

Waco Independent School District Mountainview Elementary School 2023-2024 Improvement Plan



Mission Statement

Mountainview Mission Statement

At Mountainview Elementary School, our mission is to provide an exceptional educational experience built on high expectations, effective communication, and enriching opportunities, empowering our students to reach their fullest potential and become lifelong learners.

Vision

Mountainview Vision Statement

At Mountainview Elementary School, we promote a nurturing learning community where respect, safety, and engagement thrive, fostering the growth and success of every child.

Value Statement

Mountainview Way: We will be Safe! We will be Respectful! We will be Principled!

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Goals

Goal 1: Ensure a guaranteed and viable curriculum to increase student achievement for all student groups.





Performance Objective 1: The percentage of students meeting or exceeding expected academic growth will increase by 10% in math and 10% in reading.

High Priority

Evaluation Data Sources: STAAR Results, A-F Rating, DDI process in PLC, TCA, Interim STAAR scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Construct a master schedule to allow for content area/grade level professional learning communities to occur through an enrichment schedule</p> <p>Strategy's Expected Result/Impact: Improved instruction that reflects backwards design, lesson alignment, professional development support for teachers through modeling of lesson execution, and implementation of Data-Driven Instruction (DDI) Process</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Plan and implement Data Driven Instruction (DDI) practices to ensure multi-classroom leaders and campus administrators are available to assist teachers with data-driven instructional planning and in-class instructional support.</p> <p>Strategy's Expected Result/Impact: Improved implementation of DDI training for administrators and multi-classroom leaders in K-2 and 3-5, and team leads in grades K - 5, with a focus on backwards design with Know and Shows, teacher exemplars, lesson objectives, success criteria, and data meetings to examine student performance on standards and plans for reteaching</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Assistant Principal, Principal</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 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Students will have one-on-one data meetings with 3-5 core teachers to set individual student growth goals.</p> <p>Strategy's Expected Result/Impact: Increased student ownership of learning through reflection and monitoring their personal progress with the help of teacher collaboration that results in the creation of a student plan of improvement</p> <p>Staff Responsible for Monitoring: Classroom Teachers, Multi-Classroom Leaders</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: 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: Provide opportunities for teachers to participate in learning walks to improve a problem of practice.</p> <p>Strategy's Expected Result/Impact: Increased collegiality among teachers and the overall instructional capacity of teachers that improves student learning outcomes</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Assistant Principal, Principal, Classroom Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Conduct ILT instructional and classroom management calibration walks.</p> <p>Strategy's Expected Result/Impact: Continued implementation of observations to ensure implementation of lesson plans, identification of patterns and trends to guide individual professional learning plans for teachers</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Provide students in all grade levels the opportunity to experience grade level standards in real time through field trips.</p> <p>Strategy's Expected Result/Impact: Expand TEKS-based learning experiences outside of the classroom that increase student learning through application</p> <p>Staff Responsible for Monitoring: Teachers, grade level leads, campus secretary</p> <p>TEA Priorities: 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 one planning day for each core area prior to the beginning of each six weeks period.</p> <p>Strategy's Expected Result/Impact: Continued implementation of expectations for lesson plans including aligned objectives, formative assessments, and exemplars</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Ensure 100% of K-3 reading teachers participate in the Reading Academies as required by HB3.</p> <p>Strategy's Expected Result/Impact: Increased knowledge and skills of K-3 teachers in the science of reading</p> <p>Staff Responsible for Monitoring: K-3 Reading Teachers, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	Formative		
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Goal 1: Ensure a guaranteed and viable curriculum to increase student achievement for all student groups.





