

Greenville Independent School District
Lamar Elementary School
2023-2024 Campus Improvement Plan

Accountability Rating: Not Rated



Board Approval Date: January 16, 2024

Mission Statement

Our united GISD community strives to prepare, inspire, and empower every student to lead a successful life.

Vision

We educate today, you succeed tomorrow!

Value Statement

We believe every student deserves to be in a safe environment while receiving a broad-based education in preparation for life and work.

- *We will maintain on each GISD campus, a safe and disciplined environment conducive to student learning and employee effectiveness.*

We believe all children can and will reach their full educational potential when given the necessary tools, direction, and support.

- *We will ensure that all children leave GISD with a strong educational foundation which will allow them to pursue their goals and dreams regardless of personal circumstance, economic status, or learning challenges. This will be facilitated through the equitable allocation of resources and utilization of personalized education plans.*

We believe our exceptional staff is the most important resource serving the students of our district.

- *We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization. The district will develop an attractive and competitive career package that will establish GISD as a preferred employer.*

We believe GISD is accountable to all stakeholders through the success of our students and staff.

- *We will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.*

We believe GISD is accountable to all stakeholders through the efficient use of our resources.

- *We will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.*

We believe partnerships with the larger community are vital to a vibrant and exceptional educational system, and that maintaining effective communication is critical to maintaining

these relationships.

- *We will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.*

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Lamar Elementary School serves students in grades Kindergarten through 4th grade from the southern sector of Greenville, as well as parts of mid-town. The campus has approximately 509 students with 16.7% being African American, 41.65% white, 33.2% Hispanic and 6.48% are identified as 2 or more races. Students identified as English Learners comprise 5.7% of the student population and 18.66% of students are receiving services through special education. The campus has had a steady increase of students new to Greenville or returning to GISD.

The campus has 2 administrators, 1 SRO, 1 Student Engagement Officer, 1 Lead Teacher per grade, 1 counselor, 1 Communities in Schools site coordinator, 1 registered nurse, 26 classroom teachers, 7 specialists including TAG, speech, dyslexia, 2 inclusion teachers, 2 specials teachers and 14 instructional and clerical paraprofessionals. Eighty-four percent of classroom teachers are state certified; 4 teachers are completing alternative certification programs and one is certified in another state.

The community around Lamar Elementary continues to grow. There are numerous housing editions where construction is continuing or beginning. Many of the Lamar parents work at L3, a local government defense contractor. The PTA is very active with a full board of officers.

Lamar Elementary has partnerships with 3 local churches who provide snacks and supplies for teachers, supplies for students, and mentors and volunteers.

Demographics Strengths

The administrative staff that remains constant includes the the principal, nurse, social worker, and counselor.

Strong parental support for many students, including strong PTA which supports all students.

Lamar has five males that work on the campus including one teacher, 2 paras, an SRO and our new Student Engagement Officer.

The percent of African American employees mimics the percent of students.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Lamar is experiencing population growth. **Root Cause:** New housing developments in the zone of attendance.

Student Achievement

Student Achievement Summary

The issuance of 2023 A-F ratings under the final 2023 rule is pending and subject to change based on judicial rulings or decisions from the 88th Legislature during a special called session.

Lamar Elementary had the following percentages for on STAAR 2022 for all students:

Approaches Grade Level	Meets Grade Level	Masters Grade Level
Reading 69%, up from 51% in 2021	40% up from 28%	24% up from 14%
Math 55%, up from 49% in 2021	33% up from 23%	14% up from 13%
Science 60% up from 49% in 2021	35% up from 19%	12% up from 5%

The campus received an accountability rating of C (78) for the 2021-2022 school year with no distinctions earned. In Academic Achievement, Lamar Elementary scored a 64/100 with 61% approaching all subjects and levels, 36% meeting, and 18% mastering at or above grade level. For Growth Status, Lamar met the target for all student groups scoring an 82/100 with all students meeting the target in Reading and Hispanic. economically disadvantaged and students receiving special education services meeting in math. For Student Success Status, the only student group to meet the target was students receiving special education services.

