

Lockhart Independent School District
Navarro Elementary
2023-2024 Formative Review with Notes

Mission Statement

Navarro Elementary, cultivating excellence for all.

Vision

Navarro Elementary ignites lifelong connections, ensures equitable access, and inspires all Lions to achieve their infinite potential.

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Goals

Goal 1: Goal 1: The students and staff in Lockhart ISD will be Locked on Excellence so that they achieve a relentless pursuit of results.

Performance Objective 1: 80% of students grades K-5 will achieve 1.5 growth in reading. This will be a 20% increase from the 2022-23 school year.

Evaluation Data Sources: Walkthrough data, Amplify reports, Istation reports, small group reading instruction, groups, CBAs, Benchmarks, Teacher made assessments.

Strategy 1 Details	Reviews
<p>Strategy 1: Teacher's will meet bi-weekly in PLC to analyze student reading data and collaborate to improve instructional outcomes for all learners</p> <p>Strategy's Expected Result/Impact: Teachers will identify students in need of intervention, enrichment, and learn from each other ways to address learning gaps to increase growth and achievement.</p> <p>Staff Responsible for Monitoring: Leads: Miller, Aguilar, Lever Leaders, RTI teachers, classroom teachers.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	<p>Nov November Evidence of Progress</p>  25% Grade level teams meet for PLC bi-weekly with campus Lever Leaders, admin and SPED staff to review student progress, data, and best practice instructional strategies. Each PLC follows a 4 week cycle. As of November, we are on the 3rd PLC cycle and 64% of students are on track to make 1.5 growth in Reading. <p>Jan January Evidence of Progress</p>  50% Grade level teams continue to meet for PLC bi-weekly with campus Lever Leaders, admin and SPED staff to review student progress, data, and best practice instructional strategies. Each PLC follows a 4 week cycle. As of January, we are on the 5th PLC cycle and 67% of students are on track to make 1.5 growth in Reading. <p>Mar March Evidence of Progress</p>  70% Grade level teams continue to meet for PLC bi-weekly with campus Lever Leaders, admin and SPED staff to review student progress, data, and best practice instructional strategies. Each PLC follows a 4 week cycle. As of March, we are on the 6th PLC cycle and 60% of students are on track to make 1.5 growth in Reading. <p>June June Evidence of Progress</p>  As of June 2024, 62% of Navarro students met their 1.5 Goal for Reading.

Strategy 2 Details

Strategy 2: Navarro will focus on 3 specific differentiation strategies, flexible grouping, sentence stems, and visuals, to meet the needs of the variety of learners in our classrooms.

Strategy's Expected Result/Impact: Students will receive a broader range of instructional strategies to address the wide array of learning styles and abilities, resulting in greater content mastery and higher outcomes in reading.

Staff Responsible for Monitoring: Leads: Miller, Aguilar, Lever Leaders, classroom teachers.

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Reviews

Nov



November Evidence of Progress

As of November, Navarro has observed the differentiation strategies at the following percentages:
Sentence Stems: 66%
Visuals- 71%
Flexible Grouping- 53%
*The goal is for all percentages to be at 70% or higher.

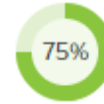
Jan



January Evidence of Progress

As of January, Navarro has observed the differentiation strategies at the following percentages:
Sentence Stems: 68%
Visuals- 72%
Flexible Grouping- 57%
*The goal is for all percentages to be at 70% or higher.

Mar



March Evidence of Progress

As of March, Navarro has observed the differentiation strategies at the following percentages:
Sentence Stems: 69%
Visuals- 79%
Flexible Grouping- 74%
*The goal is for all percentages to be at 70% or higher.

June



June Evidence of Progress

Navarro demonstrated success with the implementation and monitoring of differentiation strategies this year.

Strategy 3 Details

Strategy 3: Navarro will focus on LISD Instructional Framework, The Fundamental 5, in order to increase instructional capacity of our teachers and provide our students best practice high yield instructional strategies daily.

