

Waco Independent School District

Crestview Elementary School

2023-2024 Improvement Plan

Accountability Rating: B

Distinction Designations:
Academic Achievement in Science



Mission Statement

Crestview Elementary will cultivate a safe and positive learning community where ALL students and staff members can grow, and we will work as a team to elevate and captivate ALL individuals to become global thinkers.

Vision

Crestview Cougars are optimistic, understanding, gracious, ambitious, resilient, servant leaders

Core Beliefs

All students will learn when provided with engaging experiences related to their specific needs.

Students and staff will build strong positive relationships.

All students will grow academically, socially, and emotionally.

Table of Contents

Goals 4

- Goal 1: Increase student achievement by meeting the academic, social-emotional, and physical needs of our diverse student population. 4
- Goal 2: Align systems of support for teachers to improve teacher success and retention. 7
- Goal 3: Utilize effective programs and practices to provide a safe and supportive environment. 11
- Goal 4: Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation. 12
- Goal 5: Engage families and community members to support campus goals. 14





Goals

Goal 1: Increase student achievement by meeting the academic, social-emotional, and physical needs of our diverse student population.

Performance Objective 1: Improve instructional systems and structures to improve students' academic achievement and growth.

Evaluation Data Sources: STAAR Data, BAS, Renaissance, District Assessments





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure that all teachers understand and use Data-Driven Instruction (DDI) and follow the Action Coaching steps.</p> <p>Strategy's Expected Result/Impact: Students improved TCA scores, report card grades, Star Renaissance data, TELPAS, and BAS reading levels will show that 60% of students are on grade level in reading/math, and/or Reading/Math/Science STAAR results will show 60% of students have made student achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide time for teachers to collaboratively design lessons and re-evaluate small group interventions, school tutorials, and Saturday School based on student needs using data-driven instruction.</p> <p>Strategy's Expected Result/Impact: Improved student scores on STAAR to 60% met or exceeded approaches or better in math/reading/science and increased BAS/Star Renaissance levels</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Tutor students in grades 3-5 in math, reading, and science.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and growth in math, reading, and science</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Purchase and provide hands-on field-based research experiences, supplemental materials, and technology to ensure the academic success of students.</p> <p>Strategy's Expected Result/Impact: Improved academic performance of students passing STAAR to 60% and showed progress on Star Renaissance Math/Reading, TCAs, and classroom assessments</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Increase student achievement and identification of GT students by providing enrichment opportunities.</p> <p>Strategy's Expected Result/Impact: Increased number of identified GT students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, MCLs, Instructional Specialist, and Teachers</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Increase student achievement by meeting the academic, social-emotional, and physical needs of our diverse student population.

Performance Objective 2: Implement campus-wide behavior initiatives and professional development to support the safety and social-emotional well-being of students.





Evaluation Data Sources: Professional Development Sign-In Sheets, Anonymous Reports, Professional Development Calendar, Student Surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide professional development to support the social-emotional needs of students and improve campus-wide systems and processes that include: 1) social-emotional learning; 2) Positive Behavior Interventions and Supports (PBIS/TFI); 3) behavior management; and 4) clear campus-wide procedures for responding to both positive and negative behavior.</p> <p>Strategy's Expected Result/Impact: Set clear campus expectations and structures to respond to the non-academic needs of students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement SEL lessons during morning meetings using Character Strong.</p> <p>Strategy's Expected Result/Impact: Students feel a sense of belonging and the ability to voice their feelings/thoughts</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, and Behavior Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Increase student achievement by meeting the academic, social-emotional, and physical needs of our diverse student population.

Performance Objective 3: Promote a positive and healthy environment by providing social-emotional learning opportunities.

Evaluation Data Sources: Progress Monitoring Data, Student Feedback, Staff Feedback





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide student volunteers/interns from the Baylor School of Psychology to help mentor students. Strategy's Expected Result/Impact: Students will learn problem-solving skills, self-advocacy, as well as conflict resolution Staff Responsible for Monitoring: Principal, Counselors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Promote a positive, healthy environment through the use of community volunteers and mentors who help support our Stars Reading Buddies program. Strategy's Expected Result/Impact: Students learn to build positive relationships and find a joy for reading Staff Responsible for Monitoring: Principal, Media Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide weekly or bi-monthly classroom guidance lessons with the counselor utilizing targeted SEL topics. Strategy's Expected Result/Impact: Increased student sense of safety, comfort, and belonging Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Align systems of support for teachers to improve teacher success and retention.

Performance Objective 1: Align systems of support for teachers to improve teacher success and retention.

Evaluation Data Sources: Teacher Satisfaction Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement an expanded Opportunity Culture to increase the reach of growing teachers and students. Strategy's Expected Result/Impact: Increased teaching capacity and student growth/achievement Staff Responsible for Monitoring: Principal, Assistant Principal, and Opportunity Culture Director</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Ensure staff are adequately trained to implement and sustain AVID by attending AVID professional learning opportunities. Strategy's Expected Result/Impact: Teachers implement AVID strategies in their classrooms Staff Responsible for Monitoring: Principal, Instructional Leadership Team, AVID Site Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Assign first-year teachers a mentor through the WISD Succeed Mentoring Program. Strategy's Expected Result/Impact: Increased support and capacity for new teachers and improved teacher retention rates. Staff Responsible for Monitoring: Principal, WISD Succeed Mentor Campus Coordinator</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implement consistent and effective Action Coaching for all teachers.</p> <p>Strategy's Expected Result/Impact: Improved teaching practices and increased student growth based on Star Renaissance and STAAR</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, and MCLs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
<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: Align systems of support for teachers to improve teacher success and retention.

