

**Waco Independent School District
Mountainview Elementary School
2022-2023 Improvement Plan**



Mission Statement

Mountainview Mission Statement

Mountainview Elementary nurtures life-long learners in a global society.

Vision

Mountainview Vision Statement

Mountainview is a caring community where everyone grows and belongs.

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Goals





Goal 1: Mountainview Elementary School will close the achievement gap to ensure all students reach their academic goal.

Performance Objective 1: By June 2023, 66% of all 3rd, 4th, and 5th-grade students will score approaches or above on the STAAR reading and math test. 70% of K, 1st, and 2nd-grade students will show one year's growth on Renaissance Reading and BAS reading levels.

Evaluation Data Sources: 2023 STAAR Results, TAPR, Eduphoria Reports, Renaissance Reading, and BAS Reading Reports, TEA Interim Assessments

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will participate in the Data-Driven Instruction model through analyzing district data points to identify and remediate misconceptions through the creation of re-teach lessons.</p> <p>Strategy's Expected Result/Impact: Student achievement will increase through the implementation of re-teach lessons covering identified standard misconceptions.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team, Teachers</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers will create lesson plans that include objectives, performance tasks, and success criteria as aligned to the standards.</p> <p>Strategy's Expected Result/Impact: Timely lesson plans will increase teacher capacity to prepare for lesson and increase rigor of instruction</p> <p>Staff Responsible for Monitoring: Campus Leadership Team, Teachers</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Campus leadership and teachers will actively participate in regular active coaching sessions based on teacher needs.</p> <p>Strategy's Expected Result/Impact: Teacher's will be able to grow in personalized areas and apply gained skills in the classroom</p> <p>Staff Responsible for Monitoring: Campus Leadership Team, Teachers</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Teachers will incorporate high quality instructional materials to deliver guided math/ reading instruction.</p> <p>Strategy's Expected Result/Impact: All students will show academic growth and progress</p> <p>Staff Responsible for Monitoring: Principal</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: - State Compensatory Education - \$3,000, - Title 1 - \$22,500</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Provide targeted interventions for at-risk students in reading, math, writing, and science using blended learning during the school day and outside the school day (Saturday school), tutors, teachers, multi-classroom leaders, teacher residents, student intervention teachers, paraprofessionals, and volunteers.</p> <p>Strategy's Expected Result/Impact: Improved performance on district and campus assessments</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - State Compensatory Education - \$134,712, - Title 1 - \$9,162</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Provide weekly lesson plan feedback for teachers to adapt lesson plans accordingly. Strategy's Expected Result/Impact: Teachers will deliver lessons of high rigor and relevance Staff Responsible for Monitoring: Campus Leadership Team</p> <p>- TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Employ an Instructional Specialist to assist teachers in pedagogical feedback and support in student achievement. Strategy's Expected Result/Impact: Teachers will receive additional professional development and support in their content area Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction Funding Sources: - Title 1 - \$80,000</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Use the DDI process weekly to review student learning based on performance tasks and adjust weekly lesson plans to meet student learning needs. Strategy's Expected Result/Impact: Teachers will deliver lessons of high rigor and relevance Staff Responsible for Monitoring: Teachers</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			

Goal 1: Mountainview Elementary School will close the achievement gap to ensure all students reach their academic goal.

Performance Objective 2: By 2024, 80% of students will make one year's worth of progress on reading fluency and comprehension assessments and 80% of students will make one year's worth of progress on district and state assessments.

Evaluation Data Sources: 2023 STAAR Results, TAPR, Eduphoria Reports, Renaissance Reading, and BAS Reading Reports, TEA Interim Assessments

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide Leveled Literacy Intervention (LLI) and support for struggling English Learners and special education students below grade level in reading according to campus reading level data.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on campus and district assessments</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Campus SIT Teachers</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 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Create and implement a DDI schedule that targets analyzing data from TCAs and other components for each sub group.</p> <p>Strategy's Expected Result/Impact: Improve student performance for all sub pops by 10% on campus and district assessments</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</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			

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





The Mountainview Elementary School teacher retention percentage for the 2022-2023 school year will be at least 80% at the end of the school year as evident by campus staff rosters.

