

Georgetown Independent School District

Mccoy Elementary School

2019-2020 Goals/Performance Objectives/Strategies



Mission Statement

Inspiring and empowering every learner to lead, grow and serve.

Vision

Home of the most inspired students, served by the most empowered leaders.

Core Beliefs

GISD Learner will

- Communicate, collaborates, and applies critical thinking.
- Creates and Innovates
- Obtains knowledge through inquiry and exploration
- Adapts and perserveres.
- Develops self-knowledge and personal responsibility.
- Builds and models respectful relationships.

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Goals





Revised/Approved: August 24, 2015

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

Performance Objective 1: Increase the quality of student engagement and attainment of the learner profile by personalizing instruction through professional learning systems and instructional feedback systems.

Evaluation Data Source(s) 1: Student and Parent feedback surveys.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	Aug
1) Creating and implementing peer leadership programs- Bobcat Buddies	Instructional Team	Our scholars will develop a deeper understanding of our Learner Profile.				
Problem Statements: Student Achievement 1 - School Culture and Climate 1 - Curriculum, Instruction, and Assessment 3 - School Context and Organization 2 - Demographics 2 - Student Academic Achievement 2 - School Processes & Programs 2						
2) Have student clubs that are driven by student interest.	Principals, Assistant Principal, all teachers, and all paraprofessionals.	Student ownership in learning and increased engagement. Increased attendance on half days of school.				
Problem Statements: Demographics 1 - Student Achievement 1, 2 - School Culture and Climate 1 - Curriculum, Instruction, and Assessment 2, 3 - School Context and Organization 2 - Demographics 1, 2 - Student Academic Achievement 1, 2 - School Processes & Programs 1, 2 - Perceptions 1						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 1:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

Student Achievement

Problem Statement 1: There is not evidence of student growth over multiple data sources. **Root Cause 1:** There are not data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

Problem Statement 2: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 2:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

School Culture and Climate

Problem Statement 1: There is not evidence of student growth over multiple data sources. **Root Cause 1:** There are not data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

Curriculum, Instruction, and Assessment

Problem Statement 2: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 2:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

Problem Statement 3: There is not evidence of student growth over multiple data sources. **Root Cause 3:** There are not data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

School Context and Organization

Problem Statement 2: There is not evidence of student growth over multiple data sources. **Root Cause 2:** There are not data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

Demographics

Problem Statement 1: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 1:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

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School Processes & Programs

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Perceptions


Problem Statement 1: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 1:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

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

Performance Objective 1: McCoy will engage with the community to tell our story.

Evaluation Data Source(s) 1: Interactions on social media pages, campus event flyers and parent feedback through anonymous forums and Coffee with the Principals.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	Aug
1) The principal will send out weekly bulletins to keep the community informed.	Principal, Assistant Principal, and Principal's secretary.	The community will be more aware of events happening at McCoy. This should result in a larger community involvement. It should also minimize the amounts of phone calls to the office allowing the front office to be more successful.				
Problem Statements: School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 3 - Parent and Community Engagement 1 - School Context and Organization 6 - Technology 2 - School Processes & Programs 6 - Perceptions 4						
2) We will update our campus Facebook and Twitter accounts with student work and community involvement activities.	Principal, Assistant Principal, Librarian and Relationship Team.	Community members being able to talk about the work going on at McCoy. Attracting highly qualified teachers to McCoy.				
Problem Statements: School Culture and Climate 5 - Staff Quality, Recruitment, and Retention 3 - Parent and Community Engagement 1 - School Context and Organization 6 - Technology 2 - School Processes & Programs 6 - Perceptions 4						
						

Performance Objective 1 Problem Statements:

School Culture and Climate

Problem Statement 5: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 5:** We need to do a better job of engaging the public through social media.

Staff Quality, Recruitment, and Retention

Problem Statement 3: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 3:** We need to do a better job of engaging the public through social media.

Parent and Community Engagement

Problem Statement 1: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 1:** We need to do a better job of engaging the public through social media.

School Context and Organization

Problem Statement 6: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 6:** We need to do a better job of engaging the public through social media.

Technology

Problem Statement 2: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 2:** We need to do a better job of engaging the public through social media.

School Processes & Programs

Problem Statement 6: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 6:** We need to do a better job of engaging the public through social media.

Perceptions

Problem Statement 4: The community can not speak and/or are aware of all the wonderful things going on inside McCoy elementary. **Root Cause 4:** We need to do a better job of engaging the public through social media.

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

Performance Objective 2: We will establish digital portfolios to collect goals, data and progress for each child.