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	EB/EL (Current)	EB/EL (Current & Monitored)	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled
All Subjects															
Percent of Tests															
At Approaches GL Standard or Above	61%	51%	58%	65%	-	*	-	68%	55%	48%	48%	55%	62%	64%	54%
At Meets GL Standard or Above	36%	22%	32%	42%	-	*	-	43%	29%	32%	32%	47%	31%	39%	30%
At Masters GL Standard	18%	9%	12%	24%	-	*	-	3%	12%	11%	11%	12%	15%	18%	16%

Student Achievement Strengths

Testing percentages are up from 2021 in all areas.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Students with specific learning disabilities are receiving inclusion support within the regular classroom but remain 2 plus grade levels behind. **Root Cause:** Teachers understanding how to implement learning groups with a broad level of discrepancies.

Problem Statement 2 (Prioritized): The percentage of meets expectations and masters expectations is extremely low. **Root Cause:** Students are not provided with rigorous learning tasks and settle for "just passing".

School Culture and Climate

School Culture and Climate Summary

Lamar Elementary serves Kindergarten through 4th grade. Beginning with the 2023-2024 school year all 5th graders are being served at Travis Intermediate.

Lamar has a positive culture and climate. Teachers, students, and parents enjoy being at here. Parent involvement remains high at Lamar with a variety of ways to become involved.

A new assistant principal is serving the campus for the 2023-2024 school year.

Parent participation is based on PTA membership, All Pro Dads membership, and numbers of parent and community volunteers. Lamar works with our Communities in Schools site coordinator to create opportunities for parent involvement, as well as the GISD PRIDE center by promoting and hosting parent education opportunities. Lamar elementary also offers monthly parental involvement events such as monthly student programs, Donuts with Dads, Muffins with Moms, and Thanksgiving feasts to name a few. Lamar is also planning a Science Night for the upcoming solar eclipse in April.

Students who may not have attended Pre-K or a pre-school/daycare have social emotional needs that are being met by weekly lessons provided by the CIS Social Worker and through the Character Strong education lessons provided daily.

The Guidance Counselor provides weekly lessons through the specials rotations.

School Culture and Climate Strengths

Parent attendance at school-wide events is very good. More often than not, it is standing room only in the cafeteria for events. Sign in logs are maintained at the campus and some events have had almost 300 attendees.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Lamar experience increased behavior referrals for the 2022-2023 school year. **Root Cause:** Lack of clear and consistent procedures.

Problem Statement 2 (Prioritized): Student attendance is very low for elementary school-93.4% **Root Cause:** The importance of attendance is not valued as much as in previous years.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

One fifth grade teacher moved to Travis Intermediate due to District restructuring. Other staff turnover included one Kindergarten teacher, one first grade teacher, and two second grade teachers.

Not all special education openings were filled by the beginning of school.

Recruitment procedures including screening applicants who applied on the Region X website and who were on the GISD transfer list, selecting top candidates for interviews and utilizing a consistent set of interview questions and criteria. Most interviews were conducted by at least 2 individuals.

Campus PD is provided the second and fourth Wednesday of the month, with the first and third Wednesdays reserved for team planning time. Campus PD topics are based on current needs identified during observations, walk-throughs, PLC discussions and questions.

Years of Experience

Beginning 0.0%

1-5 Years 47.1%

6-10 Years 10.1%

11-20 Years 20.2%

21+ Years 14.7%

Staff Quality, Recruitment, and Retention Strengths

Many of Lamar teachers have at least six years of experience.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: 47.1% of teachers have less than six years of experience. **Root Cause:** High turnover due to various reasons.

Problem Statement 2: Not all special education positions filled at the beginning of the year. **Root Cause:** Few qualified applicants.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Lamar campus administration assists teachers in using Texas Essential Knowledge and Skills as outlined for each grade/subject area in PLCs. TEKS are reviewed weekly in the Professional Learning Community (PLC) process as well as student data from skills checks and unit assessments. The teachers follow pacing guides and utilize resources provided by the content coordinators for each subject area. Pacing guides and other curriculum resources were revamped for the 2023-2024 school year. These resources are housed in Forethought in Eduphoria, where teachers create lesson plans. Teachers are refining guided reading and guided math and other instructional practices to allow for social distancing. The campus gives skills checks and unit assessments to provide timely data to teachers and administrators in making instructional decisions.