Strategy's Expected Result/Impact: Teacher's will demonstrate deeper understanding of Fundamental 5 components and provide students with research based high yield instructional strategies that will improve educational outcomes for all learners, resulting in higher student achievement and content mastery.

Staff Responsible for Monitoring: Leads: Miller, Aguilar, Lever Leaders, classroom teachers.

TEA Priorities:

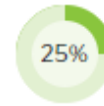
Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Reviews

Nov



November Evidence of Progress

As of November, Navarro has observed the Fundamental 5 strategies at the following percentages:
Lesson Frame: 90%
Power Zone: 97%
Recognition & Reinforcement: 87%
FSGPT: 84%
Critical Writing: 65%

Jan



January Evidence of Progress

As of January, Navarro has observed the Fundamental 5 strategies at the following percentages:
Lesson Frame: 90%
Power Zone: 98%
Recognition & Reinforcement: 89%
FSGPT: 81%
Critical Writing: 68%

Mar



March Evidence of Progress









As of March, Navarro has observed the Fundamental 5 strategies at the following percentages:
Lesson Frame: 90%
Power Zone: 100%
Recognition & Reinforcement: 87%
FSGPT: 78%
Critical Writing: 56%

June



June Evidence of Progress





Implementation of LISD Instructional Framework, The Fundamental 5, was successful at Navarro this year.


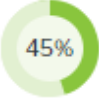


Strategy 4 Details	Reviews
<p>Strategy 4: Navarro students will read 130,000,00 words campus wide by May 2024</p> <p>Strategy's Expected Result/Impact: Students will be engaged and incentivized to read a wide variety of texts, creating a campus culture of reading and a love of literacy, resulting in greater student outcomes across all subjects.</p> <p>Staff Responsible for Monitoring: Lead: Lewandowski</p> <p>TEA Priorities: Build a foundation of reading and math</p>	<div data-bbox="1281 121 2016 251"> <p>Nov November Evidence of Progress</p>  <p>As of November, Navarro students have read 35, 798, 118 words, which is 27% of our goal.</p> </div> <div data-bbox="1281 276 2016 406"> <p>Jan January Evidence of Progress</p>  <p>As of January, Navarro students have read 63, 045, 420 words, which is 48% of our goal.</p> </div> <div data-bbox="1281 430 2016 560"> <p>Mar March Evidence of Progress</p>  <p>As of March, Navarro students have read 107, 841, 490 words, which is 82% of our goal.</p> </div> <div data-bbox="1281 584 2016 714"> <p>June June Evidence of Progress</p>  <p>As of May, Navarro students read 139, 178,044 words, which is over 100% of our goal.</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="462 763 661 820">  No Progress </div> <div data-bbox="756 763 976 820">  Accomplished </div> <div data-bbox="1071 763 1333 820">  Continue/Modify </div> <div data-bbox="1428 763 1627 820">  Discontinue </div> </div>	









Goal 1: Goal 1: The students and staff in Lockhart ISD will be Locked on Excellence so that they achieve a relentless pursuit of results.

Performance Objective 2: 70% of students in grades K-5 will achieve 1.5 growth in math. This will be a 20% increase from the 2022-23 school year.

Evaluation Data Sources: Walkthrough data, RemMath, Dreambox reports, small group instruction math groups, CBAs, benchmarks.

Strategy 1 Details	Reviews
<p>Strategy 1: Teacher's will provide targeted small group math instruction using best practice instructional strategies and math manipulatives.</p> <p>Strategy's Expected Result/Impact: Students will have opportunities to demonstrate mastery of mathematical concepts in a variety of formats which will ultimately increase conceptual understanding, growth and achievement.</p> <p>Staff Responsible for Monitoring: Leads: Miller, Aguilar, Lever Leaders, RTI teachers, classroom teachers.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	<p>Nov November Evidence of Progress</p> <p> Navarro teachers are providing targeted small group math instruction daily to meet the needs of the students they serve. As of November, 52% of students 2-5 are on track to meet 1.5 growth in Math.</p> <p>Jan January Evidence of Progress</p> <p> Navarro teachers continue to provide targeted small group math instruction daily to meet the needs of the students they serve. As of January, 58% of students 2-5 are on track to meet 1.5 growth in Math.</p> <p>Mar March Evidence of Progress</p> <p> Navarro teachers continue to provide targeted small group math instruction daily to meet the needs of the students they serve. As of March, 60% of students 2-5 are on track to meet 1.5 growth in Math.</p> <p>June June Evidence of Progress</p> <p> As of June 2024, 60% of Navarro students met their 1.5 Goal for Math.</p>