Performance Objective 1: Recruit, support and retain employees who work collaboratively, are innovative in their teaching styles and are accountable for all students.

Evaluation Data Sources: Employee/staff attendance rates, staff/faculty roster, T-TESS observations and walkthroughs

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Recruit highly qualified staff for open vacancies and support them through district/campus mentor program.</p> <p>Strategy's Expected Result/Impact: Teachers are supported in such a way that they return to teach at Mountainview Elementary School</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Ensure new teachers are paired with a highly qualified campus mentor and enrolled in the district mentor program. New teachers and their mentors will participate in regularly scheduled meetings to support new teachers needs and growth.</p> <p>Strategy's Expected Result/Impact: First year teachers are supported in such a way that they return to teach at Mountainview Elementary School</p> <p>Staff Responsible for Monitoring: Principal, New Teacher Mentor Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: 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: Campus Leadership Team</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: 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 2022-2023 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>- ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Implement professional development around lesson planning, processes, and protocols.</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: Principal, Instructional Specialist</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: Provide professional development schedule for ESL certification training sessions hosted by the district for teachers needing ESL certification.</p> <p>Strategy's Expected Result/Impact: All classroom teachers will be ESL certified</p> <p>Staff Responsible for Monitoring: Principal, LPAC Chair</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Implement the Teacher Incentive Allotment (TIA) project plan to support the effective implementation of high leverage observation/ feedback cycles to support leader growth as evidenced through T-TESS evaluations.</p> <p>Strategy's Expected Result/Impact: Congruence between student growth and teacher performance</p> <p>Staff Responsible for Monitoring: Principals, Assistant Principals</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 8 Details	Formative Reviews		
<p>Strategy 8: Engage leadership team in principal coaching with district supervisor to support, build, and strengthen instructional leadership capacity.</p> <p>Strategy's Expected Result/Impact: Campus leaders have deep knowledge to support teaching and learning</p> <p>Staff Responsible for Monitoring: Campus Leadership Team, Principal Supervisors</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
 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 teacher recruitment, greater teacher retention, and increased teacher satisfaction.

The Mountainview Elementary School teacher retention percentage for the 2022-2023 school year will be at least 80% at the end of the school year as evident by campus staff rosters.

Performance Objective 2: Create a campus culture that supports and cares for all students and staff members.

Evaluation Data Sources: Survey Results, Retention of Staff Members, Decreased Discipline Referrals





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Recognize and celebrate faculty and staff to foster a healthy school environment and build morale.</p> <p>Strategy's Expected Result/Impact: Evidence of the strategy's expected result will include:</p> <ul style="list-style-type: none"> *Calendar of celebrations/weekly staff newsletter *Teacher/Paraprofessional of the month posted to Facebook and campus website *Hospitality Committee <p>Expected impact will include a healthy school environment and positive staff morale</p> <ul style="list-style-type: none"> *Staff PBIS <p>Staff Responsible for Monitoring: Counselor, Head of Hospitality Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Identify grade level lead teachers to join the campus leadership team in regularly scheduled meetings.</p> <p>Strategy's Expected Result/Impact: Evidence of strategy includes:</p> <ul style="list-style-type: none"> *List of teachers *Sign in sheet/roster of those attending <p>Expected impact will be that teachers have a voice and buy-in for curriculum design</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Analyze current teacher appreciation activities for effectiveness and revise as needed.</p> <p>Strategy's Expected Result/Impact: Recommendations for effective and cost-efficient teacher appreciation activities or gestures</p> <p>Staff Responsible for Monitoring: Hospitality Committee, Counselors, Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: 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: Campus Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Review previous year staff surveys and feedback to build a supportive campus culture making adjustments to campus systems as needed.</p> <p>Strategy's Expected Result/Impact: The staff will feel heard and supported which in turn will build a supportive campus culture</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	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: Create a welcoming environment for parents and community members to volunteer and participate in school activities.