Curriculum, Instruction, and Assessment Strengths

Math resources

Planning Fridays

Defined time for PLC with redesigned protocols

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Walkthroughs indicate that instruction is still too teacher centered.

Problem Statement 2 (Prioritized): Teachers need additional support in understanding the TEKS and offering opportunities for extension in classroom. **Root Cause:** Understanding of the full pacing guide.

Parent and Community Engagement

Parent and Community Engagement Summary

The PTA is very active with a full board of officers and a large membership. There is a strong parent involvement and we are working on ways to keep that momentum. We partner with three local churches for on-going support.

Events for the year include: Goodies with grandparents, dyslexia night, family movie night, Thanksgiving lunches, first grade breakfast with Santa, awards ceremonies, grade level programs, donuts with dads, and muffins with mom.

Lamar hosts PTA meetings and some will be paired with music programs and fine arts nights.

At the end of each semester, awards assemblies are held, by grade level, to recognize student achievement, good behavior, and attendance.

Weekly blackboards are sent with upcoming events and information. Newsletters are emailed to parent emails, placed on the campus website and also on the campus and grade level Facebook pages.

Lamar Elementary, as well as each grade level, maintains a Facebook page to keep parents informed and have opportunities to ask questions as needed. Call alerts are used in addition to emails when necessary.

Lamar has partnered with All Pro Dads for the 2023-2024 school year to provide monthly events in addition to the events identified above.

Parent and Community Engagement Strengths

Community, parent involvement.

Community partnerships.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1 (Prioritized): Parent involvement at Lamar is not representative of the demographics of the student body. **Root Cause:** Communication and reach out efforts.

School Context and Organization

School Context and Organization Summary

Lamar is dedicated to growing teachers each and every day and impacting student achievement. Coaching opportunities for teachers are provided after walkthroughs, on Wednesday afternoon professional learning offerings, and guidance during PLCs. Lamar is participating in the Effective Schools Framework grant and has also developed a Targeted Improvement Plan addressing high quality instructional materials and teacher feedback.

Lamar Elementary provides Response to Intervention during a structured, sanctioned intervention time, built into the daily master schedule.

The campus serves students identified as special needs with a full time speech therapist on campus, 4 life-skills teachers, and 2 inclusion/resource teachers.

The campus has a Talented and Gifted Specialist who sees 49 students weekly and also 2 dyslexia specialists.

English Learners are placed with teachers who have ESL certification and are served through strategies in the general education classroom.

School Context and Organization Strengths

TAG

Dyslexia

TAG and Dyslexia students are pulled during Structured Intervention time. Students are supported at appropriate times during the day so that they are not pulled from other core content areas.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Low levels of true alignment of lesson plans to TEKS. **Root Cause:** Lack of knowledge of TEKS and how to deconstruct.

Technology

Technology Summary

Teachers are provided with laptop computers, overhead projectors and interactive whiteboards for instructional purposes. Each class has a set of chrome books for student use. Students utilize devices for research, word processing, Google classroom, See Saw, math and reading stations, test review, assessments and numerous other software and internet activities.

Instructional technology support is available through technology department to help teachers know how to use various software and tools.

Technology Strengths

Availability of devices and software.

Instructional technology support.

Priority Problem Statements

Problem Statement 1: Student attendance is very low for elementary school-93.4%

Root Cause 1: The importance of attendance is not valued as much as in previous years.

Problem Statement 1 Areas: School Culture and Climate

Problem Statement 2: The percentage of meets expectations and masters expectations is extremely low.

Root Cause 2: Students are not provided with rigorous learning tasks and settle for "just passing".

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: Teachers need additional support in understanding the TEKS and offering opportunities for extension in classroom.

Root Cause 3: Understanding of the full pacing guide.

Problem Statement 3 Areas: Curriculum, Instruction, and Assessment

Problem Statement 4: Parent involvement at Lamar is not representative of the demographics of the student body.

Root Cause 4: Communication and reach out efforts.

Problem Statement 4 Areas: Parent and Community Engagement

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 1: Lamar will achieve a "B" or higher rating on state accountability.

Evaluation Data Sources: STAAR results
School report card

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 2: By June, 2024, Lamar Elementary will increase the academic performance of Economically Disadvantaged, African American, English Language Learners, Special Education students, students identified as dyslexic, and/or served through 504, at all grade levels in Math and Reading to 65% approaches.

