

Waco Independent School District

Crestview Elementary School

2022-2023 Improvement Plan



Mission Statement

Crestview Elementary will cultivate a safe and positive learning community where each and every student and staff member can grow; we will work as a team to elevate and captivate ALL individuals to become global thinkers in order to solve 21st-century challenges.

Vision

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

Core Beliefs

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

Students and staff will build strong positive relationships.

All students will grow academically, socially, and emotionally.

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



Goals

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

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

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





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure that all teachers understand and use the Data-Driven Instruction (DDI) and Action Coaching frameworks for instructional improvement.</p> <p>Strategy's Expected Result/Impact: Improvement in TCA scores, report card grades, Star Renaissance data, TELPAS, and BAS reading levels will show that 60% of students demonstrate grade-level reading/math, and/or Reading/Math/Science STAAR results will show 60% of students making student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide time for teachers to collaboratively design lessons and re-evaluate small group interventions, school tutorials, and Saturday School based on student needs using data-driven instruction.</p> <p>Strategy's Expected Result/Impact: Improve student scores on STAAR to 60% meets expectations in math/reading/science and increase BAS/Star Renaissance levels</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Tutor students in grades 3-5 in math, reading, and science.</p> <p>Strategy's Expected Result/Impact: Increase student achievement and growth in math, reaching and science</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Purchase research-based supplemental materials and technology to ensure the academic success of students.</p> <p>Strategy's Expected Result/Impact: Improve academic performance to reach 60% of students passing as measured by STAAR, Star Renaissance Math/Reading TCAs, and classroom assessments</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Increase student achievement and identification of GT students by providing enrichment opportunities.</p> <p>Strategy's Expected Result/Impact: Increased the number of identified GT students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
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Goal 1: Increase student achievement by meeting the academic, social-emotional, and physical needs of our diverse student population.

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





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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide professional development to support the social-emotional needs of students and improve campus-wide systems and processes that include: 1) social emotional learning; 2) Positive Behavior Interventions and Supports (PBIS/TFI); 3) behavior management; and 4) clear campus-wide procedures for responding to both positive and negative behavior.</p> <p>Strategy's Expected Result/Impact: Set clear campus expectations and structures to respond to non-academic needs of students.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement SEL lessons during morning meetings using the district-approved curriculum, Character Strong.</p> <p>Strategy's Expected Result/Impact: Students feel a sense of belonging and the ability to voice their feelings/thoughts</p> <p>Staff Responsible for Monitoring: Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Instructional Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
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Goal 1: Increase student achievement by meeting the academic, social-emotional, and physical needs of our diverse student population.

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

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide student volunteers/interns from Baylor school of Psychology to help mentor students. Strategy's Expected Result/Impact: Students will learn problem-solving skills, self-advocacy, as well as conflict resolution Staff Responsible for Monitoring: Principal, Counselors</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Promote a positive, healthy environment through the use of community volunteers and mentors who help support our Stars Reading Buddies program. Strategy's Expected Result/Impact: Students learn to build positive relationships Staff Responsible for Monitoring: Principal</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide weekly or bi-monthly classroom guidance lessons with the counselor utilizing targeted SEL topics. Strategy's Expected Result/Impact: Increase student sense of safety, comfort, and belonging Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
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Goal 2: Align systems of support for teachers to improve teacher success and retention.

Performance Objective 1: Implement strategies to support teachers' success in meeting learning outcomes for students.

HB3 Goal

Evaluation Data Sources: Teacher Satisfaction Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement an expanded Opportunity Culture to increase the reach of growing teachers and students.</p> <p>Strategy's Expected Result/Impact: Increase teaching capacity and student growth/achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and Opportunity Culture Director</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Ensure staff are adequately trained to implement and sustain AVID by attending AVID Summer Institute.</p> <p>Strategy's Expected Result/Impact: Teachers receive instruction on research-based strategies at the AVID Summer Institute and implement the strategies in their classrooms</p> <p>Staff Responsible for Monitoring: Principal, Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Assign first year teachers a mentor through the WISD Succeed Mentoring Program.</p> <p>Strategy's Expected Result/Impact: Increase support and capacity of new teachers as evidenced in walkthrough and observation notes and teacher retention rates</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 4 Details	Formative Reviews		
<p>Strategy 4: Implement consistent and effective Action Coaching for all teachers.</p> <p>Strategy's Expected Result/Impact: Teaching improves and students grow at least one year</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and MCLs</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 5: Effective Instruction</p>	Formative		
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Goal 2: Align systems of support for teachers to improve teacher success and retention.

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

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide professional development to ensure all teachers have a strong foundation in implementing Data-Driven Instruction (DDI).</p> <p>Strategy's Expected Result/Impact: Math/Reading/Science STAAR will show an increase in student achievement and growth so that 60% of students meet approaches and TCA scores, report card grades, Star Renaissance, and TELPAS will improve</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement professional development focused on lesson planning processes and protocols.</p> <p>Strategy's Expected Result/Impact: Increase student achievement, improve the effectiveness of lesson planning, and increase teaching quality as evident through T-TESS</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participate in training to understand the A-F Accountability System.</p> <p>Strategy's Expected Result/Impact: A clear understanding of the accountability system with identified focus areas for improvement in student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialist, MCLs</p> <p>- 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, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implement professional development focused on SPED, 504, student mentoring, and trauma protocols.</p> <p>Strategy's Expected Result/Impact: Increase student achievement, effective lesson planning and teaching as evident through T-TESS</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
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Goal 3: Utilize effective programs and practices to provide a safe and supportive environment.

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

HB3 Goal

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





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

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

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

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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate and celebrate each student's graduation year through the use of hallway banners. Strategy's Expected Result/Impact: Develop common language and excitement about graduation and beyond (CCMR) Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>- TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Use district PCL to make home visits to students who have 3 or more unexcused absences. Strategy's Expected Result/Impact: Student average daily attendance will improve to 97% Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor</p> <p>- TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - Targeted Support Strategy</p>	Formative		
	Jan	May	May

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Recognize classes with an average of 97% or above attendance weekly and every six weeks. Also, recognize individual students with perfect attendance through the use of certificates and other rewards to emphasize the importance of staying in school and not dropping out.</p> <p>Strategy's Expected Result/Impact: Student attendance will improve to 97%</p> <p>Staff Responsible for Monitoring: PIEMS Clerk, Principal, Assitant Principal, Counselor, Teachers</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide career education to assist students in developing knowledge and skills necessary for a broad range of college and career opportunities.</p> <p>Strategy's Expected Result/Impact: Increased student awareness of graduation and college and career opportunities</p> <p>Staff Responsible for Monitoring: Principal, Assitant Principal, Instructional Specialist, Counselors, MCLs, Teachers</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			





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

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

High Priority

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

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

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Conduct Black History month event(s) during the month of February.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement, increase student achievement, and support cultural appreciation</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists, Teacher Leaders</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Conduct annual Literacy Week activities during the month of March.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement and student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, MCLs, Teacher Leaders</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative		
	Jan	May	May
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