East Central Independent School District

Harmony Elementary

2024-2025 Improvement Plan



Mission Statement

At Harmony Elementary we are dedicated to preparing future leaders by providing students with engaging instructional practice with high expectations.

We focus on academic and behavioral growth while instilling a positive growth mindset for all students.

Value Statement

Believe in success and nothing less.

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Goals

Revised/Approved: July 23, 2024

Goal 1: Engaged, Well Rounded Students

Key Question 1: To what degree does ECISD provide diverse experiences to meet the needs and interests of all students?

Initial Status: Maintain

Goal 1: Engaged, Well Rounded Students

Key Question 2: To what degree is student voice valued and reflected in student experiences?

Initial Status: Maintain

Goal 1: Engaged, Well Rounded Students

Key Question 3: To what degree are all students engaged in our schools and the community?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will maximize students opportunities to learn by making learning meaningful, maximizing student participation, and limiting the amount of time students are out of class. **Evidence of Success:** Harmony students will reach a 94.0% attendance rate for the 2024-25 school year. **Staff Responsible:** Assistant Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Harmony will create opportunities for students to be more engaged outside of the classroom in order to improve attendance.

Intended Audience: 1st, 2nd, 3rd grade students
male students

Provider / Presenter / Person Responsible: classroom teachers
GT Facilitator
Person responsible- campus academic dean will oversee

Date(s) / Timeframe: September- advertise clubs during but not limited morning announcements
October- begin clubs

Collaborating Departments: Advanced Academics
Federal Programs
CIA Department

Delivery Method: Face to Face- including but not limited to after school

Staff Responsible: Academic Facilitator
Principal

Strategy 2: Coordinate with Student services to create and utilize targeted list of high absence students. Assign these students to the case management of Communities in Schools.

Intended Audience: students with chronic absences

Provider / Presenter / Person Responsible: Assistant Principal

Date(s) / Timeframe: bi-weekly

Collaborating Departments: Student Services, Communities in Schools

Delivery Method: standing meeting to include spreadsheet of chronic absent students.

Staff Responsible: Assistant Principal

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
- **Targeted Support Strategy**

Goal 2: Student Safety & Well Being

Key Question 1: To what degree are students safe and feel secure at school, physically and socially/emotionally?

Initial Status: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will create safe learning environments by teaching clear behavior expectations, growing teachers in classroom management, and providing targeted intervention. **Evidence of Success:** Harmony students will have a 30% reduction in disciplinary incidents. **Staff Responsible:** Assistant Principal Principal Programs Facilitator				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Harmony stakeholders will promote the use of the acknowledgment system and improve the 3:1, decreasing the teacher use of negative feedback

Intended Audience: Harmony staff and students

Provider / Presenter / Person Responsible: Emergent Tree representative
Assistant Principal

Date(s) / Timeframe: July
To be continued throughout the school year

Collaborating Departments: School Transformation

Delivery Method: Face to Face BOY PD
Monthly Tier Behavior Meetings
Monthly Staff Meetings

Staff Responsible: Assistant Principal

TEA Priorities:
Recruit, support, retain teachers and principals

Strategy 2: Harmony stakeholders will post Brag Boards and utilize in order to recognize the desired behaviors of safe, respectful, and responsible.

Intended Audience: Harmony students

Provider / Presenter / Person Responsible: AP, Harmony staff

Date(s) / Timeframe: July 29- initial training of all staff
monthly Tier 1 Behavior team meetings
utilization of Brag Boards daily

Collaborating Departments: Emergent Tree
School Transformation

Delivery Method: Teachers will recognize student behaviors in safe, respectful, and responsible by acknowledging students on the Brag Board. Class goals will be set and campus will acknowledge students monthly.

Staff Responsible: AP

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
- **Targeted Support Strategy**

Goal 2: Student Safety & Well Being

Key Question 2: To what degree are we able to respond, both proactively and re-actively, to crisis situations?

Initial Status: Maintain

Goal 2: Student Safety & Well Being

Key Question 3: To what degree do we provide support services for staff, students, and families on an ongoing basis and in a crisis?

Initial Status: Maintain

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: Emergent Tree will provide a systems reset with all Harmony campus staff as a first step in order to ensure student safety and security. **Evidence of Success:** Harmony will decrease the number of student major and minor incidents in Educators Handbook **Staff Responsible:** Assistant Principal				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: ILT behavior reset professional development by Emergent Tree. Harmony AP created a presentation to deliver to staff in order to set the campus behavior goals. Update Core Values. Create lessons for the first 10 days of school for all staff to present to students to align behavior expectations.