Performance Objective 2: Increase student growth of Tier 2 and Tier 3 students by 10% through intervention opportunities and support through the Multi-Tier System of Supports. (MTSS)

High Priority

Evaluation Data Sources: STAAR Data, STAR Renaissance, STAAR Interim, iReady Diagnostic

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide professional development on best strategies for differentiating instruction for special education students. Strategy's Expected Result/Impact: Increased student performance for students receiving special education services Staff Responsible for Monitoring: SpED campus teachers, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: 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: Track and create a system for intervention the ensure progress of students who previously failed STAAR assessments. Strategy's Expected Result/Impact: Continued implementation of an RtI plan including defined research-based interventions that are targeted to student needs and that result in increased student achievement and growth Staff Responsible for Monitoring: Classroom teachers, Multi Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional Materials - State Compensatory Education - \$3,319</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Use Reading and Math student intervention teachers (SIT) regularly and a temp tutor as needed to support Tier 2 and Tier 3 students who are identified as performing below grade level.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students in approaches and overall growth in mathematics/reading, Increase in students' Lexile levels as assessed on Star Renaissance Reading and increase the number of students performing on grade level</p> <p>Staff Responsible for Monitoring: SIT Teacher, AP, Principal</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> <p>Funding Sources: SIT Teacher - Title 1 - \$15,931, SIT Teacher - State Compensatory Education - \$127,649</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Meet with classroom teachers to disaggregate progress monitoring data and respond through multi-tiered support for students, as well as construct plans, and progress monitor at-risk students through Student Assistance Team (SAT) meetings as needed.</p> <p>Strategy's Expected Result/Impact: Continued implementation of tiered interventions that reflect students being properly placed based on identified needs</p> <p>Staff Responsible for Monitoring: Core Teachers, Student Intervention 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> <p>Funding Sources: Materials for Data Analysis - State Compensatory Education - \$2,991</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Use Branching Minds to identify, tier, write and progress monitor individualized student learning plans for reading, math and behavior.</p> <p>Strategy's Expected Result/Impact: Continued implementation of individually-developed intervention learning plans and increased student achievement</p> <p>Staff Responsible for Monitoring: Student Intervention Teachers, Classroom Teachers</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Purchase resources, as needed, to support the reinforcement of priority TEKS within Tier 2 & Tier 3 instruction.</p> <p>Strategy's Expected Result/Impact: Improved scores on local and state assessments in reading and math through effective implementation of resources for in classroom, tutoring sessions, reading and math group interventions, and pull out support</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Principal, Campus Secretary</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Provide after-school tutorials for targeted students focused on engaging activities based on student data.</p> <p>Strategy's Expected Result/Impact: Subgroups will see increased student achievement scores in reading and math for all campus subgroups</p> <p>Staff Responsible for Monitoring: Classroom Teachers, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Use results from STAAR Interim student growth data to identify student growth, needs deficits, and to create tutorial groups based on deficit areas.</p> <p>Strategy's Expected Result/Impact: Increased student achievement for students identified in an intervention group</p> <p>Staff Responsible for Monitoring: Multi Classroom Leaders, Classroom Teachers, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, 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 a behavior intervention program and support systems to ensure equity and student success.

High Priority

Evaluation Data Sources: Student Discipline Records





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Develop the campus core values of Safe, Respectful, and Responsible and establish expectations of campus core values in all common areas and classrooms.</p> <p>Strategy's Expected Result/Impact: Implemented campus core values and expectations resulting in an increase of Tier 1 students.</p> <p>Staff Responsible for Monitoring: Foundations Team, Classroom Teachers, 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 2 Details	Formative Reviews		
<p>Strategy 2: Support teachers and staff in implementing tiered behavioral intervention programs and behavior support plans through training, coaching, consultation, and technology tools.</p> <p>Strategy's Expected Result/Impact: All students in need of behavior supports will have an active plan in the RTI/MTSS System; evidence will include accurately tiered students with active behavior plans in Branching Minds, up-to-date progress monitoring, and teacher/staff notes</p> <p>Staff Responsible for Monitoring: Foundations Team, Counselor, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, 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: Implement student behavior skill lessons through explicit student training focused on behaviors to meet The Mountainview Way.</p> <p>Strategy's Expected Result/Impact: Decreased student discipline referrals, improved classroom management, and positive change in Behavior Tiers</p> <p>Staff Responsible for Monitoring: Foundations Team, T2/T3 Behavior Team, Counselor, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Campus Support Staff - Title 1 - \$31,225</p>	Formative		
	Jan	May	May
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Goal 2: Create and sustain a safe and supportive learning environment.

Performance Objective 2: Implement strategies to support the safety and well-being of students.

