

**Waco Independent School District
Hillcrest PDS Elementary School
2023-2024 Improvement Plan**



Mission Statement

To create a community of learners that foster compassion, inclusion, collaboration and creative thinking while providing a high quality education.

Vision

Empowering future leaders by creating thinkers who will spark change in the world by being life long learners.

Core Beliefs

Hillcrest PDS operates on five core beliefs centered around educating the whole child through:

- developing students through meaningful, student-centered learning;
- partnering with Baylor University; modeling best teaching practices for teacher candidates;
- developing staff as leaders in education who are highly inquisitive, collaborative and dedicated;
- maintaining a connection with diverse stakeholders who believe in, depend on, and choose to be part of our community of learners; and
- providing a wide spectrum of experiences in the arts for all students throughout their tenure at Hillcrest PDS.

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Goals

Goal 1: Increase student achievement for all student groups

Performance Objective 1: Decrease the percentage of "Did Not Meet" in math for student achievement from 40% to 30%.





High Priority

HB3 Goal

Evaluation Data Sources: STAAR Data, Interim Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Analyze assessment data with a focus on individual student progress including setting learning goals for each student in math, which includes Accelerated Learning Plans and tiered intervention.</p> <p>Strategy's Expected Result/Impact: Improved academic performance in math</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Consistently monitor student progress, review, and analyze data in math (Star Renaissance, TCAs, IReady, unit tests) and provide Tier 2 and 3 focused instructional support to students identified through MTSS process.</p> <p>Strategy's Expected Result/Impact: Improved academic performance in math</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers (Classroom and SIT)</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide math-specific professional development to improve math instruction for special populations (as defined in Domain 3 of accountability).</p> <p>Strategy's Expected Result/Impact: Improved academic performance in math</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide intervention and tutorials during Focus Time and after school in math, utilizing content-specific instructional supplies, materials, and technology based on data analysis in DDI.</p> <p>Strategy's Expected Result/Impact: Improved academic performance in math</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - American Rescue Plan (ARP/ESSER III) - \$10,000</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Implement a minimum of 30 minutes a day/150 min a week of focused intervention time for math and/or reading, including needed supplies and curriculum purchases, during the school day as well as the purchase of small allowable incentives for students to reach their goals.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - ESSER II, - American Rescue Plan (ARP/ESSER III), - State Compensatory Education</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Improve campus instructional technology strategies to assist in the delivery of effective instruction in the classroom i.e. technology supplies, instructional materials, equipment for creating instructional visuals and materials.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
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Goal 1: Increase student achievement for all student groups





Performance Objective 2: Increase student achievement percentage of "Meets" in math from 30% to 40% and "Meets" in reading from 50% to 60%.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Data, Interim Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Monitor student data in PLC meetings to ensure students are on target to meet their individual learning goals.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Consistently monitor student progress, review, and analyze data in reading (Star Renaissance, TCAs, IReady, BAS, unit tests) and provide Tier 2 and 3 focused instructional support to students identified through MTSS process.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers (classroom and SIT)</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - American Rescue Plan (ARP/ESSER III) - \$2,800, - Title 1</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide reading-specific professional development to improve reading instruction for special populations (as defined in Domain 3 of accountability).</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implement a minimum of 30 minutes a day/150 min a week of focused intervention time for math and/or reading, including needed supplies and curriculum purchases, during the school day as well as the purchase of small allowable incentives for students to reach their goals.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - ESSER II, - Title 1, - American Rescue Plan (ARP/ESSER III)</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide after school enrichment sessions to increase critical thinking strategies (i.e. Think Camp, Maker Club, Chess Club, Film making, Gardening, etc).</p> <p>Strategy's Expected Result/Impact: Increase academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - American Rescue Plan (ARP/ESSER III) - 10,000.00, - ESSER II</p>	Formative		
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Goal 1: Increase student achievement for all student groups





Performance Objective 3: Ensure that 75% of students in kindergarten through grade 2 are performing at grade level in reading and math

