

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



Mission Statement

South Waco Elementary will provide a safe, nurturing, environment that empowers all students to be responsible and purposeful citizens.

Vision

Our Spartan family creates a safe and inclusive community that focuses on facilitating growth, having high expectations, and believing all students can become productive, respectful citizens.

Core Beliefs

The core values to which we aspire at South Waco Elementary are:

P: Proud of our School

R: Ready to Work

I: "I Can" Attitude

D: Driven to Success

E: Everyone is Important

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Goals

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

Performance Objective 1: Increase student achievement to at least 60% growth for all student groups in reading and math.

High Priority





Evaluation Data Sources: STAAR Scores, A-F Rating, DDI process in PLC, TCA, Mock STAAR, Interim Assessments, STAAR Renaissance

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Partner with Region 12 Service Center to improve unit lesson planning process prior to each unit.</p> <p>Strategy's Expected Result/Impact: Teacher will have more clarity and exemplar guidance prior to delivery of instruction</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Principal, Assistant Superintendent of Curriculum and Instruction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</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: Provide one planning day for each core area prior to the beginning of each unit to ensure aligned objectives, exemplars and success criteria.</p> <p>Strategy's Expected Result/Impact: Teachers will create lesson objectives, formative assessments, and exemplars that align to the rigor of the standard</p> <p>Staff Responsible for Monitoring: Multi-Classroom leaders, Instructional Specialist, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Teachers engage students in reflection during data meetings following unit and interim assessments.</p> <p>Strategy's Expected Result/Impact: Students will reflect and monitor their own progress and collaborate with the teacher on a plan for improvement</p> <p>Staff Responsible for Monitoring: Core Teachers, Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</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>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Continue to implement and refine Data-Driven Instruction (DDI) processes to review student achievement data and identify areas of instruction that need additional focus through reteach plans. Ensure instructional specialists are available to assist with data-driven instructional planning, in class instructional support and professional development for teachers.</p> <p>Strategy's Expected Result/Impact: Teachers will identify conceptual and procedural student misunderstandings to develop a specific reteach plan. Feedback and coaching support will be provided based on the effectiveness of the data meeting</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</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>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Create differentiated professional development sessions as determined through multiple points of data to meet individual needs of teachers.</p> <p>Strategy's Expected Result/Impact: Identify action steps and create specific professional development plans for individual teachers and teams to increase the capacity of staff</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leader, Instructional Specialists, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Provide opportunities for teacher leaders to participate in learning walks to improve a campus wide problem of practice. Strategy's Expected Result/Impact: Build collegiality and teacher capacity with the focus on improving and learning best practices Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Conduct leadership calibration walks to ensure leadership team members are aligned to landing on the highest leverage action steps using the Waco ISD planning protocols and processes. Strategy's Expected Result/Impact: Evaluate the implementation of lesson plans to identify patterns and trends to individualize professional learning plans. The leadership team will provide aligned feedback plans on lesson plans. Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Utilize the Instructional Specialist to work with teachers to identify and help meet the needs of at-risk students in all subject areas, integrate technology to support, and provide instructional support to teachers. Strategy's Expected Result/Impact: Students identified as at-risk will show academic progress; teachers will have instructional support Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools -</p> <p>Funding Sources: Instructional Specialist Salary - Title 1 - \$74,438</p>	Formative		
	Jan	May	May

Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Create primary and intermediate model literacy classrooms to support implementation of literacy professional development and planning using a effective literacy.</p> <p>Strategy's Expected Result/Impact: Deepen teachers knowledge and skills in effective literacy instruction, STAAR Results</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Choose literacy and math leaders to attend additional professional development focused on both literacy and math to support implementation and instructional planning on the campus.</p> <p>Strategy's Expected Result/Impact: Increased teacher knowledge and skills of effective literacy instruction</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 11 Details	Formative Reviews		
<p>Strategy 11: Build student background knowledge and provide engaging real world experiences through field trips that enable students to make connections to classroom learning</p> <p>Strategy's Expected Result/Impact: Students will be able to make inferences in the text and relate content to life experiences.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 12 Details	Formative Reviews		
<p>Strategy 12: Utilize Multi-Classroom Leaders to improve teacher and team efficacy in planning, delivering effective instruction, and creating reteach plans in reading and math.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement, improve teacher proficiency and retention</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>Title I: 2.4, 2.5, 2.6</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, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Funding Sources: Multi-Classroom Leader Stipend (x4) - Title 1 - \$54,000</p>	Formative		
	Jan	May	May
Strategy 13 Details	Formative Reviews		
<p>Strategy 13: Provide Reach Associates for Multi-Classroom Leaders to maximize instruction time and increase student achievement by providing small-group instruction.</p> <p>Strategy's Expected Result/Impact: increase student achievement</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>Title I: 2.4, 2.5, 2.6</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> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Funding Sources: Reach Associate Stipend x 4 - Title 1 - \$8,400</p>	Formative		
	Jan	May	May
Strategy 14 Details	Formative Reviews		
<p>Strategy 14: Staff library with a full-time Librarian.</p> <p>Strategy's Expected Result/Impact: Improved library services, increased circulation rates, systemic systems</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Librarian Salary - American Rescue Plan (ARP/ESSER III) - \$69,302</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 2: Refine the Response to Intervention (RtI) plan to improve teacher clarity and effective student supports.





High Priority

Evaluation Data Sources: STAAR Data, STAAR Ren

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: Increase student performance for students receiving special education services Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, 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 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Develop clear processes and systems for DDI that are communicated with all staff and implemented with fidelity to ensure an effective first teach of instruction. Strategy's Expected Result/Impact: Misconceptions discussed prior to teaching to allow teachers to address during direct teach as well as the point of error, STAAR results Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Ensure progress of students who previously failed STAAR assessment(s) is tracked and create a system of intervention for students.</p> <p>Strategy's Expected Result/Impact: Creation of comprehensive RtI plan including defined research-based, targeted interventions that will be utilized to support increased student achievement and growth</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</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: Use SIT PK-2 Reading SIT Teacher, SIT Reading Teacher, and SIT Math Teacher to support Tier 2 and Tier 3 students who are identified as performing below grade level.</p> <p>Strategy's Expected Result/Impact: Increase expected percentage of students in approaches and 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: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: 1 SIT Teacher Salary - American Rescue Plan (ARP/ESSER III) - \$79,385, 2 SIT Teachers Salaries - State Compensatory Education - \$135,626</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Schedule routine meetings with classroom teachers to progress monitor student achievement and response to multi-tiered support for students.</p> <p>Strategy's Expected Result/Impact: Students who are not showing progress will be moved Tiers</p> <p>Staff Responsible for Monitoring: Core Teachers, Multi-Classroom Leaders, 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 6 Details	Formative Reviews		
<p>Strategy 6: Use Branching Minds to identify, tier, write and progress monitor individualized student learning plans for reading, math and behavior and monitor effectiveness of the interventions.</p> <p>Strategy's Expected Result/Impact: Individually-developed intervention learning plans, increased student achievement</p> <p>Staff Responsible for Monitoring: Core Teachers, Supplemental Intervention Teachers, Instructional Specialist</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Utilize Emergent Tree to provide training and support for teachers around the implementation of Tier 2 intervention in the classroom setting to ensure high quality strategies are being used to meet the needs of students.</p> <p>Strategy's Expected Result/Impact: Systemized interventions implemented for small group remediation</p> <p>Staff Responsible for Monitoring: Supplemental Intervention Teachers, Multi-Classroom Leaders, Instructional Specialists, Assistant Principal and Principal</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 8 Details	Formative Reviews		
<p>Strategy 8: Purchase resources, as needed, to support the reinforcement of priority TEKS within Tier 2 & Tier 3 instruction.</p> <p>Strategy's Expected Result/Impact: Use of the resources both in classroom and tutoring sessions, reading/math interventionist small groups, instructional aides pull outs. Improved DBA and STAAR scores in reading and math</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal and Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Reading and Math Materials - Title 1 - \$14,094, Reading and Math Materials - State Compensatory Education - \$3,704</p>	Formative		
	Jan	May	May

Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Provide after-school tutorials and Saturday camps to invite targeted students to participate in engaging activities based on student data. Provide paid time for teachers to plan the tutorials and Saturday Camps.</p> <p>Strategy's Expected Result/Impact: Subgroups will see increase in student achievement scores in reading and math</p> <p>Staff Responsible for Monitoring: Teachers, Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</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: Tutoring - American Rescue Plan (ARP/ESSER III) - \$20,088</p>	Formative		
	Jan	May	May
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Use results from Renaissance BOY, MOY, and EOY data to identify student growth, 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, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 11 Details	Formative Reviews		
<p>Strategy 11: Provide Instructional Paraprofessionals for grades PreK-1st grade teachers to maximize instruction time and increase student achievement by providing small-group instruction.</p> <p>Strategy's Expected Result/Impact: Decrease learning gaps</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>Funding Sources: One Instructional Paraprofessional Salary - American Rescue Plan (ARP/ESSER III) - \$25,228, Two Instructional Paraprofessional Salaries - Title 1 - \$50,808</p>	Formative		
	Jan	May	May
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Goal 2: Align programs and processes to support high student achievement through the development of highly qualified teachers, improved student retention, greater teacher retention and increased teacher satisfaction.





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

High Priority

Evaluation Data Sources: South Waco Campus Roster, Campus Culture survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assign first year teachers a mentor through Waco ISD mentor program. Strategy's Expected Result/Impact: First year teachers are supported in such a way that they return to teach at South Waco Elementary Staff Responsible for Monitoring: New Teacher Coordinator, 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: Assign new teachers to the campus a buddy to help familiarize them with campus procedures. Strategy's Expected Result/Impact: New teachers will have a successful year and will remain at South Waco Elementary Staff Responsible for Monitoring: New Teacher Coordinator, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Use the CHAMPIONS program to support teachers with behavior management in the classroom. Strategy's Expected Result/Impact: Campus CHAMPIONS will support their teaching peers with classroom management Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide a meet-and-greet for teachers new to South Waco Elementary that will help them become acclimated to the campus.</p> <p>Strategy's Expected Result/Impact: New teachers will have a successful year and will remain at South Waco Elementary</p> <p>Staff Responsible for Monitoring: Counselors, Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, 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: Analyze current teacher appreciation activities for effectiveness.</p> <p>Strategy's Expected Result/Impact: Recommendations for effective and cost-efficient teacher appreciation activities or gestures</p> <p>Staff Responsible for Monitoring: Sunshine Committee, Counselors, 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 6 Details	Formative Reviews		
<p>Strategy 6: Strengthen current hiring processes to onboard more high quality candidates through efficient pre-screening/screening structures, interviewing protocols and final review checks.</p> <p>Strategy's Expected Result/Impact: Hiring processes ensure that hiring managers can efficiently screen viable candidates, use rigorous interviewing tools, and recommend quality candidates in a timely manner</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialists, Assistant Principal, 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 7 Details	Formative Reviews		
<p>Strategy 7: Conduct periodic surveys to gather teacher input on procedures and practices and a final end-of-year survey of overall satisfaction and suggestions for change.</p> <p>Strategy's Expected Result/Impact: Teachers will have a voice in procedures and practices throughout the campus</p> <p>Staff Responsible for Monitoring: Assistant Principal, 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 8 Details	Formative Reviews		
<p>Strategy 8: Create committees aligned with the Campus Needs Assessment that will meet monthly: Committees include- Team Leads, Foundations Team, Sunshine, Beautification, Instructional and Technology.</p> <p>Strategy's Expected Result/Impact: Teacher voice and input in campus decision making</p> <p>Staff Responsible for Monitoring: Counselors, Multi-Classroom Leaders, Instructional Specialists, 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
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Align programs and processes to support high student achievement through the development of highly qualified teachers, improved student retention, greater teacher retention and increased teacher satisfaction.





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

High Priority

Evaluation Data Sources: Student Achievement Data, STAAR Results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campus leaders will attend professional development on Action Coaching to increase the effectiveness of observation and feedback.</p> <p>Strategy's Expected Result/Impact: Observation & feedback schedules and coaching scripts using the "See it, Name it, Do it" coaching protocols to increase effectiveness of feedback given to teachers</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Ensure 100% of K-3 teachers and campus leadership have completed or are currently participating in state Reading Academies prior to the start of the 2023-2024 school year.</p> <p>Strategy's Expected Result/Impact: Teachers and administrators have increased knowledge and skills in the science of reading instruction to teach students to read</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>-</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement the Teacher Incentive Allotment (TIA) project plan to support the effective implementation of T-TESS</p> <p>Strategy's Expected Result/Impact: Congruence between student growth and teacher performance</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Expand professional learning with learning walks, mirco teaching, communities of practice and daily Professional Learning Communities.</p> <p>Strategy's Expected Result/Impact: Create aligned lesson plans that include precise objectives, aligned formative checks, and reteach plans to support effective Tier I instruction</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Principal</p> <p>TEA Priorities: Build a foundation of reading and math - 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 paraprofessionals to anticipate common challenges relevant to the campus.</p> <p>Strategy's Expected Result/Impact: Increased knowledge and skills of campus paraprofessionals, resulting in system effectiveness</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Provide on going practice based professional development that addresses common challenges evidenced in student learning.</p> <p>Strategy's Expected Result/Impact: Systemized interventions implemented for small group remediation</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Principal</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
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Create a safe and supportive learning environment that advances the learning of every student.