Evaluation Data Sources: Campus Surveys, Parent Involvement Participation Rates, Number of drills conducted, Number of safety incidents, Minutes of safety committee meetings,

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure campus administrators and counselor are trained on the implementation of threat assessment teams and implement a team to identify students who pose potential threats and mitigate risks to campus safety while assisting the student.</p> <p>Strategy's Expected Result/Impact: Needed assistance provided to identified student using the Texas School Safety Center as a resource</p> <p>Staff Responsible for Monitoring: Waco ISD Student Services Department, Assistant Principal, Principal</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: Collaborate with the maintenance department to audit the safety of the building.</p> <p>Strategy's Expected Result/Impact: Improved building safety through the identification of areas of concern and implementation of recommendations</p> <p>Staff Responsible for Monitoring: Waco ISD Maintenance Department, Campus Secretary, Assistant Principal, Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 2: Create and sustain a safe and supportive learning environment.

Performance Objective 3: Implement strategies and create spaces on the campus 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 during morning meeting using district approved curriculum, Character Strong. Strategy's Expected Result/Impact: Improved student sense of belonging and ability to voice their feelings and thoughts Staff Responsible for Monitoring: Counselor, Classroom Teachers, Foundations Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Recognize students with principled behavior or exemplifying The Mountainview Way. Students will be recognized in the classroom, on campus announcements, and posted on Mountainview Facebook. Strategy's Expected Result/Impact: Increased positive student outcomes and implementation of positive campus behavior traits that result in long-term improvements in students overall attitudes and academic performance Staff Responsible for Monitoring: Classroom Teachers, Assistant Principal, Librarian</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: 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 fidgets, bouncy bands, noise cancelling headphones, flexible seating and positive reinforcements. Strategy's Expected Result/Impact: Increased student sense of safety, comfort and belonging Staff Responsible for Monitoring: Foundations Team, Classroom Teachers, Counselor, Assistant Principal, Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May





Strategy 4 Details	Formative Reviews		
Strategy 4: Implement the No Place for Hate Initiative campus wide. Strategy's Expected Result/Impact: Improved campus culture that reflects inclusivity by increased use of student voice to advocate for themselves and others Staff Responsible for Monitoring: Classroom Teachers, Counselor ESF Levers: Lever 3: Positive School Culture	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Conduct weekly to monthly student guidance lessons with counselor on targeted SEL topics. Strategy's Expected Result/Impact: Increased student sense of safety, comfort and belonging Staff Responsible for Monitoring: Counselor ESF Levers: Lever 3: Positive School Culture	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Conduct weekly meetings with the counselor for identified Tier 2/Tier 3 behavior students. Strategy's Expected Result/Impact: Increased student sense of safety, comfort and belonging Staff Responsible for Monitoring: Counselor ESF Levers: Lever 3: Positive School Culture	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Engage families and community members to support student achievement and enhance campus goals.

Performance Objective 1: Continue to increase engagement of parents, community members and business partners.

Evaluation Data Sources: Meetings and events scheduled, sign-in sheets, pictures

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to use parent communication by using Blackboard, Remind, campus website, campus Facebook page, The Pony Express, SeeSaw, mailings, and the Tuesday Folder to inform and invite parents and community to campus events, increase communication with parents.</p> <p>Strategy's Expected Result/Impact: Increased awareness of campus activities, increased parental and community participation</p> <p>Staff Responsible for Monitoring: Classroom Teachers, AP, Principal, Librarian,</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: 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: Increased awareness of campus activities that results in increased parent and community participation</p> <p>Staff Responsible for Monitoring: Classroom Teachers, Assistant Principal, Principal, Librarian</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: Engage parents in evening academies focused on developing and furthering parental knowledge based on current world needs including the impact of social media and bullying.</p> <p>Strategy's Expected Result/Impact: Increased parental and community awareness and participation</p> <p>Staff Responsible for Monitoring: Counselor, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
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Goal 3: Engage families and community members to support student achievement and enhance campus goals.

Performance Objective 2: Sustain and increase opportunities for family engagement.

