## **Waco Independent School District**

## **Crestview Elementary School**

# 2024-2025 Goals/Performance Objectives/Strategies

Accountability Rating: B

#### **Distinction Designations:**

Academic Achievement in Science Top 25 Percent: Comparative Academic Growth



### **Mission Statement**

Crestview Elementary will cultivate a safe and positive learning community where ALL students and staff members can grow, and we will work as a team to elevate and captivate ALL individuals to become global thinkers.

### Vision

Crestview Cougars are optimistic, understanding, gracious, ambitious, resilient, servant leaders

### **Core Beliefs**

All students will learn when provided with engaging experiences related to their specific needs.

Students and staff will build strong positive relationships.

All students will grow academically, socially, and emotionally.

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### Goals

Goal 1: Increase student achievement by meeting our diverse student population's academic, social-emotional, and physical needs.

**Performance Objective 1:** Improve instructional systems and structures to improve students' academic achievement and growth.

**HB3** Goal

Evaluation Data Sources: iReady, CLI, TX-KEA, TELPAS, STAAR data, and state and district-mandated assessments

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Ensure all teachers understand and use the Data-Driven Instruction (DDI) and Action Coaching frameworks for instructional		Formative	
improvement.	Jan	May	May
Strategy's Expected Result/Impact: Student scores will show that 70% of students demonstrate grade-level proficiency in district and state-mandated assessments			
Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist			
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy			
Strategy 2 Details	For	mative Revi	ews
Strategy 2: Provide time for staff to collaboratively design lessons, conduct small group interventions, and after-school tutorials, including		Formative	
Saturday School and district-extended breaks, based on student needs using data-driven instruction.	Jan	May	May
<b>Strategy's Expected Result/Impact:</b> Student scores will show that 70% of students demonstrate grade-level proficiency on district and state assessments			
Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist, Campus Secretary			
TEA Priorities: Build a foundation of reading and math - ESF Levers:			

Strategy 3 Details	For	mative Revi	iews
Strategy 3: Provide after-school tutoring opportunities for students such as Saturday School, Cougar Camp, after-school tutoring, and Math		Formative	
for Early Learners Academy (MELA).  Strategy's Expected Result/Impact: Increase student and family participation and achievement by 15% and student growth in core	Jan	May	May
subjects and fine arts by 10% for underserved students and students experiencing learning difficulties by May 2025			
Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist			
ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction			
Funding Sources: - Title 1			
Strategy 4 Details	For	mative Revi	iews
Strategy 4: Purchase and provide hands-on field-based research experiences, research-based supplemental materials, and technology to ensure		Formative	
students' academic success. <b>Strategy's Expected Result/Impact:</b> By May 2025, students' academic performance on district and state-mandated assessments will	Jan	May	May
increase by 15%			
Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, Instructional Specialist, and Campus Secretary			
ESF Levers:			
Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  Funding Sources: - Title 1			
Strategy 5 Details	For	mative Revi	iews
Strategy 5: Implement AVID strategies within lesson design and practice them daily.		Formative	
Strategy's Expected Result/Impact: Improve student outcomes on district and state-mandated assessments by 15%	Jan	May	May
<b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Specialists, MCLs, MTRTs, and AVID Site Team members			
TEA Priorities:			
Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools			
- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective			
Instruction - Targeted Support Strategy			
No Progress Accomplished Continue/Modify Discontinue			l

Goal 1: Increase student achievement by meeting our diverse student population's academic, social-emotional, and physical needs.

Performance Objective 2: Implement campus-wide behavior initiatives and professional learning to support students' safety and social-emotional well-being.

Evaluation Data Sources: Professional Learning Sign-In Sheets, Anonymous Reports, Professional Learning Calendar, Student Surveys, Stakeholder surveys

Strategy 1 Details	For	rmative Rev	iews
Strategy 1: Provide professional learning opportunities to support students' social-emotional needs and improve campus-wide systems and		Formative	
processes, such as Behavior MTSS, Character Strong, and The Leader in Me.	Jan	May	May
Strategy's Expected Result/Impact: Improved campus communication with staff regarding expectations and structures to respond to the non-academic needs of students will result in 10% fewer discipline incidents by May 2025			
Staff Responsible for Monitoring: Principal, Assistant Principal, and Counselor			
TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction			
Strategy 2 Details	For	rmative Rev	iews
Strategy 2: Implement The Leader in Me and Character Strong during morning meetings using the district-approved curriculum.		Formative	
<b>Strategy's Expected Result/Impact:</b> 85% of students will feel a sense of belonging and the ability to voice their feelings and thoughts, as evidenced by campus surveys	Jan	May	May
Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor			
TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture			
No Progress Accomplished Continue/Modify X Discontinue	,		

Goal 1: Increase student achievement by meeting our diverse student population's academic, social-emotional, and physical needs.