High Priority

Evaluation Data Sources: STAAR/EOC, and Summative Exam Data,

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct intentional focused walkthroughs in each core teacher's classroom with immediate feedback provided.</p> <p>Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Analyze data to identify and address gaps in performance of under-performing populations utilizing MAP and unit assessments.</p> <p>Strategy's Expected Result/Impact: Reduction of Achievement Gap</p> <p>Staff Responsible for Monitoring: Principal Asst. Principal Dean Teachers Intervention Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: During Team Tuesdays, teachers will identify grade-level concerns based on a variety of data sources. They will then collaborate to determine a rigorous plan of action to address the concerns (Instructional Action Plans). Their plan will then be implemented by the demonstration teachers to gather data regarding the effectiveness of the plan prior to implementing across the grade level or campus.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Team Lead</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 3: By June, 2024, the percentage of students that will rate in the category of meets for the combined STAAR will be 38%. Lamar Elementary seeks to increase the level of students achieving the meets standards for all students in the combined STAAR to 55% by June 2027.

High Priority

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Streamline Lamar's MTSS (Multi-Tiered System of Support) and ensure groups are flexible and based on current data.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Instructional Specialists</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue with PLCs with using new protocols with data analysis and instructional action plans. PLCs will be supported by campus administration.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 4: By June, 2024, the percentage of students that will rate in the category of meets for the HB3 Reading Board Goals will be 38%. 55% of 3rd grade students will achieve a meets rating for the HB3 Reading Board Goal by June, 2027.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Lamar Elementary will track MAP with Fidelity and develop a plan of action. Strategy's Expected Result/Impact: Improvement in reading achievement and processes that impact academic achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure guided reading is occurring consistently. Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies. Staff Responsible for Monitoring: Principal and Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Reading Academy completion for new K-3 teachers and AP. Strategy's Expected Result/Impact: Improved understanding and strategies for teaching reading. Staff Responsible for Monitoring: Principal, AP, K-3 Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Students that did not achieve approaches or better will attend 15-30 hours of accelerated instruction in reading as required by HB 1416. Strategy's Expected Result/Impact: Principal, Assistant Principal, Dean	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 5: By June, 2024, the percentage of students that will rate in the category of meets for the HB3 Math Board Goal will be 35%. 50% of 3rd grade students will achieve a meets rating for the HB3 Math Board Goal by June, 2027.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Lamar Elementary will track MAP with Fidelity and develop a plan of action. Strategy's Expected Result/Impact: Improvement in math achievement and processes that impact academic achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure implementation of guided math consistently. Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies. Staff Responsible for Monitoring: Principal, Assistant Principal, and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Students that did not achieve approaches in STAAR will attend 15-30 hours of accelerated instruction for math as required by HB 1416 Strategy's Expected Result/Impact: Improved student performance Staff Responsible for Monitoring: Principal, Assistant Principal, Dean</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 6: Provide 100% of Lamar Elementary students with equitable access to a comprehensive rigorous and relevant curriculum aligned to state standards and promoting college and career readiness

High Priority

Evaluation Data Sources: Summative, tutoring logs, intervention logs, lesson plans, PLC content.

Strategy 1 Details	Reviews			
<p>Strategy 1: Team Tuesday Meetings. Strategy's Expected Result/Impact: Increased student achievement. Increased teacher skills and knowledge Staff Responsible for Monitoring: Principal, Asst. Principals, Dean, Grade Level Leads, Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct intentional focused walkthroughs in each core teacher's classroom a minimum of 4 times per semester with immediate feedback provided. Strategy's Expected Result/Impact: Ensure curriculum is taught with fidelity. Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 7: Provide opportunities for high-quality professional development for 100% of teachers to support student centered learning.

High Priority

Evaluation Data Sources: Continuing Education Coordinator

Principal

Asst. Principal

Academic Dean

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement monthly 10 minute teacher learning walks within the campus to learn student centered strategies and techniques.</p> <p>Strategy's Expected Result/Impact: Increased teacher knowledge of educational strategies to implement in the classroom.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers Teach Teachers PD sessions.</p> <p>Strategy's Expected Result/Impact: Increased teacher knowledge of high quality instructional strategies.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, Dean</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 8: By June, 2024, Lamar will increase ADA by at least 2.65% attaining an attendance rating of 96% or higher.