High Priority

Evaluation Data Sources: Meetings and events scheduled, sign-in sheets, pictures

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct parent involvement activities throughout the year including: Open House, monthly grade level performances, Title 1 Parent Compact Review, Title 1 Parent Involvement Nights, Meet the Teacher, Hispanic Heritage Celebration, Christmas Extravaganza, Movie on the Front Lawn, and End of Year celebrations.</p> <p>Strategy's Expected Result/Impact: Improved collaboration between parents and campus to support student success</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Specials Teachers, Classroom Teachers, Counselors, Events committee</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Parent Involvement Funds - Title I Parent Involvement - \$749</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Partner with local community groups, businesses, and organizations to provide mentoring, student engagement opportunities, and family engagement opportunities.</p> <p>Strategy's Expected Result/Impact: Increased participation in family engagement events</p> <p>Staff Responsible for Monitoring: Campus Waco ISD Partner Representative, Principal</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Recruit, support and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience.

Performance Objective 1: Implement innovative strategies to support teachers and staff.

Evaluation Data Sources: Mountainview Campus Roster, Teacher Satisfaction Survey, Campus Culture Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assign first year teachers a mentor through Waco ISD mentor program. First year teachers are supported in such a way that they return to teach at Mountainview Elementary.</p> <p>Strategy's Expected Result/Impact: Increased support for new teachers to improve effectiveness, well-being, and belonging Staff Responsible for Monitoring: New Teacher Coordinator, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Assign new teachers to the campus a buddy to help familiarize them with campus procedures.</p> <p>Strategy's Expected Result/Impact: Increased teacher retention Staff Responsible for Monitoring: Assistant Principal, Principal, New Teacher Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create committees aligned with the Campus Needs Assessment that will meet monthly: Committees include- Team Leads, Foundations Team, Sunshine, Title One, and more.</p> <p>Strategy's Expected Result/Impact: Implemented campus committees that result in increased teacher voice and input in campus</p>	Formative		
	Jan	May	May

decision making

Staff Responsible for Monitoring: Assistant Principal, Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Strategic Staffing, Lever 3: Positive School Culture



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 4: Recruit, support and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience.

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

Evaluation Data Sources: Professional development plan, Student achievement data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create individualized teacher professional development sessions as determined through multiple points of data, including Panorama Survey.</p> <p>Strategy's Expected Result/Impact: Implementation of and creation of professional development that results in increased teacher input and performance</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct teacher appreciation activities and events will be scheduled throughout the year. Teachers will also be recognized during teacher appreciation week.</p> <p>Strategy's Expected Result/Impact: Increased new teacher retention and teacher belonging within the school community</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Sunshine Committee, Campus Secretary</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Leverage campus instructional staff to provide Action Coaching, support during DDI meetings and PLC meetings.</p> <p>Strategy's Expected Result/Impact: Improved alignment and rigor of lessons for Tier 1 instruction that lead to an increase in student achievement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, 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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
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



Goal 5: Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation.

Performance Objective 1: Increase overall student attendance through incentives and interventions.

High Priority

Evaluation Data Sources: ADA Reports, PEIMS Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Purchase instructional supplies to be used during attendance make ups. Strategy's Expected Result/Impact: Increased engagement during attendance make ups Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Attendance Materials - Title 1 - \$625</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide clear expectations for Parent Community Liaison (PCL) on roles and responsibilities to assist with increasing student attendance. Strategy's Expected Result/Impact: Increased student attendance and systems for ongoing communication and response to student attendance Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement attendance monitoring and intervention strategies to include personalized plans for students with excessive absences. Strategy's Expected Result/Impact: Increase student attendance to 96% and implementation of individual plans for students with excessive absences Staff Responsible for Monitoring: PCL, Assistant 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: Recognize grade levels with an average of 96% attendance weekly, at the end of each six-weeks and throughout the school year by recognizing individual students with perfect attendance through the use of certificates, books, and other instructional rewards to emphasize the importance of staying in school and not dropping out.</p> <p>Strategy's Expected Result/Impact: Increased student attendance to achieve an attendance rate of 96% or higher</p> <p>Staff Responsible for Monitoring: Teachers, PCL, PEIMS Clerk, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
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Goal 5: Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation.