Performance Objective 1: Implement a behavior intervention program and support systems at South Waco Elementary to ensure equity and student success.

Evaluation Data Sources: ESF Surveys, Student Discipline Records

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to implement and provide continuous training on Positive Behavior Interventions and Supports (PBIS), CHAMPS, Second Step, and Restorative Discipline, Check In Check Out (CICO) as interventions and strategies for improving behavior.</p> <p>Strategy's Expected Result/Impact: Decrease in discipline referrals, improved classroom management, and positive change in Behavior Tiers</p> <p>Staff Responsible for Monitoring: Campus Support Specialist, Assistant Principal, 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: Counselors will create rich and meaningful character building experiences for students and also monitor its impact on student incidents.</p> <p>Strategy's Expected Result/Impact: Monthly character education lessons led by the counselor and implementation of student celebrations for students who exemplify character traits. Students demonstrate self-awareness and make good choices. The decline in student anxiety and behavior problems</p> <p>Staff Responsible for Monitoring: Campus Support Specialist, Counselors, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Counselor - American Rescue Plan (ARP/ESSER III) - \$81,399</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Recognize students with good character through positive referrals, weekly star student selections, incentives, and monthly character presentation awards.</p> <p>Strategy's Expected Result/Impact: Positive student outcomes as a result of competencies being taught, modeled and practiced should produce long term improvement in student skills, attitude and academic performance</p> <p>Staff Responsible for Monitoring: Campus Support Specialist, Counselors, Assistant Principal, 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: Enforce the district policy to address any threats of bullying.</p> <p>Strategy's Expected Result/Impact: Students and parents will feel safe reporting bullying concerns to campus administration or by utilizing the Stop-It platform; bullying investigations will be completed according to district guidelines</p> <p>Staff Responsible for Monitoring: Campus Support Specialist, Counselors, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: 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: Campus Support Specialist, Counselors, Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - 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: Implement a Positive Behavior Support and Intervention plan using the Tiered Fidelity Inventory (TFI). Strategy's Expected Result/Impact: South Waco Elementary will have an up-to-date action plan tied directly to the TFI Staff Responsible for Monitoring: Campus Support Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Explore and create strategies and activities that incorporate student voice while increasing depth of student knowledge and skills regarding diversity, inclusion, and anti-bias based on the No Place for Hate process. Strategy's Expected Result/Impact: Opportunities to empower students to seek solutions and encourage positive behaviors Staff Responsible for Monitoring: Counselors</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Use behavior paraprofessionals to provide behavior supports to students. Strategy's Expected Result/Impact: Branching Minds, Behavior Plans and classroom documentation will reflect an overall improvement in student behavior 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 9 Details	Formative Reviews		
<p>Strategy 9: Model social-emotional health (SEH) practices at professional development sessions for staff.</p> <p>Strategy's Expected Result/Impact: Teachers and staff members will develop deeper understanding of signature SEH practices and how to use them with other professionals and for students</p> <p>Staff Responsible for Monitoring: Counselors</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 10 Details	Formative Reviews		
<p>Strategy 10: A Campus Support Specialist will provide on going behavior support for teacher and student by implementing effective behavior interventions and training.</p> <p>Strategy's Expected Result/Impact: decrease in tier two and three administration action fast forms and decrease on teacher behavior calls</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>Title I: 2.4, 2.5, 2.6</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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Funding Sources: Campus Support Specialist Salary - State Compensatory Education - \$70,000</p>	Formative		
	Jan	May	May
Strategy 11 Details	Formative Reviews		
<p>Strategy 11: Implement the Emergent Tree Behavior screener to construct behavior system campus action plans.</p> <p>Strategy's Expected Result/Impact: Analyze screener data and use specific criteria to identify students who need special support</p> <p>Staff Responsible for Monitoring: Campus Support Specialist, Assistant Principal, and Principal</p>	Formative		
	Jan	May	May

Title I:

2.4, 2.5, 2.6


- TEA Priorities:


Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools


- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction

- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 3: Create a safe and supportive learning environment that advances the learning of every student.

