-taking, diverse thinking and meaningful exploration.

Performance Objective 2: Benold will pilot a process for incorporation, support and review of students participating in special populations not represented in advanced level classes to participate in these classes.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: Teacher, Student and Parent Feedback; Formative and Summative Assessment; LPAC and ARD documentation