Strategy 2 Details	Reviews
<p>Strategy 2: Teachers will engage students in high yield instructional activities created in math vertical team meetings to address learning gaps to increase growth and achievement.</p> <p>Strategy's Expected Result/Impact: Teachers will identify students in need of intervention, enrichment, and learn from each other ways to address learning gaps to increase growth and achievement.</p> <p>Staff Responsible for Monitoring: Leads: Miller, Aguilar, Lever Leaders, RTI teachers, classroom teachers.</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	<div data-bbox="1283 120 1381 256"> <p>Nov</p>  <p>15%</p> </div> <p>November Evidence of Progress</p> <p>Navarro vertical teams meet monthly. The Math vertical team focused on math vocabulary and problem solving for October and November meetings.</p> <div data-bbox="1283 277 1381 414"> <p>Jan</p>  <p>45%</p> </div> <p>January Evidence of Progress</p> <p>Navarro vertical teams continue to meet monthly. The Math Vertical team is currently planning STEAM night scheduled for March 7, 2024.</p> <div data-bbox="1283 435 1381 571"> <p>Mar</p>  <p>75%</p> </div> <p>March Evidence of Progress</p> <p>Navarro vertical teams continue to meet monthly. STEAM night was a successful event with a large number of students, teachers, families and staff in attendance.</p> <div data-bbox="1283 592 1381 729"> <p>June</p>  <p>100%</p> </div> <p>June Evidence of Progress</p> <p>Navarro vertical teams were a successful endeavor for the campus this year and they were able to accomplish all the set out to accomplish.</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Navarro will focus on LISD Instructional Framework, The Fundamental 5, in order to increase instructional capacity of our teachers and provide our students best practice high yield instructional strategies daily.</p> <p>Strategy's Expected Result/Impact: Teacher's will demonstrate deeper understanding of Fundamental 5 components and provide students with research based high yield instructional strategies that will improve educational outcomes for all learners, resulting in higher student achievement and content mastery.</p> <p>Staff Responsible for Monitoring: Leads: Miller, Aguilar, Lever Leaders, RTI teachers, classroom teachers.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	<div data-bbox="1297 120 1995 370"> <p>Nov November Evidence of Progress</p>  <p>As of November, Navarro has observed the Fundamental 5 strategies at the following percentages: Lesson Frame: 90% Power Zone: 97% Recognition & Reinforcement: 87% FSGPT: 84% Critical Writing: 65%</p> </div> <div data-bbox="1297 393 1995 643"> <p>Jan January Evidence of Progress</p>  <p>As of January, Navarro has observed the Fundamental 5 strategies at the following percentages: Lesson Frame: 90% Power Zone: 98% Recognition & Reinforcement: 89% FSGPT: 81% Critical Writing: 68%</p> </div> <div data-bbox="1297 665 1995 915"> <p>Mar March Evidence of Progress</p>  <p>As of March, Navarro has observed the Fundamental 5 strategies at the following percentages: Lesson Frame: 90% Power Zone: 100% Recognition & Reinforcement: 87% FSGPT: 78% Critical Writing: 56%</p> </div> <div data-bbox="1297 938 1995 1026"> <p>June June Evidence of Progress</p>  <p>Implementation of LISD Instructional Framework, The Fundamental 5, was successful at Navarro this year.</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 1112 661 1161">  No Progress </div> <div data-bbox="766 1112 980 1161">  Accomplished </div> <div data-bbox="1081 1112 1333 1161">  Continue/Modify </div> <div data-bbox="1438 1112 1627 1161">  Discontinue </div> </div>	

Goal 1: Goal 1: The students and staff in Lockhart ISD will be Locked on Excellence so that they achieve a relentless pursuit of results.