Evaluation Data Source(s) 2: We will use feedback surveys to collect data on parent response to student experiences and student feedback on how tracking growth impacted their learning.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	Aug
1) Have all teachers utilize Seesaw in their classrooms to learning goals and progress.	All Staff	Parents will receive timely feedback on student progress throughout the year.				

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

Performance Objective 1: We will use data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

Evaluation Data Source(s) 1: PLC agendas

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
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1) We will utilize the Leading Learning document and data walls that show how all students are growing. This will help us customize and target instruction for both remediation and extension opportunities.	Administration, Interventions and classroom teachers.	Increase in student growth over time as well as an improvement in instruction.				
	Problem Statements: Demographics 1 - Student Achievement 1, 2 - School Culture and Climate 1 - Curriculum, Instruction, and Assessment 2, 3 - School Context and Organization 2 - Demographics 1, 2 - Student Academic Achievement 1, 2 - School Processes & Programs 1, 2 - Perceptions 1					
2) We will train our behavior staff and supporting general education teachers in Solid Roots.	Principal, Assistant Principal and Behavior teachers	We will have more informed staff equipped to collect functional behavioral data to utilize in decision making.				
	Problem Statements: Student Achievement 3, 5 - School Culture and Climate 2, 4 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 4 - School Context and Organization 3, 5 - Technology 1 - Student Academic Achievement 3, 5 - School Processes & Programs 3, 5 - Perceptions 2, 3					
3) We will provide additional staff training in ELPs best practices.	Principal, Assistant Principal and District ELL Coordinator.	Increase in TELPAS Scores				
						

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 1:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

Student Achievement

Problem Statement 1: There is not evidence of student growth over multiple data sources. **Root Cause 1:** There are not data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

Problem Statement 2: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 2:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

Problem Statement 3: It is difficult to hire and retain quality behavior paraprofessionals. **Root Cause 3:** Lack of effective, applicable and ongoing training.

Problem Statement 5: I do not have behavioral data that can be easily collected by behavioral paras and teachers. **Root Cause 5:** They do not have easy to use mobile devices like I pads to collect in the moment data on. .

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Staff Quality, Recruitment, and Retention

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Curriculum, Instruction, and Assessment

Problem Statement 2: Our Eco-Dis and hispanic students are not showing the same growth as our other students. **Root Cause 2:** Lack of experiences and background knowledge for Eco-Dis and Hispanic students.

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School Context and Organization

Problem Statement 2: There is not evidence of student growth over multiple data sources. **Root Cause 2:** There are not data systems to inform our instruction related to whole child development (Learner Profile) and academic success.

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School Context and Organization

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Technology

Problem Statement 1: I do not have behavioral data that can be easily collected by behavioral paras and teachers. **Root Cause 1:** They do not have easy to use mobile devices like Ipad to collect in the moment data on. .

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School Processes & Programs

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

Performance Objective 1: Increase the quality of campus culture and positive relationships through continuous culture building initiatives and relationship building systems.

Evaluation Data Source(s) 1: Student privilege cards, Social contracts, staff attendance at professional learning opportunities around design, project based learning, and Capturing Kids Hearts.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	Aug
1) Social contracts created and implemented for all staff and students.	Leadership team and all teachers and paraprofessionals.	Staff members and students who feel free to take risks due to a safe school culture.				
Problem Statements: Student Achievement 1, 3 - School Culture and Climate 1, 2 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 3 - School Context and Organization 2, 3 - Demographics 2 - Student Academic Achievement 2, 3 - School Processes & Programs 2, 3 - Perceptions 2						
2) Recognition and Celebrations: Teacher and staff member of the month, and celebrations of students and staff to the community.	Counselor, Principal, Assistant Principal and relationship team.					
Problem Statements: Student Achievement 1, 3 - School Culture and Climate 1, 2 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 3 - School Context and Organization 2, 3 - Demographics 2 - Student Academic Achievement 2, 3 - School Processes & Programs 2, 3 - Perceptions 2						
3) Create student Privilege cards that allow them different privileges based on grade level and alignment to the classroom social contracts.	Classroom teachers and Operations team.	Decreases in student behavior and increase in student empowerment and ownership. This should also help increase student attendance.				
Problem Statements: Demographics 1 - Student Achievement 1, 2, 5 - School Culture and Climate 1, 4 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 2, 3, 4 - School Context and Organization 2, 5 - Technology 1 - Demographics 1, 2 - Student Academic Achievement 1, 2, 5 - School Processes & Programs 1, 2, 5 - Perceptions 1, 3						

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Curriculum, Instruction, and Assessment
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Curriculum, Instruction, and Assessment

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Perceptions

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