

**Waco Independent School District  
Brook Avenue Elementary School  
2024-2025 Goals/Performance Objectives/Strategies**



# Mission Statement

"Our mission is to empower a supportive environment that encourages personal growth, academic excellence, and mutual respect for every member of our school community"

## Vision

The Brook Avenue community will create a safe environment that promotes excellence through teamwork, consistency, and high expectations, by empowering independent lifelong learners.





# Table of Contents

Goals .....	4
Goal 1: By May of 2025, 65% of all students will show one-year growth in both math and reading as measured by the district's universal screener, iReady and HMH Writable Into Reading. ....	4
Goal 2: Based on the new Texas Education Agency accountability measures, we will raise our campus letter grade of 59 to 65 or above by May 2025. ....	6
Goal 3: By May 2025, we will decrease referrals by 20% with the utilization of restorative practices campus-wide. ....	9
Goal 4: By May of 2025, we will increase our student attendance to 95%. ....	12
Goal 5: By May 2025, 100% of our teachers will be able to facilitate PLCs through engagement and preparation. ....	14
Goal 6: Align programs and processes to support high student achievement through the development of teacher capacity and increased teacher retention by May 2025. ....	17

# Goals





**Goal 1:** By May of 2025, 65% of all students will show one-year growth in both math and reading as measured by the district's universal screener, iReady and HMH Writable Into Reading.

**Performance Objective 1:** Implement a clear Response to Intervention (RtI) plan to support increased student achievement.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Teachers will receive training in dissecting iReady, HMH, and CLI reading and math data throughout the year to provide targeted Tier 2 &amp; Tier 3 instruction to help close student gaps.</p> <p><b>Funding Sources:</b> - State Compensatory Education</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Teachers and paraprofessional will conduct after school tutorials and/or Saturday school for identified students that are not meeting their individual goals in reading and math.</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Utilize two certified Student Intervention Teachers (SIT) to assist with Tier 3 reading/language arts and math instruction.</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
<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 1:** By May of 2025, 65% of all students will show one-year growth in both math and reading as measured by the district's universal screener, iReady and HMH Writable Into Reading.

**Performance Objective 2:** Teacher will use Data Driven Instruction (DDI) meetings to identify and reteach low performing TEKS to accelerate student growth in both math and reading.

<b>Strategy 1 Details</b>	<b>Formative Reviews</b>		
<b>Strategy 1:</b> Teachers will create a calendar at the BOY that includes dates for DDI meetings within a week of taking their TCA and any other assessments for both math and reading to identify and plan for low-performing TEKS.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
<b>Strategy 2 Details</b>	<b>Formative Reviews</b>		
<b>Strategy 2:</b> Ensure math and/or reading instructional specialist and campus administrators are available to assist teachers use data to make instructional adjustments that will increase student mastery of key skills for the grade level.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
<b>Strategy 3 Details</b>	<b>Formative Reviews</b>		
<b>Strategy 3:</b> Instruct teachers about DDI at the beginning of the year to ensure that all understand DDI protocols and expectations.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 2:** Based on the new Texas Education Agency accountability measures, we will raise our campus letter grade of 59 to 65 or above by May 2025.

**Performance Objective 1:** Implement intentional student grouping for SIT pull-outs.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> We will work with the district's director of accountability to identify growth goals for each student through the use of On Data Suite.	Formative		
	Jan	May	May
<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:** Based on the new Texas Education Agency accountability measures, we will raise our campus letter grade of 59 to 65 or above by May 2025.

**Performance Objective 2:** Students will take ownership of tracking their own assessment data to reach their individual growth goals in math and reading.

Strategy 1 Details	Formative Reviews		
Strategy 1: 4th and 5th graders will track their TCA data with their individualized growth trackers provided.	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** Based on the new Texas Education Agency accountability measures, we will raise our campus letter grade of 59 to 65 or above by May 2025.





**Performance Objective 3:** Provide weekly student tutorials based on growth measures per scale score.

Strategy 1 Details	Formative Reviews		
Strategy 1: We will use TEA's conversion chart to create growth goals and group students accordingly.	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			







**Goal 3:** By May 2025, we will decrease referrals by 20% with the utilization of restorative practices campus-wide.

**Performance Objective 1:** The use of our MTSS B tier 1 systems/supports.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Following the guidelines of our district's MTSS procedures, we will follow the expectations outlined in Emergent Tree, campus-wide.	Formative		
	Jan	May	May
<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:** By May 2025, we will decrease referrals by 20% with the utilization of restorative practices campus-wide.