High Priority

HB3 Goal

Evaluation Data Sources: District Assessment data, Star Renaissance Data (BOY, MOY, EOY), CLI Engage, BAS

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Monitor, review, and analyze assessment data with a focus on individual student progress including setting learning goals for each student in math and reading.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide reading and math specific professional development to improve reading and math instruction for special populations (as defined in Domain 3 of accountability).</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Consistently monitor student progress, review, and analyze data in reading (Star Renaissance, TCAs, IReady, BAS, unit tests) and provide Tier 2 and 3 focused instructional support to students identified through MTSS process.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers (Classroom and SIT)</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
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Goal 2: Create and sustain a safe and supportive learning environment.





Performance Objective 1: Implement strategies to support the safety and well being of students.

High Priority

Evaluation Data Sources: Number of drills conducted, number of safety incidents, minutes of safety committee meetings,

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Develop a campus safety committee and conduct regular meetings to evaluate current safety measures.</p> <p>Strategy's Expected Result/Impact: Conduct one safety meeting per six weeks</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Attend threat assessment professional development session provided by the Texas School Safety Center, complete the FEMA/NIMS training, and identify members for the campus threat assessment team.</p> <p>Strategy's Expected Result/Impact: Attend training and develop threat assessment team</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Review safety procedures and processes, ensuring the campus is familiar with the requirements of one drill per six weeks with staff and one drill per month with students.</p> <p>Strategy's Expected Result/Impact: All procedures and processes are followed</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Participate in Stop the Bleed training. Strategy's Expected Result/Impact: Stop the Bleed team is implements and procedures are followed with fidelity Staff Responsible for Monitoring: Principal, Nurse</p> <p>ESF Levers: 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: Ensure compliance with Safe Schools Training. Strategy's Expected Result/Impact: All teachers are aware and follow the laws and procedures discussed in each Safe School training Staff Responsible for Monitoring: Principal, Secretary</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Ensure safety procedure posters are displayed in every classroom and safety procedures are reviewed with students once per month. Strategy's Expected Result/Impact: All students and staff are aware of the procedures for each type of drill Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Conduct safety drills as required by state/district standards and complete weekly exterior door audits Strategy's Expected Result/Impact: A minimum of two drills are conducted a month and staff and students are familiar with the procedures and expectations. Weekly door audit ensure all exterior doors are locked and working properly. Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Communicate information with parents on safety procedures and the bullying reporting system.</p> <p>Strategy's Expected Result/Impact: Parents are aware of procedures and bullying reporting system</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
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Goal 2: Create and sustain a safe and supportive learning environment.

Performance Objective 2: Implement strategies to support Social Emotional Learning.

High Priority

Evaluation Data Sources: discipline data, number of bullying reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement SEL lessons daily during designated time using district approved curriculum, Character Strong. Strategy's Expected Result/Impact: Students feel sense of belonging and ability to voice their feelings/thoughts. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Instructional Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - Title 1, - American Rescue Plan (ARP/ESSER III), - ESSER II</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teach students how to use their voice when solving a conflict or remain calm during emotional deregulation using strategies from Conscious Discipline, Character Strong (tier 1 and 2 curriculum), and Emergent Tree. Strategy's Expected Result/Impact: Student will use their voice to stand up for themselves and consistent language for emotional deregulation will be used across campus. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - Title 1, - ESSER II</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Maintain student acknowledgement system where students are recognized by a staff member i.e. shout out note, monthly character awards, and classroom celebrations. Strategy's Expected Result/Impact: Students are celebrated for their positive contributions to school community. Staff Responsible for Monitoring: Principal, Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - Title 1, - ESSER II</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide students with strategies and interventions to increase their sense of safety, balance their emotional regulation and promote social interactions. Interventions and strategies could include campus jobs, small group counseling, fidgets, bouncy bands, noise cancelling headphones, flexible seating and positive reinforcements.</p> <p>Strategy's Expected Result/Impact: Increase student sense of safety, comfort and belonging</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - American Rescue Plan (ARP/ESSER III), - ESSER II, - State Compensatory Education</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Implement No Place for Hate Initiative campus wide.</p> <p>Strategy's Expected Result/Impact: Students use their voice to stand up for themselves and others to increase inclusivity. Student coalition group will identify goals then create and execute campus plan.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Conduct weekly to monthly guidance lessons with counselor on targeted SEL topics.</p> <p>Strategy's Expected Result/Impact: Increase student sense of safety, comfort and belonging</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - American Rescue Plan (ARP/ESSER III), - ESSER II</p>	Formative		
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Goal 2: Create and sustain a safe and supportive learning environment.