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

Evaluation Data Sources: ESF Survey, Campus Surveys, Parent Involvement Participation Rates

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure campus administrators 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: Identified students will be provided with needed assistance using the Texas School Safety Center as a resource</p> <p>Staff Responsible for Monitoring: Counselors, Assistant 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: Ensure campus Emergency Operations Plan is in compliance with the District and state of Texas legislative requirements.</p> <p>Strategy's Expected Result/Impact: Campus EOP is in compliance with district and state requirements</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Collaborate with the maintenance department to audit the safety of the building.</p> <p>Strategy's Expected Result/Impact: Assessment and recommendation summary to improve safety</p> <p>Staff Responsible for Monitoring: Custodians, Director of Maintenance, Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: The Campus Support Specialist will implement tier two behavior Character Strong lessons weekly for all tier 2 behavior students to teach students how to handle conflict and come to a resolution.</p> <p>Strategy's Expected Result/Impact: Decrease administration action referrals for tier two and decrease in tier 2 students</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>Title I: 2.4, 2.5, 4.2</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, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</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 4: Build the capacity of all employees to support campus goals.

Performance Objective 1: Develop South Waco Elementary's leadership capacity to serve student needs while working as a team to advance the goals of the campus.

High Priority

Evaluation Data Sources: Teacher Turnover Rate, Number of Teachers Recruited, Teacher Satisfaction Surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Participate in training to understand the A-F Accountability System and set campus goals for improvement</p> <p>Strategy's Expected Result/Impact: Clear understanding of accountability system with identified focus areas to improve and areas to leverage improvement in student achievement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, 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</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Campus leaders attend training and implement strategies learned about the Action Coaching processes.</p> <p>Strategy's Expected Result/Impact: Increased observation and feedback resulting in improved Tier I instruction</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, 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</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Campus leaders plan and implement professional development focused on Data-Driven Instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will utilize know and show charts to create content-aligned objectives, performance task and exemplars. Teachers will create reteach plans based on assessment data to reteach conceptual and procedural misunderstandings.</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, 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 4 Details	Formative Reviews		
<p>Strategy 4: Ensure campus administration have completed or are currently participating in state reading academies as required by the state legislature, prior to the start of the 2023-2024 school year.</p> <p>Strategy's Expected Result/Impact: Staff will develop a deeper understanding of the knowledge and skills on the science of reading instruction</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, 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 5 Details	Formative Reviews		
<p>Strategy 5: Publish weekly campus newsletter for campus staff.</p> <p>Strategy's Expected Result/Impact: Consistent and clear communication</p> <p>Staff Responsible for Monitoring: Campus Support Specialist, Counselors, Instructional Specialist, 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 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Build the capacity of all employees to support campus goals.





Performance Objective 2: Develop South Waco Elementary's teachers and staff capacity to serve student needs while working as a team to advance the goals of the campus.

High Priority

Evaluation Data Sources: Number of internal candidates in hiring pool

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct training for teachers on the A-F rating system and share goals set during the administrator training.</p> <p>Strategy's Expected Result/Impact: Teachers will understand the components of the accountability system and know the goals of the campus to improve overall rating</p> <p>Staff Responsible for Monitoring: 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
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Organize a Lead Teacher Team to allow teachers to provide input and help establish roles and responsibilities</p> <p>Strategy's Expected Result/Impact: Increase teacher input to make campus decisions that align with the mission and build capacity on the campus</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, 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</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct training on understanding the TELPAS testing system and instructional strategies teachers can use to familiarize students with TELPAS test taking strategies.</p> <p>Strategy's Expected Result/Impact: Use of data to develop interventions for applicable students, identify strategies to support successful TELPAS testing</p> <p>Staff Responsible for Monitoring: Teachers, Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools -</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Ensure campus teachers have completed or are currently participating in state reading academies as required by the state legislature, prior to the start of the 2023-2024 school year.</p> <p>Strategy's Expected Result/Impact: Staff will develop a deeper understanding of the knowledge and skills on the science of reading instruction</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Conduct a minimum of one monthly professional development session for teachers and use the time to develop consistency and focus on campus goals</p> <p>Strategy's Expected Result/Impact: Professional development is provided and aligned with campus goals</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Instructional Specialist, Assistant Principal, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Create a CHAMPIONS group of teachers that will observe and provide feedback to other teachers on classroom management.</p> <p>Strategy's Expected Result/Impact: 100% of staff using CHAMPS within their classrooms; decrease in tier 1 behaviors</p> <p>Staff Responsible for Monitoring: 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
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Engage families and community members at the campus level to support student achievement and enhance campus goals.

