

# Waco Independent School District

## Kendrick Elementary School

### 2024-2025 Goals/Performance Objectives/Strategies



# Mission Statement

The mission of Kendrick Elementary is to nurture the intellectual and emotional growth of students and inspire them to become self-motivated life-long learners through a commitment of excellence.

## Vision

Our Kendrick staff is passionate about their commitment to educational success. All members of our learning community are dedicated to our students as they become life-long learners and future leaders.

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# Goals





**Goal 1:** Engage families and community members to support student achievement and enhance campus and district goals.

**Performance Objective 1:** Increase opportunities for parent and family engagement at Kendrick Elementary.

**Evaluation Data Sources:** Parent Involvement Activity Logs, Sign-In Sheets, Event Photos

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use interpreters as needed to provide parents with parent education and opportunities to be involved in their child's education, including translating notes into Spanish. The counselors will attend conferences and share further ideas to strengthen parent/school connections.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of all parents will participate in at least two activities during the school year</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselor, Teachers, Parent Involvement Specialist</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Funding Sources:</b> - Title I</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Conduct family or parent involvement activities to include parents in their child's education that will result in higher academic achievement and attendance for the child. Include Title I Parent Compact Review, Title I Parent Involvement Policy/Open House, Hispanic Heritage Celebration, Thanksgiving lunch, parent conferences, student-led conferences, grade level programs, Health Fair, and end-of-year celebrations. Purchase supplies for notes/fliers announcing and inviting parents to parent meetings and student achievement celebrations, for printing monthly campus newsletters, for refreshments for parents attending, and to provide a translator at meetings and/or for parent contact.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parent participation at school events, encourage parents to be more involved in school events</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant principal, Counselors, Parent Involvement Committee</p> <p><b>Funding Sources:</b> - Title I Parent Involvement - \$2,029</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> In the spring, a Bunny Hop drive-thru parent night will be organized. Teachers will create engaging educational activities the parents can take home to do with their children. Snacks will be provided to the students and parents. The Easter Bunny will be used and an incentive for parents and students to attend.</p> <p><b>Strategy's Expected Result/Impact:</b> Strengthen parent involvement participation</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team, Classroom Teachers</p> <p><b>Funding Sources:</b> - Title 1 - \$500</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Use take-home and homework folders for all students to improve communication between home and school and provide parents with announcements and/or reminders of school events.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will become familiar with school procedures and student learning</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Funding Sources:</b> - Title 1, - Title I Parent Involvement</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Mail important information (i.e., report cards, meeting notices for ARDs and 504s) home to parents regarding their child's academic progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Information about student progress will be received by parents and increase parent responses</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselor, Parent Involvement Specialist</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>Funding Sources:</b> - Title 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Create and distribute newsletters and campus activities calendar with opportunities for family engagement.</p> <p><b>Strategy's Expected Result/Impact:</b> Monthly family engagement opportunities</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Use Seesaw to implement student-driven digital portfolios in the classroom and as a digital avenue to communicate student learning with parents.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be able to use the application to see their child's digital portfolio of learning experiences</p> <p><b>Staff Responsible for Monitoring:</b> At-Risk Specialist, Classroom Teachers, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Fund Project Manager for Communities In Schools to provide family and student support/mentoring.</p> <p><b>Strategy's Expected Result/Impact:</b> Identified CIS students will show an increase of 3% on district and campus assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CIS Program Manager</p> <p><b>Funding Sources:</b> - State Compensatory Education - \$30,000</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** Ensure a guaranteed and viable curriculum to increase student achievement for all student groups.