Evaluation Data Sources: Calendar of scheduled parent/ community events, Parent surveys, Title I sign-in sheets, Log of parent communication through Branching Minds

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement frequent, timely communications with parents from campus administration to keep them informed through a variety of sources.</p> <p>Strategy's Expected Result/Impact: Parents will receive 100% of communication in a timely manner.</p> <p>Staff Responsible for Monitoring: Principal, AP, Staff</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - Title I Parent Involvement</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide campus opportunities for parents and community members to participate in academic events and school events to strengthen the home/school/community connection both in-person and virtually resulting in higher academic achievement and attendance.</p> <p>Strategy's Expected Result/Impact: Parent and community engagement will increase at Mountainview Elementary</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - Title I Parent Involvement</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: 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>- TEA Priorities: 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 3: Engage families and community members to support student achievement and enhance campus goals.

Performance Objective 2: Implement strategies to increase communication between school and families that best meets the needs of all stakeholders.

Evaluation Data Sources: Parent Surveys, Documented Contact in Branching Minds, Scheduled Campus Events





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will make five points of contact each week with a parent/guardian of a student in their classroom. Strategy's Expected Result/Impact: Increased communication between school and home Staff Responsible for Monitoring: Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Parent/ teacher conferences will be held two times a year. Strategy's Expected Result/Impact: Increased communication between school and home Staff Responsible for Monitoring: Campus Leadership Team, Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Make contact with each parent of students who are failing or who are in critical need of intervention based on grades and progress monitoring assessments. Strategy's Expected Result/Impact: Increased communication in regards to student's academic standing is known and communicated throughout the course of the year Staff Responsible for Monitoring: Teachers, Instructional Specialist</p> <p>Title I: 2.6</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Create and sustain a safe and supportive learning environment.

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

Evaluation Data Sources: PEIMS Reports, ISS Logs, RESET Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Use campus-wide expectations/essential agreements (CHAMPS) developed by the entire staff/students to foster a consistent environment of learning.</p> <p>Strategy's Expected Result/Impact: Reduce missed instruction time due to disciplinary removals from the classroom. Less than 1% of the student population will receive a DAEP referral. 10% or less of the student population will receive an ISS/OSS referral.</p> <p>Staff Responsible for Monitoring: Principal, Campus Behavior Team</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement strategies and initiatives to promote the social, emotional, and academic development of all students. Behavior strategies and initiatives will include TIER 1 strategies as described in Branching Minds; Check In/Check Out program for TIER 2 students; Social Skills curriculum for TIER 2 and 3 students; and the PASS program for TIER 3 students.</p> <p>Strategy's Expected Result/Impact: Data through walkthroughs, observations, climate surveys, report card behavior skills, discipline data, and plans in Branching Minds will yield evidence of consistent implementation of behavior programs resulting in positive student behaviors and increased student achievement. Staff will have access to information/training regarding these initiatives and strategies.</p> <p>Staff Responsible for Monitoring: Principal- Behavior Team</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Use a behavior aide and counselor to teach Tier II behavior students appropriate pro-social/behavioral strategies.</p> <p>Strategy's Expected Result/Impact: Reduce missed instruction time due to disciplinary removals from the classroom. Less than 1% of the student population will receive a DAEP referral. 10% or less of the student population will receive an ISS/OSS referral.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: RESET/Behavior staff - Title 1 - \$25,858</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Use the campus Student Assistance Team (SAT) to meet and develop behavior plans on students needing Tier II and Tier III Intervention. The team will be comprised of applicable teachers, parents, administrators, counselor, and behavior staff.</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: Principal</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Train all staff members in CHAMPS and de-escalation strategies to assist with behavior intervention in the classrooms. Utilize a Foundations Behavior team to regularly examine and disaggregate behavioral data to effect changes as needed.</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: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Evaluate the use and effectiveness of behavior resources and strategies through completion of the Tiered Fidelity Inventory (TFI) and utilize the data to identify opportunities for improvement and professional development.</p> <p>Strategy's Expected Result/Impact: Mountainview Elementary will have an up-to-date action plan tied directly to the TFI</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Implement campus visioning plans to identify, define, and clarify the vision, roles and responsibilities, and actions of teachers, students, and leaders to support the implementation of campus-wide systems and processes related to behavior expectations.</p> <p>Strategy's Expected Result/Impact: Decreased incidents of behavior, decreased Tier II and Tier III behavior students</p> <p>Title I: 2.6</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: - Title I Parent Involvement, - State Compensatory Education</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Create and sustain a safe and supportive learning environment.