Performance Objective 3: Navarro will increase cross curricular writing and create greater vertical alignment across all grade levels. This will be monitored through campus PLCs and measured through writing growth scores on campus created writing rubrics.









Evaluation Data Sources: Campus created writing rubric, vertical team committee meeting minutes, Curriculum Based Assessments, Benchmarks.

Strategy 1 Details	Reviews
<p>Strategy 1: Navarro will create writing vertical team that will focus on increasing cross curricular writing , development of campus writing rubric, and create quarterly themed campus wide writing projects</p> <p>Strategy's Expected Result/Impact: Students will have greater exposure to the writing process and teachers will use writing data to build students writing strengths, stamina, and overall ability.</p> <p>Staff Responsible for Monitoring: Leads: Wilson, Aguilar</p>	<div style="display: flex; flex-direction: column; gap: 10px;"> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>Nov</p>  <p>25%</p> </div> <div> <p>November Evidence of Progress</p> <p>Navarro vertical teams meet monthly. The Writing Vertical team is currently collecting writing samples for the first campus themed writing project "How to Catch a..."</p> </div> </div> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>Jan</p>  <p>50%</p> </div> <div> <p>January Evidence of Progress</p> <p>Navarro vertical teams continue to meet monthly and personal narrative writing has been the focus of K-2 January PLC cycle, while grades 3-5 have focused on extended constructed response writing for this PLC cycle.</p> </div> </div> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>Mar</p>  <p>70%</p> </div> <div> <p>March Evidence of Progress</p> <p>Navarro vertical teams continue to meet monthly and research in writing has been the focus of K-2 March PLC cycle, while grades 3-5 continued to focus on extended constructed response alternating between argumentative and informational writing.</p> </div> </div> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>June</p>  <p>100%</p> </div> <div> <p>June Evidence of Progress</p> <p>Navarro vertical teams were a successful endeavor for the campus this year and they were able to accomplish all the set out to accomplish.</p> </div> </div> </div>
<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: The students and staff in Lockhart ISD will demonstrate a LockHeart for People as they build relational capacity with all stakeholders.

Performance Objective 1: Navarro will provide an inclusive, positive, safe, and supportive learning environment for students and staff.









Evaluation Data Sources: Walkthrough data, discipline data, faculty, parent, and student feedback forms.

Strategy 1 Details	Reviews
<p>Strategy 1: Navarro will focus on the social emotional well being of all students through daily Leader In Me lessons in every classroom combined, with weekly guidance lessons from our campus counselor.</p> <p>Strategy's Expected Result/Impact: Students will learn necessary social emotional leadership skills; such as, empathy, conflict resolution, acceptance and personal accountability.</p> <p>Staff Responsible for Monitoring: Leads: Tamez, Aguilar, Miller, classroom teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	<p>Nov November Evidence of Progress</p> <p> Leader In Me has has been very successful this year at Navarro. Classroom review lessons daily, we hold monthly LIM assemblies, and our Lighthouse Team has been proactive in keeping our campus signage up to date.</p> <p>Jan January Evidence of Progress</p> <p> Leader In Me continues to be a brightspot for Navarro this year. We are currently planning to host educators from across the state for a LIM Campus Symposium tour scheduled for February 7, 2024.</p> <p>Mar March Evidence of Progress</p> <p> Leader In Me continues to be a brightspot at Navarro. The campus symposium in February was wildly successful, assemblies have been engaging and entertaining, and planning for the 2024-25 school year has already begun.</p> <p>June June Evidence of Progress</p> <p> Year 2 of Leader In Me was a big success for the campus and the Lighthouse Team has already begun planning more in-depth, robust, and meaningful and engaging training and activities for year 3.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 2: The students and staff in Lockhart ISD will demonstrate a LockHeart for People as they build relational capacity with all stakeholders.