**Performance Objective 1:** Increase student achievement for all student groups.

**Evaluation Data Sources:** State and district assessment data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue to implement Data-Driven Instruction (DDI) to review student achievement data and identify instructional areas needing additional focus through targeted reteach plans. Ensure Multi-Classroom Leaders (MCLs) are available to support data-driven instructional planning, provide in-class support, and offer professional development for teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement on district and state assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs, Classroom Teachers</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Design PLC+ Schedule in a way that aligns to district curriculum to allow for unit mapping and student work analysis as well as learning research based instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will create lesson objectives, formative assessments, and exemplars that align to the rigor of the standard.</p> <p><b>Staff Responsible for Monitoring:</b> Multi-Classroom leaders, At-Risk Specialist, Principal</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Collaboratively analyze unit and benchmark assessment data with teacher teams, focusing on the percentages of students achieving "Approaches," "Meets," and "Masters" performance levels, and tracking individual student growth or decline. Use these insights to identify and implement necessary classroom and campus-wide interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Intervention plans will be developed and implemented based on data, students will achieve expected or accelerated growth on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs, Classroom Teachers</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Enhance support for students who previously achieved "Approaches" or "Meets" levels to help them reach "Masters" by collaborating with teachers to implement research-based strategies that drive higher student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> An increase in "Masters" level scores on STAAR Reading and Mathematics assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Allocate dedicated time for MCLs to collaborate with teachers in identifying and addressing the needs of at-risk students across all subject areas, integrating technology where appropriate, and providing comprehensive instructional support to teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Students identified as at-risk will show academic progress, teachers have instructional support</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Offer tutoring to students across all grade levels to boost performance on state and district assessments. Prepare, plan, and deliver targeted interventions tailored to individual student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on state and district assessments</p> <p><b>Staff Responsible for Monitoring:</b> SIT, MCLs, Classroom Teachers</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- <b>Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Title 1 - Title 1 - \$5,000</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Extend and enrich lessons for identified GT and high-achieving students by grouping them in cluster classrooms. Provide opportunities for non-identified students who qualify later in the year to work with identified students during designated times.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of "Masters" on the STAAR and benchmark assessments</p> <p><b>Staff Responsible for Monitoring:</b> GT Pull Out Teacher, Cluster Teacher, GT Campus Coordinator</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Purchase supplemental instructional materials, including but not limited to STAAR Master, Mentoring Minds, and tutoring supplies.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on state and district assessments</p> <p><b>Staff Responsible for Monitoring:</b> SIT, MCLs</p> <p><b>Funding Sources:</b> - State Compensatory Education, - Title 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>



Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Enhance student background knowledge and provide engaging real-world experiences through field trips that help students make meaningful connections to classroom learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to make inferences in the text and relate content to life experiences, Students will be able to see a variety of live performances</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 10 Details	Formative Reviews		
<p><b>Strategy 10:</b> Conduct leadership calibration walks to ensure leadership team members are aligned to landing on the highest leverage action steps using the Waco ISD planning protocols and processes.</p> <p><b>Strategy's Expected Result/Impact:</b> Evaluate the implementation of lesson plans to identify patterns and trends to individualize professional learning plans. The leadership team will provide aligned feedback plans on lesson plans</p> <p><b>Staff Responsible for Monitoring:</b> Multi-Classroom Leaders, Assistant Principal, Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			


**Goal 2:** Ensure a guaranteed and viable curriculum to increase student achievement for all student groups.

**Performance Objective 2:** Implement a clear Response to Intervention (RtI) plan to support increased student achievement.

**Evaluation Data Sources:** STAAR Data, iReady Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Ensure progress of students who previously failed STAAR assessment(s) is tracked, and create a system of intervention for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Creation of comprehensive RtI plan including defined research-based, targeted interventions that will be utilized to support increased student achievement and growth.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, SIT, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide three certified Student Intervention Teachers (SIT) to assist with Tier 3 reading/language arts and math instruction; one for grades 3-5 and two for grades Pre-K-2nd.</p> <p><b>Strategy's Expected Result/Impact:</b> At-risk students will show improvement in reading and math scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs</p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - State Compensatory Education - \$135,414</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Establish Grade Level Team (GLT) structures that help teachers identify student gaps in order to adjust and modify their reteach lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student growth and achievement</p> <p><b>Staff Responsible for Monitoring:</b> MCLs, Teachers</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Use Branching Minds to identify, tier, write individualized student learning plans, and progress monitor students for reading, math, writing, and behavior.</p> <p><b>Strategy's Expected Result/Impact:</b> Individually-developed intervention learning plans, increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> SIT, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**Goal 2:** Ensure a guaranteed and viable curriculum to increase student achievement for all student groups.

**Performance Objective 3:** Continue to use technology to support teaching and learning initiatives.

**Evaluation Data Sources:** Student Achievement Data, Surveys





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use online interim assessments to guide instructional plans for improving STAAR results.  <b>Strategy's Expected Result/Impact:</b> Student expectations in need of remediation are identified, increased student achievement  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs   <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> Review class and individual student data from Renaissance 360 to make informed data-driven decisions, including, but not limited to, identification of instructional deficits, identification of instructional focus areas, establishment of student groups based upon areas of need, and determination of student progress toward meeting end-of-year goals.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide students with resources such as visual aids, technology applications/computers/iPads, graphic organizers, flexible seating, and anchor charts to complement district curriculum and to increase performance on state and district assessments throughout all grade levels.  <b>Strategy's Expected Result/Impact:</b> Increased student performance on district and state assessments  <b>Staff Responsible for Monitoring:</b> MCLs   <b>Funding Sources:</b> - Title 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Build the capacity of all employees to support campus goals.