**Performance Objective 3:** Promote a positive and healthy environment by providing social-emotional learning opportunities.

**Evaluation Data Sources:** Progress Monitoring Data, Student Feedback, Staff Feedback

Strategy 1 Details	For	mative Rev	iews
<b>Strategy 1:</b> Promote a positive, healthy environment for students through partnerships with community volunteers, mentoring opportunities,		Formative	
and Stars Reading Buddies.	Jan	May	May
<b>Strategy's Expected Result/Impact:</b> As evidenced by the campus survey by May 2025, 70% of students will report having learned how to build positive relationships and find joy in core subject areas.			
Staff Responsible for Monitoring: Principal, Assistant Principal, and Media Specialist/Librarian			
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture			
Strategy 2 Details	For	mative Rev	iews
Strategy 2: Provide bi-monthly guidance lessons with the counselor utilizing targeted SEL topics.		Formative	
<b>Strategy's Expected Result/Impact:</b> Campus surveys show that by May 2025, 80% of students will report feeling safe, comfortable, and a sense of belonging.	Jan	May	May
Staff Responsible for Monitoring: Counselor and BEHAVIOR TEAM SAT TEAM?			
TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction			
No Progress Continue/Modify X Discontinue			

Goal 2: Recruit, develop, and retain highly qualified teachers to increase the percentage of teachers with more than five years of experience.

**Performance Objective 1:** Align systems of support for teachers to improve teacher success and retention.

**HB3** Goal

Evaluation Data Sources: Teacher satisfaction survey

Jan	Formative May	May
Jan	May	May
For	mative Revi	ews
	Formative	
Jan	May	May

Strategy 3 Details	For	mative Revi	iews
trategy 3: Assign first-year teachers a mentor through the WISD Succeed Mentoring Program.		Formative	
Strategy's Expected Result/Impact: Increase support and capacity of new teachers as evidenced in walkthroughs and teacher retention rates	Jan	May	May
Staff Responsible for Monitoring: Principal, Assistant Principal, WISD Succeed Mentor Campus Coordinator			
TEA Priorities:			
Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture			
Strategy 4 Details	For	mative Revi	iews
trategy 4: Continue to plan and support consistent and effective Action Coaching for all teachers.		Formative	
<b>Strategy's Expected Result/Impact:</b> By May 2025, continued support and coaching of teachers will result in improved lesson plan alignment, rigor, and delivery, as evidenced by classroom walkthroughs, and increased student growth and achievement by 15%.	Jan	May	May
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist and MCLs			
<b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b>			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective			

Goal 2: Recruit, develop, and retain highly qualified teachers to increase the percentage of teachers with more than five years of experience.

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

#### **HB3** Goal

**Evaluation Data Sources:** Professional Development Plan, Sign-In Sheets, Session Survey Results, Increased Knowledge and Skills of Effective Instructional Strategies, T-TESS Results, AVID Summer Institute Attendees

Strategy 1 Details	For	mative Revi	ews
<b>Strategy 1:</b> Provide professional development to ensure all teachers have a strong foundation in implementing Data-Driven Instruction (DDI).		Formative	
<b>Strategy's Expected Result/Impact:</b> Testing data will show an Improvement of 15% in student achievement and growth on district and state-mandated assessments by May 2025.	Jan	May	May
Staff Responsible for Monitoring: Principal, Assistant Principal, MCLs, MTRTs, and Instructional Specialist			
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction			
Strategy 2 Details	For	mative Revi	ews
Strategy 2: Continue to provide professional learning opportunities focused on systems, lesson planning processes, and protocols.		Formative	
Strategy's Expected Result/Impact: By May 2025, student achievement in grades EE-5 will have improved by 15% as a result of the improved effectiveness of lesson planning and increased teaching quality as evidenced through T-TESS Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, and MCLs	Jan	May	May
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction			