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

High Priority

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Collaborate with the bilingual department to provide translation for Spanish speaking families. Strategy's Expected Result/Impact: Increasing opportunities and participation for Spanish speaking families and improve communication channel Staff Responsible for Monitoring: Bilingual Department, Secretary, Parent & Community Engagement Specialist, Principal</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Host 'Lunch with the Principal' meetings every six weeks to provide parents and community members an opportunity to provide feedback, ask questions, and share concerns. Strategy's Expected Result/Impact: Increase stakeholders knowledge of campus goals and provide feedback in a nonthreatening environment Staff Responsible for Monitoring: Secretary, Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Ensure all communication regarding parent involvement opportunities is in English and Spanish, including technology assistance. Strategy's Expected Result/Impact: Diverse representation at school events Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Use Blackboard to communicate with parents through voice, text, and email in English and Spanish. Strategy's Expected Result/Impact: Increase parent awareness about events at South Waco Elementary Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Use the social media platform, Facebook, to keep parents consistently informed by spotlighting learning and campus events. Strategy's Expected Result/Impact: Frequent communication using a variety of modes, and updated digital platforms Staff Responsible for Monitoring: Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Create and communicate newsletters and campus activities calendar with opportunities for family engagement. Strategy's Expected Result/Impact: Monthly family engagement opportunities Staff Responsible for Monitoring: Family & Community Involvement Committee, Counselors, Assistant Principal, Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Hold regular CDMC meetings and maintain postings of CDMC meetings on our website that includes dates, location, agenda and minutes Strategy's Expected Result/Impact: Hold regular CDMC meetings and maintain postings of CDMC meetings on our website that</p>	Formative		
	Jan	May	May

includes dates, location, agenda and minutes

Staff Responsible for Monitoring: Principal

ESF Levers:

Lever 3: Positive School Culture



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 5: Engage families and community members at the campus level to support student achievement and enhance campus goals.

Performance Objective 2: Increase opportunities for family engagement.

Evaluation Data Sources: Sign-In Sheets, Parent Involvement Survey Data

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 includes technology supplies, instructional materials, equipment for the creation of 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: Family & Community Involvement Committee, Counselors, Assistant Principal, Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: EDRs for Family Engagement Activities - Title I Parent Involvement - \$2,500</p>	Formative		
	Jan	May	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 6: Develop and implement plans, and systems and processes to improve the campus A-F rating and remove the "targeted" label to ensure academic success for all students.





Performance Objective 1: Develop campus instructional leaders (principal, assistant principal, instructional specialists, multi-class leaders, campus support specialist, counselors, and teacher leaders) by defining clear roles, responsibilities, and by providing 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: Continue Data Driven Instruction from Texas Instructional Leadership (TIL) framework for principals and leadership designate (s).</p> <p>Strategy's Expected Result/Impact: Assessment calendar, data meetings, reteach plans, feedback, and responsive professional development support</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leader, Instructional Specialists, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Attend A-F training to identify targeted domains and discuss strategies for improvement in campus rating.</p> <p>Strategy's Expected Result/Impact: Improve student achievement in Domain II School Progress from a "D" to a "C"</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leader, Instructional Specialists, Assistant Principal, Principal, Director of Accountability Systems</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Targeted Support Strategy</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue Action Coaching from Texas Instructional Leadership (TIL) framework.</p> <p>Strategy's Expected Result/Impact: Observation and feedback calendars, observation and feedback scripts, improved leader and teacher performance</p> <p>Staff Responsible for Monitoring: Principal, Executive Director of Curriculum and Professional Development</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: 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: Communicate goals, growth, needs, and strategies for improvement</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leader, Instructional Specialists, 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>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Conduct a tri-year campus survey to gather perceptions on retention, culture, behavior, campus instruction, and leadership.</p> <p>Strategy's Expected Result/Impact: Evaluate leadership practices in order to alter, adapt, or enhance campus processes</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</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: Ensure instructional alignment with district and campus goals, written frameworks, processes and procedures, and improved professional practice</p> <p>Staff Responsible for Monitoring: Instructional Specialists, 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>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Partner with TNTP as a TEA 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 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
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 6: Develop and implement plans, and systems and processes to improve the campus A-F rating and remove the "targeted" label to ensure academic success for all students.