Intended Audience: All Harmony Staff

Provider / Presenter / Person Responsible: Hiban Morales, ET representative Christina Patrin

Date(s) / Timeframe: July 29 8-11, 1:30-3:30
August 7- 20

Collaborating Departments: Behavior IS

Delivery Method: BOY PD

Staff Responsible: Hiban Morales

TEA Priorities:
Improve low-performing schools
- **Targeted Support Strategy**

Goal 3: Student Learning and Progress

Key Question 1: To what degree do we support student learning and progress?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: Harmony will utilize student data folders in order to track assessment progress. **Evidence of Success:** All students will track their assessment data in math in order to set goals and determine progress. **Staff Responsible:** Academic Facilitator Principal				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Team leads will collaborate during our CG Retreat and decide on what pieces of data the student will track in their data folders.

Intended Audience: Teams Leads

Provider / Presenter / Person Responsible: Academic Facilitator

Date(s) / Timeframe: July 9th 2024

Collaborating Departments: ILT

Delivery Method: Present to staff on July 30th

Staff Responsible: Academic Facilitator and Literacy Coach

TEA Priorities:
Build a foundation of reading and math
- **Targeted Support Strategy**

Goal 3: Student Learning and Progress

Key Question 2: To what degree is a growth mindset a part of how we do business?

Initial Status: Minor Change

Goal 3: Student Learning and Progress

Key Question 3: To what degree are students growing and achieving academically and behaviorally?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will increase student achievement by implementing high-quality instructional materials and research-based instructional strategies. **Evidence of Success:** For the 2024-25 school year, Harmony will earn a minimum of a "met standards rating C" with at least 65% approaches, 30% meets, 15% masters on STAAR and 42% of students College, Career, or Military ready. **Staff Responsible:** Academic Facilitator Principal				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Build capacity to include but not limited to instructional leaders that will focus on student data to ensure a uniform understanding of small group purposeful instruction.

Intended Audience: Instructional leaders and staff

Provider / Presenter / Person Responsible: Academic Facilitator
Literacy Coach
Programs Facilitator

Date(s) / Timeframe: July 9, BOY kickoff, campus data days, move em days

Collaborating Departments: School Transformation
C&I, to include sped IS

Delivery Method: embedded professional development during BOY, PLC, data days, ILT

Staff Responsible: Principal

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
- **Targeted Support Strategy**

Strategy 2: Harmony will incorporate the common instructional strategies of Talking to Learn, Writing to Learn, and Scaffolding into the HQIM.

Intended Audience: teachers
students

Provider / Presenter / Person Responsible: Academic Facilitator
Principal

Date(s) / Timeframe: Weekly PLC-Tuesdays and Wednesdays

Collaborating Departments: CIA

Delivery Method: Short teach piece at weekly PLC to identify the common instructional strategy that can be annotated in the HQIM.

Staff Responsible: Academic Facilitator
Literacy Coach

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
- **Targeted Support Strategy**

Goal 3: Student Learning and Progress

Key Question 4: To what degree do we assure student success by building on student strengths?

Initial Status: Minor Change

Goal 4: Post-Secondary Readiness

Key Question 1: To what degree are students ready to make a meaningful life and living?

Initial Status: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: ILT will utilize Impact Dashboard to influence teacher instructional practices to deliver content that will initiate student growth. **Evidence of Success:** Cohorts of students will move at a higher percentage from approaches to meets and masters than the 23-24 school year. (4th grade) **Staff Responsible:** Programs Facilitator Academic Facilitator Teacher leaders				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Implement Move 'Em Meetings regularly with the high focus of students moving from Approaches to Meets and Masters

Intended Audience: Instructional Staff

Provider / Presenter / Person Responsible: Academic Facilitator
Literacy Coach
Programs Facilitator

Date(s) / Timeframe: July, to be continued for the duration of the school year

Collaborating Departments: CIA
School Transformation

Delivery Method: Face to Face at PLC, Campus Data Days

Staff Responsible: Academic Facilitator
Literacy Coach
Programs Facilitator

TEA Priorities:
Improve low-performing schools

Goal 4: Post-Secondary Readiness

Key Question 2: To what degree are students planning for post-secondary and executing their plans?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 3: To what degree are students ready for citizenship and civic duty?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 4: To what degree does the system reflect "all means all"?

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

Key Question 1: To what degree does staff positively impact students according to need?

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

Key Question 2: To what degree do our staff members exemplify Leading the EC Way?