Performance Objective 2: Navarro will meet or exceed 95% average attendance for the 2023-24 school year, which will be a 3% increase from 92% for the 2022-23 school year.









Evaluation Data Sources: Average Daily Attendance reports.

Strategy 1 Details	Reviews
<p>Strategy 1: Navarro will form an attendance committee that will meet monthly to focus on increasing student engagement, informing parents/guardians of the importance of attendance and parent involvement, and creating student incentives for students attendance.</p> <p>Strategy's Expected Result/Impact: Navarro students and families will have greater campus involvement and engagement, and students will meet attendance goal of 94%.</p> <p>Staff Responsible for Monitoring: Lead: Tamez, Aguilar, Miller, PBIS/Attendance Committee, Classroom teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	<p>Nov  November Evidence of Progress Navarro attendance committee meets monthly to review attendance data and plan monthly incentives. Our attendance is currently at 93% as of November 2023.</p> <p>Jan  January Evidence of Progress January attendance has been much lower due to illnesses. We have fallen to 91% for the year as of January 2024. The attendance committee continues to meet monthly and promote new incentives to help increase our daily attendance.</p> <p>Mar  March Evidence of Progress Navarro attendance committee meets monthly to review attendance data and plan monthly incentives. Our attendance is currently at 94% as of March 2023.</p> <p>June  June Evidence of Progress The Navarro attendance committee made great strides towards our attendance goals and will continue to refine systems in order to meet them next year.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others.

Performance Objective 1: Navarro Elementary will provide ongoing and relevant professional learning opportunities for all staff.









Evaluation Data Sources: Instructional Needs Assessment, Walkthrough Data, Faculty feedback forms

Strategy 1 Details	Reviews
<p>Strategy 1: By using campus walkthroughs, student assessment data and coaching conversations, campus Lever Leaders and administrators will identify necessary professional learning needs for Navarro teachers.</p> <p>Strategy's Expected Result/Impact: Provide Navarro teachers professional learning opportunities to increase quality of tier 1 instruction resulting in higher levels of student achievement and greater student outcomes.</p> <p>Staff Responsible for Monitoring: Leads: Lever Leaders, Aguilar, Miller</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	<div data-bbox="1297 402 1381 532"> <p>Nov</p>  <p>25%</p> </div> <p>November Evidence of Progress</p> <p>Campus Lever Leaders (LL) meet with teams and teachers weekly to review data, lesson plans, and student outcomes. They conduct monthly coaching cycles with the teachers they lead focusing on professional learning and growth.</p> <div data-bbox="1297 613 1381 743"> <p>Jan</p>  <p>50%</p> </div> <p>January Evidence of Progress</p> <p>LLs continue to meet with teams/teachers weekly to review data, lesson plans, and student outcomes, as well as conducting monthly coaching cycles with the teachers. They have identified areas of professional learning to focus on during PLC and vertical team meetings, and additionally we have sent several teachers to various trainings at Region XIII to address teacher and student professional learning needs.</p> <div data-bbox="1297 922 1381 1052"> <p>Mar</p>  <p>75%</p> </div> <p>March Evidence of Progress</p> <p>LLs continue to meet with teams/teachers weekly to review data, lesson plans, and student outcomes, as well as conducting monthly coaching cycles with the teachers. They have identified areas of professional learning to focus on during PLC and vertical team meetings, and additionally we have sent several teachers to various trainings at Region XIII to address teacher and student professional learning needs.</p> <div data-bbox="1297 1230 1381 1360"> <p>June</p>  <p>100%</p> </div> <p>June Evidence of Progress</p> <p>Navarro LLs had a successful year two in regards to coaching, PLC facilitation, and professional learning.</p>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 1393 663 1442">  No Progress </div> <div data-bbox="768 1393 984 1442">  Accomplished </div> <div data-bbox="1083 1393 1335 1442">  Continue/Modify </div> <div data-bbox="1440 1393 1629 1442">  Discontinue </div> </div>	

Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others.