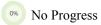
Strategy 3 Details	Fo	rmative Rev	iews
rategy 3: Participate in training to understand the A-F Accountability System.		Formative	
<b>Strategy's Expected Result/Impact:</b> Teachers will indicate that they have a clear understanding of the accountability system with identified focus areas for improvement in student achievement	Jan	May	May
Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialist, MCLs			
TEA Priorities:			
Improve low-performing schools			
- ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction			
Strategy 4 Details	Fo	rmative Rev	iews
rategy 4: Continue implementation of professional learning opportunities focused on RTI, SPED, 504, student mentoring, and trauma		Formative	
tocols.	Jan	May	May
<b>Strategy's Expected Result/Impact:</b> Increase student achievement on state and district assessments by 15% as a result of effective lesson planning and teaching, as evident through T-TESS			
<b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs, MTRTs, SIT teachers, SPED teachers, Counselor, and Instructional Specialist			
TEA Priorities:			
Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction			

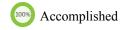
Goal 3: Utilize effective programs and practices to provide a safe and supportive learning environment.

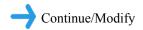
**Performance Objective 1:** Implement school-wide structures to promote strong SEL for all.

**Evaluation Data Sources:** Technology Training Sessions, Lesson Plans, Staff Feedback

Strategy 1 Details	For	mative Revi	iews
Strategy 1: Implement a social-emotional learning program to promote kindness and compassion in an effort to build positive relationships		Formative	
and unity among students on campus.	Jan	May	May
<b>Strategy's Expected Result/Impact:</b> Improve school culture and increase the student's sense of well-being, as evidenced by campus walk-throughs and surveys.			
Staff Responsible for Monitoring: Counselor, Assistant Principal, Principal			
TEA Priorities:			
Improve low-performing schools			
- ESF Levers:			
Lever 3: Positive School Culture			
Strategy 2 Details	For	mative Revi	iews
Strategy 2: Train students and staff on bullying prevention strategies and the STOPit online reporting system.		Formative	
Strategy's Expected Result/Impact: Decreased the number of bullying incidents	Jan	May	May
Staff Responsible for Monitoring: Counselors, Assistant Principal, Principal			
ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture			
Strategy 3 Details	For	mative Revi	iews
Strategy 3: Provide ongoing training for staff on techniques and programs such as No Place for Hate, restorative practices,		Formative	
mentoring/relational mindsets, and violence prevention strategies to promote positive behavior among students.	Jan	May	May
Strategy's Expected Result/Impact: Improve relationships among students result in decreased bullying incidents and office referrals		·	
Staff Responsible for Monitoring: Counselor, Assistant Principal, Principal			
TEA Priorities:			
Improve low-performing schools			
- ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture			









**Goal 4:** Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation and College, Career, and Military Readiness (CCMR).

**Performance Objective 1:** Increase average daily attendance for the Crestview student population to 95% and focus on the importance of completing high school.

Evaluation Data Sources: ADA Reports, Banners in the Building, Photographs

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Use district PCL to make home visits to students who have three or more unexcused absences.		Formative	
Strategy's Expected Result/Impact: Student average daily attendance will improve to 95%	Jan	May	May
Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor, and PEIMS Clerk			
TEA Priorities:			
Build a foundation of reading and math, Improve low-performing schools			
- ESF Levers:			
Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture			
	<b>-</b>		
Strategy 2 Details	For	mative Revi	ews
Strategy 2 Details  Strategy 2: Recognize classes with an average of 95% or above attendance weekly and every six weeks.	For	mative Revi Formative	ews
	For Jan		ews May
Strategy 2: Recognize classes with an average of 95% or above attendance weekly and every six weeks.		Formative	
Strategy 2: Recognize classes with an average of 95% or above attendance weekly and every six weeks.  Strategy's Expected Result/Impact: Student average daily attendance will improve to 95%  Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor, and PEIMS Clerk		Formative	
Strategy 2: Recognize classes with an average of 95% or above attendance weekly and every six weeks.  Strategy's Expected Result/Impact: Student average daily attendance will improve to 95%  Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor, and PEIMS Clerk  TEA Priorities:		Formative	
Strategy 2: Recognize classes with an average of 95% or above attendance weekly and every six weeks.  Strategy's Expected Result/Impact: Student average daily attendance will improve to 95%  Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor, and PEIMS Clerk  TEA Priorities: Improve low-performing schools		Formative	
Strategy 2: Recognize classes with an average of 95% or above attendance weekly and every six weeks.  Strategy's Expected Result/Impact: Student average daily attendance will improve to 95%  Staff Responsible for Monitoring: Principal, Assistant Principal, PCL, Counselor, and PEIMS Clerk  TEA Priorities:		Formative	