High Priority

Evaluation Data Sources: ADA report

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide individual student, family and collective classroom incentives for daily attendance.</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, CIS Social Worker, Counselor, SRO, and Student Engagement Officer</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Inform parents of importance of attendance and legal requirements through weekly newsletters, social media, call alerts, letters and personal meetings for those not meeting the 90% rule.</p> <p>Strategy's Expected Result/Impact: Increased student attendance.</p> <p>Staff Responsible for Monitoring: Principal, Secretary, Asst. Principals, Counselor, Social Worker, and Student Engagement Officer</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize Student Engagement Officer and Social Worker to make calls, do home visits, and help parents with resources to be able to get to school.</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: Principal, assistant principal, student engagement officer, social worker, secretary</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 9: By June, 2024, Lamar will increase reading scores by 10% in Masters Grade Level category.

High Priority

Evaluation Data Sources: STAAR Reading Scores - summative
MAP

Strategy 1 Details	Reviews			
<p>Strategy 1: Reading Academy for new K-3 teachers and AP. Strategy's Expected Result/Impact: Improved student reading. Staff Responsible for Monitoring: Principal, Asst. Principal</p> <p>Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: The campus will implement free reading time at various intervals throughout the year (Storybook Character Day - Halloween, Read Across America Day, etc.) to improve reading fluency and vocabulary. Strategy's Expected Result/Impact: Improved student fluency and vocabulary. Staff Responsible for Monitoring: Principal, Asst. Principal, Librarian, grade level teachers.</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<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 2: Lamar Elementary will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 1: Lamar Elementary will seek to reduce discipline referrals by 15%.

High Priority

Evaluation Data Sources: Discipline Referrals
Climate and Culture Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Lamar Elementary will follow the Student Code of Conduct and increase classroom based parent contact.</p> <p>Strategy's Expected Result/Impact: Fewer discipline referrals.</p> <p>Staff Responsible for Monitoring: Principal, Asst. principal</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of Cool Down areas in classrooms.</p> <p>Strategy's Expected Result/Impact: Fewer discipline referrals</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, Counselor</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to implement MANDT relational strategies in all classrooms.</p> <p>Strategy's Expected Result/Impact: Stronger teacher/student relationships with fewer referrals</p> <p>Staff Responsible for Monitoring: Principal, assistant principal, student engagement officer, teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Utilize and implement new strategies through Character Strong's daily Social Emotional Learning lessons with support from counselor and social worker. Ensure bullying is addressed through guidance lessons.</p> <p>Strategy's Expected Result/Impact: Stronger relationships for students with adults.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, counselor, social worker, teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Utilize our Lamar Playbook outlining specific procedures that all teachers and students follow.</p> <p>Strategy's Expected Result/Impact: A true understanding of routine/uniformed procedures decreases discipline issues.</p> <p>Staff Responsible for Monitoring: All</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Create consistent classroom management policies for all grade levels and train staff and students.</p> <p>Strategy's Expected Result/Impact: Decreased discipline referrals</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<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 2: Lamar Elementary will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 2: Provide a safe and secure learning environment for all by utilizing our SEOs and SROs effectively.

Evaluation Data Sources: All district personnel will be trained in the Standard Response Protocol and implement appropriate response procedures. Greenville ISD will partner will local and state law enforcement agencies to train district personnel in school safety.

Strategy 1 Details	Reviews			
Strategy 1: Utilize Student Engagement Officer to mentor challenging students. Strategy's Expected Result/Impact: Fewer student referrals. Staff Responsible for Monitoring: Principal, Asst. Principal, Student Engagement Officer.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Improve emergency procedures through routine practice while utilizing the Raptor system. Strategy's Expected Result/Impact: Safe environment for all. Staff Responsible for Monitoring: Principal, Asst. Principal, Student Engagement Officer, GISD PD	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize school nurse, counselor, and social worker to meet all needs of students including health, social emotional, and struggles due to poverty. Strategy's Expected Result/Impact: Increased attendance. Increased student participation in class/achievement. Increased parent participation. Staff Responsible for Monitoring: Principal Nurse Counselor Social Worker	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Social Emotional Learning (SEL) will be provided every day in every classroom through Character Strong and include anti-bullying lessons.</p> <p>Strategy's Expected Result/Impact: Increased compliance Increased desired character traits</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers and Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<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 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 1: 100% of Lamar Elementary teachers will meet the Texas certification requirements by end of year.