Performance Objective 2: Develop and implement a professional development plan to support increased student achievement.

Evaluation Data Sources: Professional Development Plan, Sign-In Sheets, Session Survey Results, Increased Knowledge and Skills of Effective Instructional Strategies, T-TESS Results, AVID Summer Institute Attendees





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide professional development to ensure all teachers have a strong foundation in implementing Data-Driven Instruction (DDI). Strategy's Expected Result/Impact: Improved achievement and growth on STAAR to 60% approaches and improved progress on TCAs, report card grades, Star Renaissance, and TELPAS Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, and Instructional Specialist</p> <p>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: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement professional development focused on lesson planning processes and protocols. Strategy's Expected Result/Impact: Increased student achievement, improved lesson planning, and increased teaching quality as evidenced through T-TESS Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>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: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participate in training to understand the new A-F Accountability System.</p> <p>Strategy's Expected Result/Impact: A clear understanding of the accountability system with identified focus areas for improvement in student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialist, MCLs</p> <p>ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implement professional development focused on SPED, 504, student mentoring, and trauma protocols.</p> <p>Strategy's Expected Result/Impact: Increased student achievement, effective lesson planning and teaching as evident through T-TESS</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Utilize effective programs and practices to provide a safe and supportive environment.

Performance Objective 1: Implement school-wide structures to promote strong SEL for all.

Evaluation Data Sources: Technology Training Sessions, Lesson Plans, Staff Feedback





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement a social-emotional learning program to promote kindness and compassion to build positive relationships and unity among students on campus.</p> <p>Strategy's Expected Result/Impact: Improved school culture, increased sense of student well-being</p> <p>Staff Responsible for Monitoring: Counselors, Assistant Principal, Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Train students and staff on bullying prevention strategies and the STOPit online reporting system.</p> <p>Strategy's Expected Result/Impact: Decreased number of bullying incidents</p> <p>Staff Responsible for Monitoring: Counselors, Assistant Principal, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Strategy 3: Provide ongoing training for staff on techniques and programs such as No Place for Hate, restorative practices, mentoring/relational mindsets, and violence prevention strategies to promote positive behavior among students.</p> <p>Strategy's Expected Result/Impact: Improved relationships among students, decreased bullying incidents and office referrals</p> <p>Staff Responsible for Monitoring: Counselor, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation.

Performance Objective 1: Increase average daily attendance for the Crestview student population to 97% and focus on the importance of completing high school.

Evaluation Data Sources: ADA Reports, Banners in Building, Photographs

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Strategy 1: Communicate and celebrate each student's graduation year through the use of hallway banners. Strategy's Expected Result/Impact: Developed a common language and excitement about graduation and beyond (CCMR) Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Use district PCL to make home visits to students who have 3 or more unexcused absences. Strategy's Expected Result/Impact: Student average daily attendance will improve to 97% Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Recognize classes with an average of 97% or above attendance weekly and every six weeks. Also, recognize individual students with perfect attendance through the use of certificates and other rewards to emphasize the importance of staying in school and not dropping out. Strategy's Expected Result/Impact: Student attendance will improve to 97% Staff Responsible for Monitoring: PIEMS Clerk, Principal, Assitant Principal, Counselor, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide career education to assist students in developing the knowledge and skills necessary for a broad range of college and career opportunities.</p> <p>Strategy's Expected Result/Impact: Increased student awareness of graduation and college and career opportunities</p> <p>Staff Responsible for Monitoring: Principal, Assitant Principal, Instructional Specialist, Counselors, MCLs, Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Communicate regularly with the district and campus attendance department to acquire the campus and class weekly attendance rates in order to monitor and share data with all stakeholders.</p> <p>Strategy's Expected Result/Impact: Improved student's weekly and daily attendance to 97%</p> <p>Staff Responsible for Monitoring: Principal, District Attendance Office, PCL, Counselor, PIEMS Clerk, Teachers, Office Staff</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 5: Engage families and community members to support campus goals.

Performance Objective 1: Provide opportunities for parent and family engagement at Crestview Elementary.

Evaluation Data Sources: Sign-in Sheets, Meals Served, Family Engagement Calendar

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement a Hispanic Heritage event during October. Strategy's Expected Result/Impact: Increased parental involvement and celebrate diversity Staff Responsible for Monitoring: Campus Leadership, Faculty, and Staff</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement a family feast for our annual Thanksgiving dinner during November and encourage dinner-time family discussions. Strategy's Expected Result/Impact: Increased parent engagement by 25% and student attendance by 5% Staff Responsible for Monitoring: PEIMS Clerk, Principal, Assitant Principal, and Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct documented parent/teacher conferences during October and February to inform parents of student progress. Strategy's Expected Result/Impact: Increased parental engagement and improved student outcomes Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, MCLs, Teacher Leaders</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Conduct Black History Month event(s) during February.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement, increase student achievement, and support cultural appreciation.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists, and Teacher Leaders</p> <p>ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Conduct annual Literacy Week activities during March.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement and student achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, MCLs, and Teacher Leaders</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Host our annual Crestival during December, and encourage family and community involvement with the activities provided.</p> <p>Strategy's Expected Result/Impact: Increase parent involvement/engagement by 25% and increase student attendance by 5%.</p> <p>Staff Responsible for Monitoring: PEIMS Clerk, Principal, Assitant Principal, and Teachers</p> <p>ESF Levels: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			