**Performance Objective 2:** Implement monthly "No-Write- Up" celebrations.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Our campus Behavior Interventionist will implement our campus-wide incentives through tracking of discipline fast forms.	Formative		
	Jan	May	May
<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:** By May 2025, we will decrease referrals by 20% with the utilization of restorative practices campus-wide.


**Performance Objective 3:** All Tier 2 and Tier 3 students will receive Check-in/Check-out (CICO) services as well as supplemental skill-building lessons.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Following the guidelines outlined in our district's MTSS, we will implement the Check-In/Check-Out system for our tier 2 and tier 3 students.	Formative		
	Jan	May	May
<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 4:** By May of 2025, we will increase our student attendance to 95%.


**Performance Objective 1:** Our campus will use our Family Engagement Specialist and Communities In Schools (CIS) to increase parental involvement, by giving parents a deeper knowledge and understanding of how attendance directly relates to student achievement.

**Evaluation Data Sources:** Funding Source: State Comp

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Teachers will hold in person parent meetings, one in the fall and one in the spring, to educate our parents about iReady data, student levels in the following programs: Circle progress monitor, TX-Kea, STAAR, Interim, TELPAS, Behavior progress, BAS, and report cards. Teachers will use campus provided conference form.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Conduct family or parent involvement activities, such as a math, reading, and STAAR night, to include parents in their child's education that will result in higher academic achievement and attendance for the child. We will purchase supplies for notes/fliers, printing monthly campus newsletters, refreshments, and to provide a translator at meetings	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Create and communicate family engagement opportunities with monthly newsletters and a campus activities calendar.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
			





**Goal 4:** By May of 2025, we will increase our student attendance to 95%.

**Performance Objective 2:** Our campus will implement attendance incentives to recognize students who met their attendance goals.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Host parent involvement meetings throughout the year to discuss strategies to support student attendance and behavior. *provide raffle or meals*	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Our campus will conduct weekly class competitions among grade levels to encourage classroom attendance and purchase incentives for winners.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
			





**Goal 5:** By May 2025, 100% of our teachers will be able to facilitate PLCs through engagement and preparation.

**Performance Objective 1:** Teachers will conduct "at-bats" to align their Tier 1 instruction in both reading and math.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Teachers will use TCA to backwards plan and identify any misconceptions that can be addressed in Tier 1 and Tier 2 instruction.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Teachers will create exemplars in both math and reading to demonstrate what the final product is based upon TEKS.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Leadership will conduct Tier 1 walkthroughs on PLC at-bats and provide feedback to teachers.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 5:** By May 2025, 100% of our teachers will be able to facilitate PLCs through engagement and preparation.

**Performance Objective 2:** Teachers will conduct learning walks to observe Tier 1 & Tier 2 instruction in both math and reading.

Strategy 1 Details	Formative Reviews		
Strategy 1: Learning walks will be calendared out for at least twice each semester.	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Tier 1 learning walks will happen to observe best practices weekly.	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Tier 2 learning walks will happen to observe strategies bi-weekly.	Formative		
	Jan	May	May
<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 5:** By May 2025, 100% of our teachers will be able to facilitate PLCs through engagement and preparation.





**Performance Objective 3:** Teachers will adjust lesson plans based on constructive feedback during model lessons "at-bats".

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement literacy plan with district coaching to deepen teacher knowledge about guided reading and instructional reading resources which will improve the percentage of students on grade level in reading.	Formative		
	Jan	May	May
<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 6:** Align programs and processes to support high student achievement through the development of teacher capacity and increased teacher retention by May 2025.

**Performance Objective 1:** Teachers will be assigned an instructional coach that will provide frequent, meaningful feedback and support.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Through the campus instructional specialist, all teachers will be assigned a coach, per caseload, and go through coaching cycles as warranted by data walks.	Formative		
	Jan	May	May
<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 6:** Align programs and processes to support high student achievement through the development of teacher capacity and increased teacher retention by May 2025.

**Performance Objective 2:** Develop and implement a professional development plan to support increased teacher growth.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement Action Coaching to increase the effectiveness of teaching.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement strategies such as teacher-created professional development and inclusion of teachers on decision-making teams to define and support teacher leaders.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide differentiated professional development in these areas: TEA Reading Academies, DDI, Technology, Classroom Management, Summer PD, SLO and TELPAS.	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
			

**Goal 6:** Align programs and processes to support high student achievement through the development of teacher capacity and increased teacher retention by May 2025.

**Performance Objective 3:** First-year teachers will be assigned a mentor through Waco ISD Succeed program.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Through our engagement in the Waco ISD Succeed Mentor Program, we will be able to support brand new teachers with the best practices they need in order to be successful.	Formative		
	Jan	May	May
<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>			