High Priority

Evaluation Data Sources: Certifications

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development/test preparation strategies for teachers needing to pass certification exams. Strategy's Expected Result/Impact: Teachers passing state certification exams. Staff Responsible for Monitoring: Principal, HR</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide extra support for teachers in an alternative certification program. Strategy's Expected Result/Impact: Teachers passing state certification exams. Staff Responsible for Monitoring: Principal and HR</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide teachers with consistent routines and procedures through development of campus playbook. Strategy's Expected Result/Impact: Clearly defined expectations. Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 2: 85% of Lamar teachers will rate proficient or higher on their TTESS summative evaluations.

High Priority

Evaluation Data Sources: TTESS walk-through, observation and final summative.

Strategy 1 Details	Reviews			
<p>Strategy 1: PLC time, Wednesday PD sessions, Data Digs/Data Meetings, and Coaching Sessions will be used to provide teachers with strategies to improve student learning.</p> <p>Strategy's Expected Result/Impact: Improved student achievement and higher TTESS ratings.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, Team Leads, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Mentor program for new teachers.</p> <p>Strategy's Expected Result/Impact: Increase knowledge and skills of first year teachers and retain those teachers.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, mentors</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide coaching to teachers following walkthroughs utilizing the ESF process.</p> <p>Strategy's Expected Result/Impact: Increased teacher effectiveness</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Lamar Elementary will support GISD's long-range financial plan that results in the most effective mix of educational and financial resources available while attaining the long-range goals and objectives of the district. (Resulting in improved Student Achievement)

Performance Objective 1: Continue to ensure that the tax dollars invested into Greenville ISD are managed effectively and efficiently while abiding with all applicable standards, laws and regulations.

High Priority

Evaluation Data Sources: Campus Budget reports
Campus funds requests showing alignment of resources with Campus Improvement Priorities.

Strategy 1 Details	Reviews			
Strategy 1: Utilize a system that provides Campus Improvement Priorities alignment with purchase requests. Strategy's Expected Result/Impact: Improved student achievement from proper resource allocation. Staff Responsible for Monitoring: Principal, Asst. Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 70%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Communication among the campus employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The campus will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the campus and share responsibility at various levels of involvement accepting responsibility for the education of students.

Performance Objective 1: Lamar Elementary will maintain clear communication with families, students, staff, and community resulting in a 10% increase in those participating in campus events.

High Priority

Evaluation Data Sources: PTA Membership

Raptor Logs

Sign in Sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will utilize the call-out system for big events and for any last minute changes. Strategy's Expected Result/Impact: Increased parent participation Staff Responsible for Monitoring: Principal, Asst. principal, Counselor</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Lamar will use a digital format for the weekly campus newsletter. Strategy's Expected Result/Impact: Increased parental awareness. Staff Responsible for Monitoring: Principal Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Lamar Elementary will post all events on the campus shared calendar, Facebook and Instagram. Strategy's Expected Result/Impact: Increased knowledge of events Staff Responsible for Monitoring: Principal, AP and Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Communication among the campus employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The campus will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the campus and share responsibility at various levels of involvement accepting responsibility for the education of students.

Performance Objective 2: We will engage parents and staff as partners in the academic and social-emotional development of students.

High Priority

Evaluation Data Sources: Parent involvement activities. Staff development activities.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide parent nights such as Goals Night, STAAR information for parents, etc. at least once a quarter.</p> <p>Strategy's Expected Result/Impact: Increased parent participation with the campus to improve student achievement and social emotional well being.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, Counselor, Teachers, and Social Worker</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Host All Pro Dad meetings monthly to increase father figures on the campus while empowering them with skills and knowledge to be more involved.</p> <p>Strategy's Expected Result/Impact: Increased parent participation with the campus to improve student achievement and social emotional well being.</p> <p>Staff Responsible for Monitoring: Principal and Counselor</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<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>				