Initial Status: Minor Change

Goal 5: Quality/Commitment of Staff

Key Question 3: To what degree do we train and develop new and existing staff?

Initial Status: Minor Change

Goal 5: Quality/Commitment of Staff

Key Question 4: To what degree is staff empowered to realize the mission of the district?

Initial Status: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: Staff will internalize the campus vision and mission in order to positively impact the culture and climate. **Evidence of Success:** From Jul 3, 2024, 90% of the Harmony exempt staff and 85% nonexempt that was employed on July 3, 2025 will be retained with the intent of returning for the 25-26 school year. (Current status 78% retention rate). **Staff Responsible:** Academic Facilitator Literacy Coach Programs Facilitator Assistant Principal Principal				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Collaborated with staff in order to ensure every Harmony staff member internalized the campus vision and mission in order to identify their why and offer any needed revisions.

Intended Audience: Harmony Staff, stakeholders, and students

Provider / Presenter / Person Responsible: Academic Facilitator
Principal

Date(s) / Timeframe: July 25
weekly PLC
data meetings

Delivery Method: welcome back PD

Staff Responsible: Academic Facilitator
Principal

TEA Priorities:
Recruit, support, retain teachers and principals

Goal 6: Community Engagement & Partnerships

Key Question 1: To what degree do we cultivate mutually beneficial partnerships?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will focus on quality partnerships that help us reach our goals and that help our partners reach their goals beyond contractual requirements. **Evidence of Success:** 100% of partnerships are identified as mutually beneficially by both Harmony and our partner. **Staff Responsible:** Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Harmony leaders will conduct pre and post meetings with our past and upcoming mutually beneficial partners in order to establish the needs and expectations of each entity.

Intended Audience: partners
campus principal
academic facilitator

Provider / Presenter / Person Responsible: principal secretary
principal

Date(s) / Timeframe: July 11 -Chic Fil A
July 11 Kona Ice
July 18- PTA
-Girls Inc

Collaborating Departments: District Wide Social Worker (Raquel Hernandez)

Delivery Method: to include but not limited to face to face and virtual

Staff Responsible: Academic Facilitator
Principal

TEA Priorities:
Improve low-performing schools

Goal 6: Community Engagement & Partnerships

Key Question 2: To what degree do our partnerships positively impact stakeholders?

Initial Status: Maintain but Consider a Change

Goal 6: Community Engagement & Partnerships

Key Question 3: To what degree do we connect with workforce needs?

Initial Status: Maintain

Goal 7: Fiscal & Operational System

Key Question 1: To what degree do we align resources to high priority goals?

Initial Status: Maintain but Consider a Change

Goal 7: Fiscal & Operational System

Key Question 2: To what degree are we fiscally and operationally efficient and transparent?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will ensure efficient operations by providing clear roles, a process to revisit progress with PEIMS coding, and protected time to ensure the work is complete. **Evidence of Success:** Harmony will implement the district's inventory management policies and procedures by July 3rd, 2025. Harmony will expend 75% to 90% of the campus budgets in the 2024/25 school year. Accurate student coding throughout the year, on June 3, 2025, 99% of key student's records utilizing the PEIMS ARMS Tracker, to include- 504 Accelerated Instruction Hours (new 24-25) Bilingual Program CTE Discipline Dyslexia Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education **Staff Responsible:** Principal Assistant Principal Programs Facilitator				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Principal will review the PEIMS ARM Tracker quarterly with the ILT to ensure coding is aligned with instruction. AP will have protected time with the PIEMS clerk and PF weekly to ensure coding is accurate.

Intended Audience: Instructional Staff

Provider / Presenter / Person Responsible: ILT members

Date(s) / Timeframe: quarterly
Oct 7
Nov 2
Feb 11
May 19

Collaborating Departments: School Transformation
C&I

Delivery Method: during ILT
Move Em Days

Staff Responsible: PEIMS clerk
Assistant Principal
Programs Facilitator

TEA Priorities:
Improve low-performing schools

Strategy 2: We will align our needs assessments, goals, strategies, and budgets when creating and spending money as good budget stewards.

Intended Audience: Harmony stakeholders

Provider / Presenter / Person Responsible: Principal

Date(s) / Timeframe: daily

Collaborating Departments: Finance

Delivery Method: morning meetings between the principal and administrative assistant to review POs and outgoing funds.

Staff Responsible: Principal
Administrative Assistant

TEA Priorities:
Recruit, support, retain teachers and principals

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On

Policy Documents & Addendums