**Performance Objective 1:** Develop campus faculty and staff capacity to serve student needs while working as a team to advance the goals of the campus.

**Evaluation Data Sources:** Student Achievement Data, A-F Ratings, TAPR

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Participate in training to understand the A-F Accountability System and set campus goals for improvement.  <b>Strategy's Expected Result/Impact:</b> Clear understanding of accountability system with identified focus areas to improve and areas to leverage improvement in student achievement  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, At-Risk Specialist, MCLs, MTRTs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Attend training and implement strategies for the Data-Driven Instruction and Action Coaching processes.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement and increased observation and feedback resulting in improved Tier I instruction  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue training for Dual Language/ESL strategies into all subjects and provide sheltered instruction using SIOP to increase student achievement on the TELPAS.  <b>Strategy's Expected Result/Impact:</b> Student growth will be evident in their English development  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs, MTRTs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Attend conferences and training that incorporate innovative practices, effective strategies for special populations, formative assessment practices, STAAR, AVID, and T-TESS.  <b>Strategy's Expected Result/Impact:</b> Administrators will share research based practices with teachers that will increase campus capacity to implement Tier II and III interventions and 100% of Tier II and III students will have an intervention plan  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs, Teachers, Counselor</p> <p><b>TEA Priorities:</b>  Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools  - <b>Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - State Compensatory Education, - Title 1 - \$10,000</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>





Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Implement dual language instruction in bilingual classrooms across campus. <b>Strategy's Expected Result/Impact:</b> Increased achievement for students in dual language <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist	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:** Create a safe and supportive learning environment that advances the learning of every student.

**Performance Objective 1:** Implement Emergent Tree Tier 1 and Tier 2 systems to ensure behavior skills campus core values are intentionally taught.

**Evaluation Data Sources:** TFI/PBIS Annual Campus Report, Student Discipline Records, Climate Survey

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue to recognize Kindness Kids and student birthdays over morning announcements and highlight star students of the month.  <b>Strategy's Expected Result/Impact:</b> A positive student culture is expected as a result of the daily announcements, hallway displays, and social media postings  <b>Staff Responsible for Monitoring:</b> Principal, CIS, Counselor</p> <p><b>TEA Priorities:</b>            Improve low-performing schools            - <b>Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> The campus will create an Emergent Tree Tier 1 Campus Plan to support the social, emotional, and behavioral development of all students through instructional practices.  <b>Strategy's Expected Result/Impact:</b> Improved classroom management reduction of referrals and out of placement days.  <b>Staff Responsible for Monitoring:</b> Assistant Principal, Counselor, Behavior Committee, Campus Support Aide</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue to conduct counselor guidance lessons on bullying and sexual harassment within the first six weeks of the school year for grades K-5.  <b>Strategy's Expected Result/Impact:</b> Reduce the number of reports from students and parents of potential bullying that occurs on and off campus  <b>Staff Responsible for Monitoring:</b> Assistant Principal, Counselor</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Identify and implement strategies to incorporate student voice while increasing the depth of student knowledge and skills regarding diversity, inclusion, and student leadership.  <b>Strategy's Expected Result/Impact:</b> Opportunities to empower students to seek solutions and encourage positive behaviors.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p> <p><b>Funding Sources:</b> TEPSA Leaders R Us Student Leadership Program - State Compensatory Education - \$700</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Crisis Intervention Team members will be trained in the CPI method to maintain a safe and orderly campus.</p> <p><b>Strategy's Expected Result/Impact:</b> All teachers will be properly trained in order to maintain a safe and orderly school</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Campus Support Aide, ACHIEVE Teacher, Special Education Aides</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Coordinate the No Place For Hate program, a student-led program that guides all students through activities designed to improve and maintain school climate so all students can thrive.</p> <p><b>Strategy's Expected Result/Impact:</b> Promote a positive school culture in such a way that students feel a sense of belonging to the extent that there are fewer behavior referrals</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Use the campus Student Assistance Team (SAT) to meet and develop behavior plans for students needing Tier II and Tier III Interventions. The team will be comprised of teachers, parents, administrators, counselor and behavior staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Meeting minutes, behavior intervention plans, and behavior progress will be entered into Branching Minds; a reduction in TIER II and III student behaviors with a reduction of student assignments to ISS/OSS</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers, Campus Support Aide, CIS</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Provide drug-free campus awareness activities during Red Ribbon Week.</p> <p><b>Strategy's Expected Result/Impact:</b> Promote a safe and civil school environment</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Equip teachers with strategies for responding to children's social and emotional needs in the classroom using Emergent Tree Core Values.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve teachers' ability to manage certain stressful situations and help them positively impact their students' learning and well-being</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>			







