

Waco Independent School District
Provident Heights Elementary School
2024-2025 Goals/Performance Objectives/Strategies



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Goals





Goal 1: Increase student achievement.

Performance Objective 1: By June 2025, 65% of all 3rd, 4th, and 5th-grade students will score approaches or above on the STAAR reading and math test. 70% of K, 1st, and 2nd-grade students will show one year's growth on Renaissance Reading and BAS reading levels.

Evaluation Data Sources: 2025 STAAR Results, TAPR, Eduphoria Reports, Renaissance Reading, and BAS Reading Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide targeted interventions for at-risk students in reading, math, writing, and science using blended learning during the school day and outside the school day (Saturday school), tutors, teachers, multi-classroom leaders, teacher residents, the student intervention teachers, paraprofessionals, and volunteers.</p> <p>Strategy's Expected Result/Impact: Improved performance on district and campus assessments (see performance objective above).</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p> <p>Funding Sources: - Title 1 - \$12,950, - State Compensatory Education - \$20,000</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide students with research-based materials/equipment to improve reading achievement while incorporating other content areas such as science, social studies, math, and writing.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments as compared to 2023-2024 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p> <p>Funding Sources: - Title 1 - \$8,102, - State Compensatory Education - \$2,269</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement student data binders so that students can monitor their progress using multiple sources of data including personal goal setting, progress reports, district assessments, and Renaissance data.</p> <p>Strategy's Expected Result/Impact: At least 3% increase on weekly/monthly progress monitoring.</p> <p>Staff Responsible for Monitoring: Multi-Classroom Leaders, Classroom Teachers</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Improve access and usage of technology by purchasing computers, iPads, equipment, and licenses to increase student achievement of at risk-students; repair broken iPads and laptops as needed to ensure technology is not interrupted; and plan a technology fair to showcase project-based learning.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets indicate parent attendance and student participation. Usage reports from software show that teachers are using programs to increase student achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Classroom Teachers</p> <p>Funding Sources: - State Compensatory Education - \$6,000</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Fund Project Manager for Communities In Schools to provide family and student support/mentoring.</p> <p>Strategy's Expected Result/Impact: Identified CIS students will show an increase of 3% on district and campus assessments.</p> <p>Staff Responsible for Monitoring: Principal, CIS Program Manager</p> <p>Funding Sources: CIS 2023-2024 - State Compensatory Education - \$5,000</p>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Teachers will develop effective lessons that use state standards and student data that result in aligned and rigorous TIER 1 and reteach lessons.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments as compared to 2023-2024 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Continue to implement a one-way dual language program for students in grades PK-5 for students whose first language is Spanish.</p> <p>Strategy's Expected Result/Impact: Students will become proficient in Spanish and English, becoming bi-literate</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, bilingual teachers</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Fund Instructional Specialist to provide teachers with support, coaching, and mentoring.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments as compared to 2023-2024 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: - Title 1 - \$84,679</p>	Formative		
	Jan	May	May





Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Fund Opportunity Culture stipends and positions to provide teachers and students with support, coaching, and mentoring.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments as compared to 2023-2024 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: - Title 1 - \$37,717</p>	Formative		
	Jan	May	May
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Fund SIT teachers to provide intense intervention and support.</p> <p>Strategy's Expected Result/Impact: Student improvement for TIER 2 and TIER 3 students by 10% on district and campus assessments as compared to 2023-2024 cohort data.</p> <p>Funding Sources: - State Compensatory Education - \$174,849</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 1: Increase student achievement.

Performance Objective 2: Ensure 1.25 years of growth in reading and math for sub groups.

Evaluation Data Sources: STAAR Data, Reading Renaissance Data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Increase the performance of high achieving and gifted students through rigorous, high-yield instructional strategies in pull out GT services and differentiated tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Identify and celebrate elementary scholars, encouraging them to continue to advance their academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, GT Specialist</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Build confidence in students who are taking the TELPAS assessment through oral language development and practice with headphones and oral speech.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on TELPAS assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Classroom Teachers</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide Leveled Literacy Intervention (LLI) and support for struggling English Learners and special education students below grade level in reading according to campus reading level data.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on campus and district assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Campus SIT Teachers</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Create and implement a DDI schedule that targets analyzing data for each sub group.</p> <p>Strategy's Expected Result/Impact: Improve student performance for all sub pops by 10% on campus and district assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Utilize Action Coaching to support instruction and learning of subgroups.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on campus and district assessments as compared to 2023-2024 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Develop effective lesson plans that incorporate language objectives and special education accommodations.</p> <p>Strategy's Expected Result/Impact: Increased teacher understanding of how to effectively meet the needs of all student populations.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: Build the capacity of all employees to support campus goals.

Performance Objective 1: Develop and implement a professional development plan to support increased student achievement.