Performance Objective 2: Meet TEA requirements for schools labeled as Targeted Improvement and/or Comprehensive.

High Priority

Evaluation Data Sources: A-F Ratings, Federal Accountability Indicators, Targeted Improvement Plans Submitted to TEA

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to implement and update roles and responsibilities of campus instructional leaders to improve daily functions and monitor improvements that address the causes of low performance.</p> <p>Strategy's Expected Result/Impact: Campus instructional leaders will increase the instructional leadership capacity for themselves and others based on evidence such as action steps</p> <p>Staff Responsible for Monitoring: Instructional Specialists, 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>- Targeted Support Strategy</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Improve campus leaders through regularly scheduled, job-embedded professional development consistent with best practices.</p> <p>Strategy's Expected Result/Impact: Campus leaders will increase their skills for providing support and feedback to teachers through practice-based professional development, evidenced by revised plans, scripts, and processes</p> <p>Staff Responsible for Monitoring: Principal, Executive Director of Curriculum and Professional Development</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> <p>- Targeted Support Strategy</p>	Formative		
	Jan	May	May





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Establish a system to maximize leaders' engagement in instructional leadership responsibilities.</p> <p>Strategy's Expected Result/Impact: Coordinated calendar strategically planned to ensure that teachers receive consistent and frequent feedback</p> <p>Staff Responsible for Monitoring: Instructional Specialists, 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>- Targeted Support Strategy</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Improve leadership capacity for teacher leaders in lesson planning, instructional delivery, monitoring instruction and improving culture.</p> <p>Strategy's Expected Result/Impact: Teacher leaders will be able to support other teachers and engage in decision making related to instructional leadership tasks</p> <p>Staff Responsible for Monitoring: Assistant Principal, Instructional Specialists, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Targeted Support Strategy</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: 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: Plans implemented with fidelity, documentation in place to support Effective Schools Framework</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Assistant Principal, Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 7: 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.

Evaluation Data Sources: ADA Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Purchase instructional supplies to be used throughout the school day and attendance make-ups. Strategy's Expected Result/Impact: Increased engagement and reenforcements during attendance make-ups Staff Responsible for Monitoring: Instructional Specialists, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Funding Sources: Instructional supplies - American Rescue Plan (ARP/ESSER III) - \$6,840</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: Student attendance will increase, and systems will be in place 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 97% and have individual plans in place for students with excessive absences Staff Responsible for Monitoring: Parent Community Liaison, 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 classes with an average of 97% 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: Student attendance will improve to 97%</p> <p>Staff Responsible for Monitoring: Teachers, Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide extra duty pay for paraprofessionals and teachers to make phone calls for students who are not attending school.</p> <p>Strategy's Expected Result/Impact: Increased attendance rates</p> <p>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
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 7: Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation.

Performance Objective 2: Focus attention on the importance of completing high school.

Evaluation Data Sources: Photos, Banners in building

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate and celebrate each student's graduation year through the use of hallway banners</p> <p>Strategy's Expected Result/Impact: Develop common language and excitement about graduation</p> <p>Staff Responsible for Monitoring: Counselors, 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: Send 5th grade students to CCMS for a tour of the building and to learn about middle school</p> <p>Strategy's Expected Result/Impact: Students will be excited about middle school</p> <p>Staff Responsible for Monitoring: Counselor</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Work with UHS staff to schedule a date and time for current graduates who attended Kendrick Elementary in elementary school to return to campus to walk the halls in their cap and gown.</p> <p>Strategy's Expected Result/Impact: Students will see what a graduate looks like, students will be excited to see what they have to look forward to as a graduate</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: 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> <p>Staff Responsible for Monitoring: Kindergarten Teachers, Counselors, 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
<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>			