Performance Objective 2: Build a safe and secure learning environment in which all stakeholders will have an awareness of appropriate campus safety practices.

High Priority

Evaluation Data Sources: Log of Monthly Safety Drills, Health Screenings in Eduphoria, Training Logs, Guest speakers

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Review campus emergency plans with staff members to train on Standard Response Protocol language (SRP) and expectations. Strategy's Expected Result/Impact: 100% of staff will be aware of emergency procedures and plans Staff Responsible for Monitoring: All campus members</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Ensure SRP posters and drill resources are displayed in every classroom. Strategy's Expected Result/Impact: 100% of classrooms and common areas will have the safety posters displayed Staff Responsible for Monitoring: Campus Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Utilize the Campus Safety Committee to address safety and risk concerns on campus. Conduct regular meetings of the campus safety committee. Strategy's Expected Result/Impact: Campus safety concerns will be identified and addressed; At least 90% of stakeholders will indicate the campus is safe on annual survey Staff Responsible for Monitoring: Campus Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Ensure the Campus Threat Assessment Team members have attended professional development provided by the Texas School Safety Center and that they asses all potential threats on campus.</p> <p>Strategy's Expected Result/Impact: 100% of campus threat assessment team will be trained</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Teachers will complete annual required online staff development on bloodborne pathogens, Stop the Bleed, sexual harassment, bullying, suicide prevention, cybersecurity and reporting child abuse to ensure state/federal compliance and a safe, secure learning environment for all students.</p> <p>Strategy's Expected Result/Impact: 100% of staff will be trained in required areas</p> <p>Staff Responsible for Monitoring: Campus Leadership Team, HR Department</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Train and refresh key personnel on the Crisis Intervention Team in the CPI method to maintain an orderly campus where the safety of the students and staff is foremost.</p> <p>Strategy's Expected Result/Impact: Staff members will be able to respond to behavior situations to ensure student and staff safety</p> <p>Staff Responsible for Monitoring: Campus Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Jan	May	May
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Goal 5: Identify and implement strategies to increase student attendance emphasize the importance of high school graduation.

Performance Objective 1: Increase campus student attendance from 92% to 96% and decrease campus tardy rate.

Evaluation Data Sources: 5Lab, PEIMS Reports, sign-in and sign-out sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Use Blackboard Communication System to call students absent from school to remind them to bring a note and check on well-being.</p> <p>Strategy's Expected Result/Impact: Student attendance will increase, and systems will be in place for ongoing communication and response to student attendance</p> <p>Staff Responsible for Monitoring: Principal, PEIMS Clerk</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Log all tardies and early departures. Send notes to parents each six weeks whose students have excessive tardies.</p> <p>Strategy's Expected Result/Impact: Student attendance will increase, and systems will be in place for ongoing communication and response to student attendance</p> <p>Staff Responsible for Monitoring: Office Clerk, Principal, PEIMS Clerk</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Utilize the campus nurse to be an advocate for student health, to act as the liaison to the county health department and district health officials to ensure the health and safety of staff and students.</p> <p>Strategy's Expected Result/Impact: Parent communication between the school and home regarding root cause of attendance will assist in creation of attendance plans.</p> <p>Staff Responsible for Monitoring: Principal, District Nurse</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: Increase student attendance on campus through recognition of students</p> <p>Staff Responsible for Monitoring: PEIMS, Principal</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - State Compensatory Education, - Title 1</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Implement attendance monitoring and intervention strategies to include personalized plans for students with excessive absences.</p> <p>Strategy's Expected Result/Impact: Increase student attendance to 96% and have individual plans in place for students with excessive absences</p> <p>Staff Responsible for Monitoring: Parent Community Liaison, Assistant Principal</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Purchase instructional supplies to be used during attendance make ups.</p> <p>Strategy's Expected Result/Impact: Increased engagement during attendance make ups</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Principal</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			