Performance Objective 2: Navarro Elementary will provide ongoing and meaningful feedback throughout the school year and support for all teachers through walkthroughs, teacher goal setting, and Lever Leader coaching conversations.









Evaluation Data Sources: Walkthrough forms, PLC documents, Coaching conversations

Strategy 1 Details	Reviews
<p>Strategy 1: Campus administrators and Lever Leaders will conduct weekly walkthroughs to provide timely feedback to teachers for each walkthrough, observation, and PLC.</p> <p>Strategy's Expected Result/Impact: Navarro administration will be visible participants in daily classroom instruction, Navarro teachers will have clear understanding of campus instructional expectations, and areas of reinforcement and refinement, all of which will ultimately increase student engagement and achievement.</p> <p>Staff Responsible for Monitoring: Lead: Miller, Aguilar</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	<div data-bbox="1283 428 2003 618"> <p>Nov November Evidence of Progress</p>  <p>As of November, Navarro Instructional Leadership Team (ILT) has conducted 286 campus walkthroughs. Each walkthrough provides specific feedback that is reviewed at ILT meetings, PLCs and discussed with teachers through individual coaching conversations.</p> </div> <div data-bbox="1283 639 2003 824"> <p>Jan January Evidence of Progress</p>  <p>As of January, Navarro ILT has conducted 396 campus walkthroughs. Each walkthrough provides specific feedback that is reviewed at ILT meetings, PLCs and discussed with teachers through individual coaching conversations.</p> </div> <div data-bbox="1283 846 2003 1031"> <p>Mar March Evidence of Progress</p>  <p>As of March, Navarro ILT has conducted 510 campus walkthroughs. Each walkthrough provides specific feedback that is reviewed at ILT meetings, PLCs and discussed with teachers through individual coaching conversations.</p> </div> <div data-bbox="1283 1052 2003 1182"> <p>June June Evidence of Progress</p>  <p>As of June 2024, Navarro ILT conducted 602 campus walkthroughs.</p> </div>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 1235 663 1279">  No Progress </div> <div data-bbox="768 1235 982 1279">  Accomplished </div> <div data-bbox="1083 1235 1335 1279">  Continue/Modify </div> <div data-bbox="1440 1235 1629 1279">  Discontinue </div> </div>	

Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others.

Performance Objective 3: Navarro will create a campus culture of leadership and provide staff members the tools, skills, and experience necessary to unlock the potential within themselves, to ultimately create more equitable and successful outcomes for the students we serve.

Evaluation Data Sources: Campus Leadership team meetings, Faculty feedback forms

Strategy 1 Details	Reviews
<p>Strategy 1: Navarro administration will identify "rising and ready" staff members and through our shared leadership model develop teachers leadership capacity.</p> <p>Strategy's Expected Result/Impact: Navarro teacher leaders will have an increased role in campus leadership opportunities, creating a stronger culture of distributive leadership.</p> <p>Staff Responsible for Monitoring: Miller, Aguilar, Teacher Leaders</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<p>Nov November Evidence of Progress</p> <p> We have identified 3 "Rising and Ready" (R&R) staff members here at Navarro and reviewed their personal Individual Development Plans (IDP)</p> <p>Jan January Evidence of Progress</p> <p> Navarro admin continues to meet with R&R staff members and has identified job embedded stretch assignments to help address areas of growth in their IDPs and ultimately grow in their leadership.</p> <p>Mar March Evidence of Progress</p> <p> Navarro admin continues to meet with R&R staff members and has identified job embedded stretch assignments to help address areas of growth in their IDPs and ultimately grow in their leadership.</p> <p>June June Evidence of Progress</p> <p> Navarro R&R staff members made great progress this year and will continue to be identified for campus leadership opportunities in the upcoming year.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	