Strategy 3 Details	For	rmative Revi	iews
Strategy 3: Recognize individual students with perfect attendance through the use of certificates and other rewards at six weeks assemblies to		Formative	
emphasize the importance of staying in school and not dropping out.  Strategy's Expected Result/Impact: Student's overall yearly attendance will improve to 95% by May 2025	Jan	May	May
Staff Responsible for Monitoring: PIEMS Clerk, Principal, Assistant Principal, Counselor, Teachers			
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction			
Strategy 4 Details	For	rmative Revi	iews
Strategy 4: Provide career education to assist students in developing knowledge and skills necessary for a broad range of college and career		Formative	
opportunities.	Jan	May	May
<b>Strategy's Expected Result/Impact:</b> Increased student awareness of graduation and college and career opportunities by 25%, as evidenced by the AVID CCI survey by May 2025			
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Counselors, MCLs, Teachers			
TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction			
Strategy 5 Details	For	rmative Revi	iews
Strategy 5: Monitor and share daily and weekly attendance rates with all stakeholders.		Formative	,
Strategy's Expected Result/Impact: Improved student's weekly and daily attendance rate to 95% by May 2025  Staff Responsible for Monitoring: Principal, District Attendance Office, PCL, Counselor, PIEMS Clerk, Teachers, and Office Staff	Jan	May	May
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction			
No Progress Continue/Modify X Discontinue			

Goal 5: Engage all stakeholders to support student achievement and enhance campus and district goals.

**Performance Objective 1:** Provide opportunities for family engagement at Crestview Elementary.

Evaluation Data Sources: Sign-in Sheets, Meals Served, Family Engagement Calendar

Strategy 1 Details	Formative Reviews		
Strategy 1: Continue the annual Hispanic Heritage event in October.	Formative		
<b>Strategy's Expected Result/Impact:</b> Increased parent involvement/engagement by 25% and increased student attendance by 5% by October 2024	Jan	May	May
Staff Responsible for Monitoring: Campus Leadership, Faculty, and Staff			
TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture			
Strategy 2 Details	Formative Reviews		
Strategy 2: Continue family feast for our annual Thanksgiving dinner during November and encourage dinner-time family	Formative		
discussions.	Jan	May	May
Strategy's Expected Result/Impact: Increased parent involvement/engagement by 25% and increased student attendance by 5% by November 2024			
Staff Responsible for Monitoring: PEIMS Clerk, Principal, Assistant Principal, Teachers, and Campus Secretary			
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture			

Strategy 3 Details	For	Formative Reviews		
Strategy 3: Conduct documented parent/teacher conferences during October and February to inform parents of their child's	Formative			
progress.  Strategy's Expected Result/Impact: Increased parent involvement/engagement by 25%, increased student achievement by 15% on state and district assessments, and increased student attendance by 5% by March 2025  Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, MCLs, Teacher Leaders	Jan	May	May	
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				
Strategy 4 Details	Formative Reviews			
rategy 4: Implement Back to School Night to provide family engagement and share campus and classroom procedures and expectations.  Strategy's Expected Result/Impact: Increased parent involvement/engagement by 25%, as evidenced by sign-in-sheets by September		Formative		
2024	Jan	May	May	
Staff Responsible for Monitoring: Campus Leadership, Faculty, and Staff  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
Strategy 5 Details	Formative Reviews			
Strategy 5: Continue annual field day to encourage commandery, physical activity, and family involvement	Formative			
Strategy's Expected Result/Impact: Increase parent involvement/engagement by 25% and promote a positive campus culture as evidenced by student and teacher surveys by May 2025  Staff Responsible for Monitoring: Campus Leadership, Faculty, and Staff	Jan	May	May	
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 6 Details	For	Formative Reviews	
Strategy 6: Implement STEAM Night to increase and introduce student and family interest in Science, Technology, Engineering, Arts, and Mathematics.  Strategy's Expected Result/Impact: Develop student interest in STEAM as evidenced by campus surveys, build a connection to secondary education and Career, College, and Military Readiness, and increase family involvement by 25% by May 2025  Staff Responsible for Monitoring: Campus Leadership, Faculty, and Staff	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		ews
Strategy 7: Implement a Family Literacy Night.	Formative		
Strategy's Expected Result/Impact: Develop student interest in literacy, as evidenced by campus surveys; educate families on best practices in literacy and critical thinking; build a connection to secondary education and Career, College, and Military Readiness; increase family involvement by 25%; and increase student attendance by 5% by May 2025  Staff Responsible for Monitoring: Campus Leadership, Faculty, and Staff  TEA Priorities:  Build a foundation of reading and math, Improve low-performing schools  - ESF Levers:  Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Jan	May	May