

**Tarkington Independent School District**  
**Elementary School**  
**2023-2024 Campus Improvement Plan**

# Mission Statement

Our mission is to provide a quality instructional program that will enable each student to attain mastery of academic skills to the maximum level of his or her potential with a focus on early literacy and math, while developing in our students a positive attitude toward education and its importance to their future, instilling high expectations for academic success, and encouraging each student to become a responsible member of society.

## Vision

S.T.A.R.S.

*Students Taking A Right Step...*

*Toward Excellence!*

## Core Beliefs

It is our core belief that we strive to be better people today than we were yesterday. faculty, staff, and students strive to improve themselves so that we are progressing in academia and how we handle our relationships with others.

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# Goals









**Goal 1:** Tarkington ISD will recruit, support, and retain high quality teachers and staff (District Priority Guiding Statement).

**Performance Objective 1:** Tarkington ISD will recruit high quality teachers that hold the appropriate certifications per TEA guidelines.

**HB3 Goal**

**Evaluation Data Sources:** Employee certification records for all staff, recruitment data

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Attending job fairs, recruit over social media and screening applicants that hold appropriate certifications per TEA guidelines</p> <p><b>Strategy's Expected Result/Impact:</b> Recruit high quality teachers that hold the appropriate certifications per TEA guidelines.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Associate Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 2: Strategic Staffing</p>	Formative			Summative
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	 45%	 60%	 90%	 100%
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**Goal 1:** Tarkington ISD will recruit, support, and retain high quality teachers and staff (District Priority Guiding Statement).

**Performance Objective 2:** Tarkington ISD will support and retain high quality teachers through campus/district mentor programs and providing on-going professional development to improve student learning. Retention rate of employees will increase by 10%.

**HB3 Goal**

**Evaluation Data Sources:** Maintain records of observation logs, mentor reports, sign-in sheets, and PD agendas/calendar, classroom walkthrough data, teacher evaluation data, staff retention data

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> During the summer, delivering yard signs and cookies to returning teacher for choosing TISD again for 2023-2024. For every new hire, we wrote and mailed a hand-written welcome card.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain highly qualified teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> New Teacher Mentor program that pairs new teachers with experienced ones for quarterly meetings and classroom observations, enabling new teachers to learn from seasoned experts.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain effective teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Mentor Teachers</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Giving quarterly climate and culture surveys to teachers assessing their sense of being supported, valued and measuring their impact on students success.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain qualified teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Associate Principal, Team Leaders</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> "Teachable Thursdays" a monthly professional development sessions led by fellow teachers, administrators, and instructional coaches, providing lessons on classroom management strategies and instructional practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain Teachers and Train Teachers</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals, Associate Principal, Instructional Coaches</p> <p><b>ESF Levels:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Weekly walk-through observation system where administrators and instructional coaches provide concise feedback on instruction to every teacher in the building.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain effective teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Instructional Coaches, Counselor</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levels:</b> Lever 2: Strategic Staffing</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> During professional learning days doing staff potlucks and breakfast provided by the administrative team to build community and camaraderie.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Instructional Coaches, Counselor</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levels:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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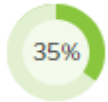



**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).

**Performance Objective 1:** Students will read on grade level or higher by the beginning of the 3rd grade and will remain on grade level or higher until graduation (District Priority Guiding Statement).


**HB3 Goal**


**Evaluation Data Sources:** TISD assessment data

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administer six-week CBAs to measure student progress and achievement in reading.  <b>Strategy's Expected Result/Impact:</b> Data available to inform intervention groups. Students able to track progress towards self-selected goals.  <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Teachers.</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math  <b>- ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement a transparent reporting system that displays the percentage of students performing at grade level in each grade, as well as the whole school, while highlighting which specific grade, class, and students demonstrate the most significant growth between leveling assessments.  <b>Strategy's Expected Result/Impact:</b> Students and teachers can track progress toward their reading and STAAR goals and celebrate achievement.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools  <b>- ESF Levers:</b>            Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

 No Progress

 Accomplished

 Continue/Modify

 Discontinue



**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).









**Performance Objective 2:** Provide prescriptive instructional services and interventions to address identified student needs.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Intervention/tutoring documentation

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement daily intervention sessions known as "WIN time" for all students on campus, spanning from those below grade level to those in enrichment programs, coupled with six-week "kid chats" to discuss and track student achievement and progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase access to targeted intervention for all students. Increase in students reading on grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Counselors, Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
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**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).

**Performance Objective 3:** Tarkington ISD will provide career exploration opportunities for students so they have a better idea of opportunities after graduation (District Priority Guiding Statement).

**HB3 Goal**

**Evaluation Data Sources:** Copies of parent flyers, parent communications, presentations from presenters

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We are providing students with opportunities for career exploration through a Careers on Wheels Job Fair scheduled for the spring.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are able to experience and learn about various career opportunities</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Instructional Coaches, Counselors</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Generation Texas Week where students are exposed to a week of activities that educate and highlight the importance of higher education and other post-secondary options November 13th-November 16th.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are able to experience and learn about various career opportunities</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Instructional Coaches, Counselors</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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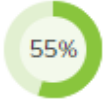






**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).

**Performance Objective 4:** The students at Tarkington ISD will graduate college, and / or career, and life ready (District Priority Guiding Statement).