**Goal 4:** Create a safe and supportive learning environment that advances the learning of every student.

**Performance Objective 2:** : Implement strategies to support the safety and well-being of students.

**Evaluation Data Sources:** ESF Survey, Campus Surveys, Parent Involvement Participation Rates

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Ensure campus Emergency Operations Plan is in compliance with the District and state of Texas legislative requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus EOP is in compliance with district and state requirements</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Behavior Team</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Develop a campus safety committee and conduct regular meetings evaluating current safety measures.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have an emotionally and physically safe environment with campus safety protocols systematically and accurately implemented in the event of an emergency</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Behavior Team</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Ensure campus administrators are trained on the implementation of threat assessment teams and implement a team to identify students who pose potential threats and mitigate risks to campus safety while assisting the student.</p> <p><b>Strategy's Expected Result/Impact:</b> Identified students will be provided with needed assistance using the Texas School Safety Center as a resource.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Attend a threat assessment professional development session provided by the Texas School Safety Center and identify members for campus threat assessment team.</p> <p><b>Strategy's Expected Result/Impact:</b> Compliance with new state requirements</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>





Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Create a Kendrick Elementary Emergency Operations Plan based on state of Texas legislative requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> EOP is submitted to district police department for review of compliance with state requirements and procedures are clearly communicated across campus</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Conduct safety drills as required by state and district standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Compliance with district policies/procedures</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Model social-emotional health (SEH) practices at professional development sessions for staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and staff members will develop deeper understanding of signature SEH practices and how to use them with other professionals and for students</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</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 5:** Build the capacity of all employees to support campus goals.

**Performance Objective 1:** Implement strategies to support teachers and staff.

**Evaluation Data Sources:** Teacher Retention Data, Teacher Satisfaction Survey

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> First-year teachers will be assigned a mentor through the WISD Mentor program and meet monthly in support meetings.  <b>Strategy's Expected Result/Impact:</b> New teachers will be assigned a mentor before school starts and will meet a minimum of once monthly throughout the year to support teachers' success and improve teacher retention  <b>Staff Responsible for Monitoring:</b> Mentor Coordinator, Campus Mentor</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Use communication strategies including, but not limited to, district email, campus calendar of events, and faculty meetings to provide campus and district information to staff.  <b>Strategy's Expected Result/Impact:</b> Teachers will be informed of major district and campus initiatives and events  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide differentiated professional development: TEA Reading Academies, DDI, Technology, Classroom Management, Summer PD, SLO and TELPAS.  <b>Strategy's Expected Result/Impact:</b> Teachers will have the knowledge and skills needed to successfully implement our school expectations  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Implement strategies such as teacher-created professional development and inclusion of teachers on decision-making teams to define and support teacher leaders.  <b>Strategy's Expected Result/Impact:</b> Provide teachers opportunities for leadership roles that impact work satisfaction and retention  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>





Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide professional learning opportunities for staff in the area of instructional alignment and rigor.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers write aligned and rigorous lesson plans</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, MCLs</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>Additional Targeted Support Strategy</b></p>	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:** Build the capacity of all employees to support campus goals.

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

**Evaluation Data Sources:** T-TESS Results, Professional Development Plan, Teacher Turnover Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement Data-Driven Instruction processes, including professional development and a data-meeting calendar based on assessments, observation and feedback.</p> <p><b>Strategy's Expected Result/Impact:</b> Reteach/intervention plan, DDI calendar that includes assessments and meetings, observation and feedback for teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, At-Risk Specialist, MCLs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Campus leaders will attend professional development on Action Coaching to increase the effectiveness of observation and feedback.</p> <p><b>Strategy's Expected Result/Impact:</b> Observation and feedback schedules and coaching scripts using the "See it, Name it, Do it" coaching protocols to increase effectiveness of feedback given to teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement year four of a four-year literacy plan to deepen teacher knowledge and skills in effective literacy instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR Results, Professional Development Records</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, At-Risk Specialist, MCLs, MTRTs</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Ensure 100% of K-3 teachers and campus leadership have completed or are currently participating in the Reading Academies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and administrators have increased knowledge and skills in the science of reading instruction</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide summer professional development training and planning for all teachers, including new hires.</p> <p><b>Strategy's Expected Result/Impact:</b> Communicate professional development offerings and expectations to teachers</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, A-Risk Specialist</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide professional development schedule for ESL certification training sessions hosted by the district for teachers needing ESL certification.</p> <p><b>Strategy's Expected Result/Impact:</b> All classroom teachers will be ESL certified</p> <p><b>Staff Responsible for Monitoring:</b> Principal, LPAC Chair</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Implement the Teacher Incentive Allotment (TIA) project plan to support the effective implementation of T-TESS.</p> <p><b>Strategy's Expected Result/Impact:</b> Congruence between student growth and teacher performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation.