Performance Objective 3: Evaluate the effectiveness of the behavior intervention processes and program and make adjustments as needed.

High Priority

Evaluation Data Sources: Number of discipline referrals, number of students in Tier 2 and 3 for behavior

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a campus behavior system based on the district guidelines for success that addresses tier 1, 2 and 3 systems of support. Strategy's Expected Result/Impact: Clear procedures and interventions on campus Staff Responsible for Monitoring: Campus Behavior Team</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Evaluate the campus behavior system for effectiveness of tier 1, 2, and 3 support and respond by making changes based on campus data. Strategy's Expected Result/Impact: All tiered systems of support have desirable outcomes for students to have a safe and supportive learning environment. Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct professional development on classroom behavior management strategies. Strategy's Expected Result/Impact: Consistent implementation of CHAMPS to reduce the number of discipline referrals Staff Responsible for Monitoring: Campus Behavior Team</p>	Formative		
	Jan	May	May

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture



No Progress



Accomplished



Continue/Modify



Discontinue





Goal 3: Increase the capacity of teachers and staff to support identified student needs.

Performance Objective 1: Build leadership capacity to serve student needs while working as a team to advance the goals of the campus.

High Priority

Evaluation Data Sources: Action coaching scripts, student achievement data, walkthrough reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Analyze student achievement through Data Driven Instruction (DDI) and implement with fidelity to systemically inform response to data and reteach plans.</p> <p>Strategy's Expected Result/Impact: Increase student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct weekly walkthroughs, evaluate on lesson plans for TEKS alignment and implement Action Coaching to improve Tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Increase student achievement, improve Tier 1 instruction</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</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: Publish weekly newsletters for campus staff that include instructional look fors for TTESS domains and available professional development.</p> <p>Strategy's Expected Result/Impact: Consistent and clear communication, improve Tier 1 instruction</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Attend professional development on state accountability system to understand guidelines, set goals, clarify misconceptions, and meet needs of under performing students or targeted groups (special populations)</p> <p>Strategy's Expected Result/Impact: Increased student achievement, improved interventions for students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Increase teacher leadership by facilitating Data Driven Instruction during PLCs, acting as grade-level leads, being model teachers for reading and math through district cohorts, and presenting teacher led professional development.</p> <p>Strategy's Expected Result/Impact: Increase teacher leader capacity</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
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Goal 3: Increase the capacity of teachers and staff to support identified student needs.





Performance Objective 2: Build capacity of all teachers and staff to support campus goals.

High Priority

Evaluation Data Sources: Student achievement data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: K-3 teachers will complete Reading Academy as outlined by HB3. Strategy's Expected Result/Impact: Increase knowledge and skills in the science of reading instruction. Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct a minimum of one monthly professional development session for teachers (and by teachers) focused on campus goals. Strategy's Expected Result/Impact: Professional development impacts student achievement, increase capacity in teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide professional development and strategies to meet the needs of all student groups (Special Education, Emergent Bilinguals, GT, demographic sub pops, etc) at a minimum of twice a semester. Strategy's Expected Result/Impact: Improved academic achievement in sub populations as defined in Domain 3 of state accountability Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide training to academic intervention teachers to support the implementation of small group instruction in literacy and mathematics.</p> <p>Strategy's Expected Result/Impact: Increased student achievement, improved interventions for students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide professional development and support for campus paraprofessionals to improve effectiveness of academic and behavioral strategies.</p> <p>Strategy's Expected Result/Impact: Increased student achievement, improved interventions for students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Provide professional development at minimum of once per semester on state accountability system to ensure teachers understand how domains are calculated.</p> <p>Strategy's Expected Result/Impact: Improved academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May





Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Provide opportunities for staff to attend conferences or trainings in areas that support campus goals.</p> <p>Strategy's Expected Result/Impact: Gain knowledge on how to improve systems, communications, parent engagement and instruction</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
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Goal 4: Recruit, develop, and retain highly qualified teachers and staff.