Evaluation Data Sources: Walkthrough tracker, T-TESS Results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Plan and implement professional development on Data-Driven Instruction to improve student achievement. Strategy's Expected Result/Impact: Improved performance by 10% on campus, district, and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p> <p>Funding Sources: - Title 1 - \$8,000</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Plan and implement Action Coaching to increase the effectiveness of observation and feedback. Strategy's Expected Result/Impact: Coaching scripts using the See It, Name It, Do It coaching protocols will improve teaching effectiveness in the management and rigor trajectory. Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Implement strategies to support teacher induction, retention, and appreciation.

Performance Objective 1: Increase current teacher retention rates.


Evaluation Data Sources: Walkthrough Reports, Lesson Plans

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assign first year teachers a mentor through the WISD mentor program. Strategy's Expected Result/Impact: Retention rates of first year teachers will increase by 2%. Staff Responsible for Monitoring: Principal, Trained Mentors, First Year Teachers</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide time during weekly PLC meetings to work with the campus administration to develop pedagogy and instructional content knowledge. Strategy's Expected Result/Impact: 50% of all students will be reading on grade level by the end of the year. Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Create and sustain a safe and supportive learning environment.

Performance Objective 1: Decrease discipline referrals to ISS, OSS, and alternative school by 3% for the 2024-2025 school year.





Evaluation Data Sources: TEAMS Discipline Data Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement campus behavior plan with support of campus support aides to reduce behavior incidents and increase learning time for all students.</p> <p>Strategy's Expected Result/Impact: Reduction in behavior referrals by 3% as evidenced by the six-week discipline reports and decrease assignments to ISS by 3%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>Funding Sources: - State Compensatory Education - \$24,382, - Title 1 - \$30,000</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide professional development utilizing the campus behavior team, and implement positive behavior interventions such as Conscious Discipline, CHAMPS, Emergent Tree, First Step Next, and PBIS.</p> <p>Strategy's Expected Result/Impact: Walkthrough evidence will show that Emergent Tree and PBIS components are being implemented with fidelity throughout the building.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participate in the No Place For Hate program and and implement school-wide activities in 2024-2025.</p> <p>Strategy's Expected Result/Impact: Greater respect of individual differences will be evident amongst students.</p> <p>Staff Responsible for Monitoring: Assistant Principal, RESET Teacher, Counselor</p>	Formative		
	Jan	May	May
			

Goal 4: Create and sustain a safe and supportive learning environment.

Performance Objective 2: Maintain attendance at 94%.





Evaluation Data Sources: ADA Reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Call students with 3 or more unexcused absences and follow up with parent conferences. Strategy's Expected Result/Impact: Student average daily attendance exceeds 94%. Staff Responsible for Monitoring: PCL, PEIMS Clerk, Assistant Principal	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Establish an attendance committee that focuses on creating structures/plans that helps increase attendance. Strategy's Expected Result/Impact: Student average daily attendance exceeds 94%. Staff Responsible for Monitoring: PCL, PEIMS Clerk, Assistant Principal	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 5: Engage families and community members to support campus goals and increase student achievement.

Performance Objective 1: Increase parent/community engagement and participation rates by 5%.





Evaluation Data Sources: Parent Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Host campus-wide College and Career Days by having all students and staff wear college t-shirts and invite community speakers to discuss different careers.</p> <p>Strategy's Expected Result/Impact: Increase stakeholder engagement and participation by 5%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Offer students additional opportunities to participate in UIL events.</p> <p>Strategy's Expected Result/Impact: Increase participation rate for UIL activities by 5%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, GT Teacher</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 5: Engage families and community members to support campus goals and increase student achievement.

Performance Objective 2: Increase parent satisfaction participation rates on parent surveys from 30% to 45%.





Evaluation Data Sources: Parent Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Host at least two family academic events throughout the school year that focus on improving student achievement and performance.</p> <p>Strategy's Expected Result/Impact: Student academic performance will increase by 10%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: - Title I Parent Involvement - \$1,702</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Purchase take-home and homework folders for all students to improve communication between school and home.</p> <p>Strategy's Expected Result/Impact: Improved communication between parents/guardians and the school.</p> <p>Staff Responsible for Monitoring: Principal, Secretary, Classroom Teachers</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Mail information to parents as needed.</p> <p>Strategy's Expected Result/Impact: Improved communication between parents/guardians and the school.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: Identify and implement strategies to reduce the district's dropout rate.

Performance Objective 1: Ensure students are aware and have an understanding of the importance of high school graduation.

Evaluation Data Sources: Number of college and career readiness activities

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop a culture of language around college and career readiness through school wide strategies and activities. Strategy's Expected Result/Impact: Increase students' awareness on the importance of high school graduation. Staff Responsible for Monitoring: Counselor	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>			