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

**Evaluation Data Sources:** ADA Reports, Banners in Building, Photos

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement attendance monitoring and intervention strategies to include personalized plans for students with excessive absences.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance and have individual plans in place for students with excessive absences  <b>Staff Responsible for Monitoring:</b> Assistant Principal, PCL</p> <p><b>Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Use district PCL to make home visits to students who have 5 or more unexcused absences.  <b>Strategy's Expected Result/Impact:</b> Student average daily attendance will improve  <b>Staff Responsible for Monitoring:</b> PEIMS Clerk, PCL</p> <p><b>TEA Priorities:</b>            Improve low-performing schools            - <b>Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Recognize students with perfect attendance weekly, at the end of each 6 weeks and throughout the school year through the use of certificates, books, and other instructional rewards to emphasize the importance of staying in school and not dropping out.  <b>Strategy's Expected Result/Impact:</b> Student attendance will improve  <b>Staff Responsible for Monitoring:</b> Principal, Teachers</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Use district wrap-around services provided to students at-risk of dropping out of school.  <b>Strategy's Expected Result/Impact:</b> At-risk students receive services to support overall well-being  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Counselor, Parent Campus Liaison, Nurse</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Communicate and celebrate each student's graduation year through the use of hallway banners. <b>Strategy's Expected Result/Impact:</b> Develop common language and excitement about graduation <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Counselors	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Send 5th grade students to CCMS for a tour of the building and to learn about middle school. <b>Strategy's Expected Result/Impact:</b> Students will be excited about middle school <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Provide students with information on college opportunities, college trips, and career choices. <b>Strategy's Expected Result/Impact:</b> Students will be knowledgeable about Texas colleges and career pathways <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Work with UHS staff to schedule a date and time for current graduates who attended Kendrick Elementary in elementary school to return to campus to walk the halls in their cap and gown. <b>Strategy's Expected Result/Impact:</b> Students will see what a graduate looks like, students will be excited to see what they have to look forward to as a graduate <b>Staff Responsible for Monitoring:</b> Counselors	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> Photograph each Kindergarten student at the end of the year in a cap and gown with a board showing their high school graduation year. <b>Strategy's Expected Result/Impact:</b> Students will know their high school graduation year <b>Staff Responsible for Monitoring:</b> Principal, Counselors, Kindergarten Teachers	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>



No Progress



Accomplished



Continue/Modify



Discontinue







**Goal 6:** Identify and implement strategies to increase student attendance and emphasize the importance of high school graduation.

**Performance Objective 2:** Implement AVID Elementary to build a Graduation Culture.

**Evaluation Data Sources:** AVID Certification, AVID Walkthrough Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Display college and university information to peak student interest in graduation.  <b>Strategy's Expected Result/Impact:</b> To build college-going culture  <b>Staff Responsible for Monitoring:</b> AVID Lead Teachers, At-Risk Specialist, Classroom Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement AVID organizational strategies including a subject divided binder.  <b>Strategy's Expected Result/Impact:</b> Students will develop study and organizational skills  <b>Staff Responsible for Monitoring:</b> AVID Site Team, Teachers, Principal, Assistant Principal, Counselor</p> <p><b>TEA Priorities:</b>            Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement AVID engagement strategies to increase student motivation and interest.  <b>Strategy's Expected Result/Impact:</b> Increase in rigorous higher-order thinking questions used consistently in classrooms  <b>Staff Responsible for Monitoring:</b> AVID Site Team, Teachers, Principal, Assistant Principal, Counselor</p> <p><b>TEA Priorities:</b>            Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools  <b>- Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - Title 1</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Implement AVID engagement strategies in lesson plans.</p> <p><b>Strategy's Expected Result/Impact:</b> A positive student culture</p> <p><b>Staff Responsible for Monitoring:</b> AVID Site Team, Teachers, Principal, Assistant Principal, Counselor</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Ensure students throughout the school consistently set and review their goals and monitor their academic progress to ensure success in their path to college readiness.</p> <p><b>Strategy's Expected Result/Impact:</b> Students learn lifelong goal setting and organizational skills</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, AVID Site Team</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> The AVID site team and teachers routinely use WICOR AVID strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student engagement when at least 70% of teachers use WICOR AVID strategies</p> <p><b>Staff Responsible for Monitoring:</b> AVID Site Team, Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	<b>Formative</b>		
	<b>Jan</b>	<b>May</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			