**HB3 Goal**

**Evaluation Data Sources:** College acceptance, Programs of Study completion

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We are ensuring that students graduate college, career, and life ready by incorporating Social and Emotional Learning (SEL) time immediately following morning announcements through Quaver.</p> <p><b>Strategy's Expected Result/Impact:</b> Students can forge collaborative relationships with peers and authority figures.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Counselors</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> We are enhancing our support system by integrating guidance counseling lessons into our CLAMP rotations, ensuring students have regular interactions with counselors at least three times per month.</p> <p><b>Strategy's Expected Result/Impact:</b> Students can forge collaborative relationships with peers and authority figures.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Counselors</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).

**Performance Objective 5:** Instructional technology will be incorporated to increase the effectiveness of teaching and learning.

**HB3 Goal**

**Evaluation Data Sources:** Campus technology inventory, purchase orders

**Summative Evaluation:** Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize Amira, an AI-powered reading platform (at least 40 minutes per week for each student), to enhance reading skills and comprehension among students.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are able to enhance reading skills through quality IT resources.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.

**Performance Objective 1:** Tarkington ISD will continue to ensure the safety of students, staff, parents, and community members.

**Evaluation Data Sources:** Safety audit reports, exterior door check spreadsheet, School Check-In reports

**Summative Evaluation:** Met Objective









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a safety audit log to document door checks and safety drills on all campuses and district facilities. Conduct safety audits regularly, with a semester-based schedule, to ensure compliance with safety protocols and identify areas for improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Regular safety audits contribute to a safe and secure environment, fostering a positive atmosphere for student learning. A systematic approach to safety checks ensures that potential concerns are identified and addressed promptly.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, SRO Officers</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.


**Performance Objective 2:** Tarkington ISD will continue to provide guidance and counseling services as outlined in the Texas Model for For Comprehensive School Counseling Programs, 5th Edition, specifically covering the areas of trauma informed care for both students and staff.

**Evaluation Data Sources:** Counselor case management as documented in counseling time-management program SCUTA  
Guidance lesson documentation, Quaver SEL program lesson plans

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Facilitate a school-wide training session delivered by school counselors for teachers and staff at the start of the school year, focusing on trauma-informed practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Develop a structured training program covering key principles of trauma-informed care, recognizing signs of trauma in students, and providing strategies for creating a supportive environment. Incorporate case studies, real-life scenarios, and interactive discussions to enhance participants' understanding and application of trauma-informed approaches. Distribute relevant resources and reference materials to support ongoing implementation.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Integrate bi-monthly guidance lessons into the CLAMP (Specials) schedules delivered by school counselors to support students exposed to trauma and improve social emotional skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Utilize age-appropriate activities, discussions, and resources to engage students in meaningful conversations. Collaborate with teachers to align guidance lessons with classroom content, fostering a seamless integration of trauma-informed principles into the overall curriculum.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				

 No Progress

 Accomplished

 Continue/Modify




 Discontinue


**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.


**Performance Objective 3:** Create and utilize a Threat Assessment Team to assess and address the seriousness of violent threats when students make a violent or terroristic threat.


**Evaluation Data Sources:** Violent threat assessment procedures and documentation


**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish a dedicated Threat Assessment Team consisting of trained professionals to promptly and effectively assess and address violent or terroristic threats made by students.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify and appoint key personnel, including school administrators, mental health professionals, law enforcement liaisons, and counseling staff, to form the Threat Assessment Team. Provide specialized training for team members on threat assessment protocols, behavioral indicators, risk factors, and legal considerations related to violent threats. Develop clear guidelines and procedures for the Threat Assessment Team's operation, emphasizing collaboration, confidentiality, and timely response.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Associate Principal, Counselors, Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

 No Progress

 Accomplished

 Continue/Modify

 Discontinue











**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.

**Performance Objective 4:** Campus staff will continue to provide training and support to address the following topics; bullying, drug prevention, human trafficking, teen dating violence, and suicide awareness.

**Evaluation Data Sources:** EduHero training certificates, publications

**Summative Evaluation:** Met Objective









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure that campus staff is well-equipped to address critical topics such as bullying, drug prevention, human trafficking, teen dating violence, and suicide awareness.</p> <p><b>Strategy's Expected Result/Impact:</b> By leveraging online staff training through EduHero, the school ensures that campus staff remains informed and well-prepared to address critical issues affecting students' well-being. This action step promotes a proactive approach to key topics such as bullying, drug prevention, human trafficking, teen dating violence, and suicide awareness, aligning with the commitment to creating a safe and supportive learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant principals, Associate principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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**Goal 4:** TISD will continue to build the foundation between the school, and the parents. To build this bridge the district will increase the number of family engagement activities for the 23-24 school year over the prior school year by 3%.

**Performance Objective 1:** Promote and support parent and family engagement to strengthen the home and school connection.

**Evaluation Data Sources:** Event flyers, sign-in sheets, feedback surveys/forms, attendance numbers

**Summative Evaluation:** Exceeded Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The school aims to enhance communication through regular parent newsletters and state-of-the-school videos, sharing updates on events and achievements. To strengthen the home-school connection, engaging events like Curriculum Night, Reading Night Boo Bash, Math Night (Nachos with Numbers), and Game Night with Grams will showcase curriculum, promote literacy and math engagement, and foster intergenerational connections. Diversifying engagement opportunities, such as art nights and science fairs, will celebrate the school community's talents and encourage parent involvement through clubs and committees.</p> <p><b>Strategy's Expected Result/Impact:</b> Bolster parent and family engagement by blending traditional approaches like newsletters and curriculum nights with innovative events. By fostering regular and diverse communication channels, the school aims to build trust and fortify the home-school partnership, ultimately enhancing the overall success and well-being of students.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Leadership Team &amp; Team Leaders</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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