Performance Objective 1: Develop and implement campus professional development plan to support new teachers.

High Priority

Evaluation Data Sources: teacher retention data, student achievement data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure teachers who are new to teaching participate in the district's mentoring program.</p> <p>Strategy's Expected Result/Impact: improved teacher retention, increase student achievement</p> <p>Staff Responsible for Monitoring: Campus Mentor Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct monthly meetings with new to teaching and campus teachers to provide professional development, guidance with systems/processes and provide additional support as needed.</p> <p>Strategy's Expected Result/Impact: Retain teachers, Improve academic performance</p> <p>Staff Responsible for Monitoring: Campus Mentor Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Recruit, develop, and retain highly qualified teachers and staff.

Performance Objective 2: Develop and implement a plan to support staff in growth opportunities.

High Priority

Evaluation Data Sources: Teacher retention rates, TTESS evaluations

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement Action Coaching to support teachers and administrator growth. Strategy's Expected Result/Impact: Improve teacher performance, Improve academic performance Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct weekly leadership meetings to align coaching support based on student achievement and instructional practices. Strategy's Expected Result/Impact: Improve academic performance, improve instructional practices of teachers Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide professional development based on campus needs. Strategy's Expected Result/Impact: Improve academic performance, improve instructional practices of teachers Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Develop professional goals with teachers and staff and provide opportunities for goal attainment (on campus and within district).</p> <p>Strategy's Expected Result/Impact: Improve academic performance, improve instructional practices of teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
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Goal 4: Recruit, develop, and retain highly qualified teachers and staff.

Performance Objective 3: Develop and implement activities to promote teacher retention and sense of belonging.

High Priority

Evaluation Data Sources: teacher retention rates, staff surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Recognize a staff member each month for being a model of "Hillcrest Best." Strategy's Expected Result/Impact: Improve teacher retention, Increase sense of belonging, recognize staff for accomplishments Staff Responsible for Monitoring: Principal</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: Provide required, requested and relevant professional development to keep teachers current on educational topics. Strategy's Expected Result/Impact: Improve instructional practices of teachers, Improve academic performance Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide technology professional development to increase teacher knowledge and competency in using technology in the classroom. Strategy's Expected Result/Impact: Increase use of technology during instruction Staff Responsible for Monitoring: Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide positive feedback to staff i.e staff shout out, written notes, public acknowledgement, district recognition system.</p> <p>Strategy's Expected Result/Impact: Improve teacher retention, Increase sense of belonging</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Recognize staff birthdays, accomplishments and life event celebrations.</p> <p>Strategy's Expected Result/Impact: Improve teacher retention, Increase sense of belonging</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
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Goal 5: Engage families and the community to support student achievement and enhance campus goals.





Performance Objective 1: Engage with parents, community members, and business partners.

High Priority

Evaluation Data Sources: Parent meetings, number of events scheduled, parent participation, pictures (social media)