Performance Objective 2: Create awareness and promote the importance of completing high school.

Evaluation Data Sources: Photos, banners in building, and counselor support

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Celebrate each student's graduation year through the use of hallway banners</p> <p>Strategy's Expected Result/Impact: Established expectation for students to graduate and implementation of a common language around graduation and increased student excitement to reach graduation</p> <p>Staff Responsible for Monitoring: Counselor, Assistant Principal, Principal</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Work with WHS staff to schedule a date and time for current graduates who attended Mountainview Elementary in elementary school to return to campus to walk the halls in their cap and gown.</p> <p>Strategy's Expected Result/Impact: Increased student awareness of high school graduation and excitement about becoming a graduate themselves</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Photograph each Kindergarten student at the end of the year in a cap and gown with a board showing their high school graduation year.</p> <p>Strategy's Expected Result/Impact: Students will know their high school graduation year</p>	Formative		
	Jan	May	May


Staff Responsible for Monitoring: Kindergarten teachers, Counselor


TEA Priorities:


Connect high school to career and college

- ESF Levers:

Lever 3: Positive School Culture

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 6: Develop and implement plans, systems, and processes to improve campus A-F rating to ensure success for all students.





Performance Objective 1: Implement leadership development to ensure campus leaders are equipped with the necessary tools and training to effectively lead.

High Priority

Evaluation Data Sources: Increased student achievement on STAAR Domain indicators

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Attend A-F accountability training to identify targeted domains and discuss strategies for improvement in campus rating.</p> <p>Strategy's Expected Result/Impact: Improved implementation of systems and processes to support increased teacher performance and student achievement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal, Director of Accountability Systems,</p> <p>TEA Priorities: 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: Continue Data Driven Instruction (DDI) for teacher leaders, multi-classroom leaders, assistant principal, and principal.</p> <p>Strategy's Expected Result/Impact: Improved implementation of systems and processes to support increased teacher performance and student achievement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: Instructional Resources - State Compensatory Education - \$1,500</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue Action Coaching to increase the effectiveness of observation and feedback.</p> <p>Strategy's Expected Result/Impact: Consistently implemented observation and feedback schedules and coaching scripts using the See It, Name It, Do It coaching protocol to increase effectiveness of feedback given to teachers resulting in improved Tier 1 instruction</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Plan and implement professional development based on analysis of walkthroughs and observation teacher data, the needs identified in all classrooms, and lesson planning.</p> <p>Strategy's Expected Result/Impact: Aligned lesson plans that include effective objectives, aligned formative checks, and reteach plans to support effective Tier 1 instruction</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Instructional leadership team will meet once a week to discuss campus-wide problems of practice, create response plans, monitor progress, and engage in professional learning.</p> <p>Strategy's Expected Result/Impact: Increased effectiveness of instructional leadership team meetings that reflect creation of goals, identification of growth needs, identification of strategies to be used for improvement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, 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 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Partner with district and campus leaders or consultants to engage in leadership professional development to glean information, and make adjustments to the instructional program.</p> <p>Strategy's Expected Result/Impact: District and campus goals that are aligned including written frameworks, processes and procedures that result in improved professional practice</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, 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 7 Details	Formative Reviews		
<p>Strategy 7: Develop campus instructional leaders (principal, assistant principal, counselors, multi-classroom leaders, and grade level lead teachers) with clear roles/responsibilities.</p> <p>Strategy's Expected Result/Impact: Improved implementation of systems and processes to support increased teacher performance and student achievement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, 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> <p>Funding Sources: MCL Stipends - Title 1 - \$90,174</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Partner with an outside approved vendor and district leadership to support leadership development and campus improvement goals connected to the ESF plan.</p> <p>Strategy's Expected Result/Impact: Increase instructional leadership capacity</p> <p>Staff Responsible for Monitoring: Principal, Executive Director of Elementary Education</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Participate in required activities and site visits with ESC 12 and TEA to document work as prioritized in Targeted Improvement Plans.</p> <p>Strategy's Expected Result/Impact: Implemented plans and documented work aligned to the Effective Schools Framework</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			