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct required and supplemental parent involvement activities at least once per six weeks to build relationships among all stakeholders which also requires technology supplies, instructional materials, and equipment for parent communication.</p> <p>Strategy's Expected Result/Impact: Increased awareness of campus activities, increase parental and community participation</p> <p>Staff Responsible for Monitoring: Parent Involvement Coordinators</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - Title 1 - \$2,500</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Continue PDS collaboration with Baylor University School of Education for teacher preparation.</p> <p>Strategy's Expected Result/Impact: Maintain a collaborative partnership with Baylor, Prepare interns for first year of teaching</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Mentor Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Hold events to support Magnet and Fine Art Program such as Artist Market, Showtime Company, Everywhere Learning Trips, Talent Show, grade level music performances, and campus winter program.</p> <p>Strategy's Expected Result/Impact: Increase parental and community involvement, strengthen the Fine Art program</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Music and Art Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - ESSER II</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Increase parent communication by using Blackboard, Remind, campus website, campus Facebook page, campus Twitter, grade level spotlights, Hillcrest Happenings, SeeSaw, mailings, and student planners to inform and invite parents and community to campus events.</p> <p>Strategy's Expected Result/Impact: Increase awareness of campus activities, increased parental and community participation</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Share information regarding volunteer opportunities and campus needs via PTA meetings, CDMC meetings, and post information on Facebook and the website.</p> <p>Strategy's Expected Result/Impact: Increase awareness of campus activities, increased parental and community participation</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Hold regular CDMC meeting and maintain posting of CDMC meetings on our website that includes dates, location, agenda, and minutes.</p> <p>Strategy's Expected Result/Impact: Increased participation of parents and community members, Input from parent and community members</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Engage families with student goal setting, implementing support, and responding to feedback related to student performance and attendance with parent conferences in October and February.</p> <p>Strategy's Expected Result/Impact: Parent support results in increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Host three parent learning workshops that support academic achievement, social emotional learning, and special programs.</p> <p>Strategy's Expected Result/Impact: Increase in parent knowledge results in increase student achievement, increase parent awareness of supports</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title 1</p>	Formative		
	Jan	May	May
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Goal 6: Identify and implement strategies to improve attendance.

Performance Objective 1: Increase student attendance rate from 95.3% to 96.5%.

High Priority

Evaluation Data Sources: PEIMS data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct Truancy Prevention Meetings with PCL, campus administration, and families. Develop attendance behavior plans and recommend specific interventions for targeted students.</p> <p>Strategy's Expected Result/Impact: Increase daily attendance Staff Responsible for Monitoring: Principal, PCL, PEIMS Specialist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Recognize students who meet attendance goals the first semester and year.</p> <p>Strategy's Expected Result/Impact: Increase daily attendance Staff Responsible for Monitoring: PEIMS Specialist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: - Title 1 - \$2,500</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Host a minimum of three Saturday Attendance Recovery sessions targeting students with attendance concerns.</p> <p>Strategy's Expected Result/Impact: Improved daily attendance for students Staff Responsible for Monitoring: Principal, PEIMS Specialist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
Strategy 4: Implement campus jobs for students. Strategy's Expected Result/Impact: Diverse student participation and increase daily attendance Staff Responsible for Monitoring: Principal, Grade Level Leads TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Recognize the class with the highest attendance for the week. i.e announcement and trophy. Strategy's Expected Result/Impact: Increase daily attendance Staff Responsible for Monitoring: Principal, PEIMS specialist TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Provide attendance incentive to students. Strategy's Expected Result/Impact: Increase daily attendance Staff Responsible for Monitoring: PEIMS Specialist TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: - ESSER II, - Title 1	Formative		
	Jan	May	May
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Goal 7: Identify and implement strategies to reduce the district's dropout rate.





Performance Objective 1: Increase students' exposure and knowledge of options/opportunities after graduation.

High Priority

HB3 Goal

Evaluation Data Sources: Increased graduation rates

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Host career fair to promote opportunities to learn about careers and educational requirements. Strategy's Expected Result/Impact: Increase student awareness of career options Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Promote post high school opportunities by attending events in the community and local universities/colleges. Strategy's Expected Result/Impact: Increase awareness of educational opportunities Staff Responsible for Monitoring: Counselor, Grade Level Leads</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Promote graduation by using hallway banners to communicate and celebrate each grade's graduation year. Strategy's Expected Result/Impact: Develop common language and excitement around graduation Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Promote high school, college, and post graduation opportunities by wearing spirit shirts highlighting the variety of opportunities for students beyond elementary school.</p> <p>Strategy's Expected Result/Impact: Increase awareness and excitement about high school, graduation, and post-graduation opportunities.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</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>			