

Maypearl Independent School District
Lorene Smith Kirkpatrick Elementary

2024-2025 Priorities/Performance Objectives/Strategies



Mission Statement

The Mission of Maypearl ISD, a tradition-rich community, is to cultivate the unique potential of all students through innovative education.

Motto

Tradition - Pride - Purpose

Vision

Lorene Smith Kirkpatrick Elementary is a safe learning community striving for personal growth, engaging all to become successful learners through self-reflection and effective instruction.

Value Statement

Every student as our 1st priority
Building relationships
Safe, secure environments
Collaboration & teamwork for all
Commitment to excellence

Table of Contents

- Priorities 4
 - Priority 1: Ensure student growth, wellness, and post-secondary readiness 4
 - Priority 2: Enhance faculty and staff recruitment, retention, and capacity building 11
 - Priority 3: Sustain high levels of stakeholder satisfaction and engagement. 13
 - Priority 4: Increase effectiveness and transparency of finance operations and facilities. 15





Priorities

Priority 1: Ensure student growth, wellness, and post-secondary readiness

Performance Objective 1: LSK will ensure post-secondary readiness for each student by developing campus instructional leaders with clear roles and responsibilities in order to support instruction and enhance student learning for all student groups leading to increased Math Meets MAP data from BOY to EOY: 32% to 42% and increased Reading Meets MAP data from BOY to EOY: 39% to 49%

Measures: TEKS Resource System (YAG), Curriculum Based Unit Assessments, Objective Driven Weekly Lesson Plans, SIT Data, STAAR scores, TELPAS Scores, attendance reports, failure reports, T-TESS Data, NWEA Map Data, IEP progress reports, PLC meetings, and GT Testing, Lesson Plan Rubric Feedback, Data Meetings, and district approved curriculum





Strategy 1 Details	Reviews			
<p>Strategy 1: LSK staff will collaborate to develop and implement an instructional feedback approach that will be used to enhance the level of daily instruction and maximizes the use of instructional time.</p> <p>Strategy's Expected Result/Impact: LSK staff will work together as a campus by learning from each others strengths through coaching and feedback cycles during PLC, walkthroughs, SIT meetings, and observations.</p> <p>Staff Responsible for Monitoring: Campus administrators and staff</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement the use of hands-on, 21st century visual learning tools that will allow students and teachers more accessibility to their learning with engaging, hands-on lessons.</p> <p>Strategy's Expected Result/Impact: Increase engaging and collaborative learning.</p> <p>Staff Responsible for Monitoring: Curriculum Director, Technology Director, Classroom Teachers, Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	May	July

Strategy 3 Details	Reviews			
<p>Strategy 3: Collaborate with special programs teachers, mentor teachers, lead teachers, and vertical collaboration between all 2nd-5th grade teachers.</p> <p>Strategy's Expected Result/Impact: Through SIT data meetings, collaboration with ESL teachers and staff, meeting with content specific vertical teams, mentor teachers, and lead teachers student learning gaps will be addressed and result in increased academic growth.</p> <p>Staff Responsible for Monitoring: Administrators, ESL Teacher, Special Education Teacher, Dyslexia Teacher, 504 Coordinator, Reading & Math Intervention Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 4 Details	Reviews			
<p>Strategy 4: LSK teachers have attended Reading Academy to learn more about and implement the Science of Reading into daily lessons. We currently have one 3rd grade teacher attending RA for the 2024-2025 school year.</p> <p>Strategy's Expected Result/Impact: Knowledge attained will enhance lesson planning, instruction, and student learning.</p> <p>Staff Responsible for Monitoring: Staff attending Reading Academy, staff who have completed Reading Academy, Reading Academy Cohort Leader, and Campus Administrators</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	May	July
<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>				

Priority 1: Ensure student growth, wellness, and post-secondary readiness

Performance Objective 2: LSK staff will implement programs that are aligned with state expectations in order to ensure student data is used purposefully to drive instruction that fosters student academic growth.

Measures: Progress Learning and Lift Off, NWEA MAP, Vertical Team Meetings, Campus Data Room/Data Talks, TEKS Resource System, SIT Meetings, WIN (What I Need),

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers and administrators will continue use of TEKS Resource System, Eduphoria, NWEA Map Growth, and Progress Learning and Lift Off programs.</p> <p>Strategy's Expected Result/Impact: Student data will be used purposefully to drive lesson planning and instruction.</p> <p>Staff Responsible for Monitoring: Campus Administration, Curriculum Director, Technology Director</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: Professional Learning Communities (PLC) will be organized and documented weekly. Teachers will collaborate within and across grade levels to ensure alignment of TEKS.</p> <p>Strategy's Expected Result/Impact: Goal setting, lesson planning, and instruction will be vertically aligned by using the YAG and vertical alignment documents in TRS, and student academic growth will be documented through data collection during data meetings and the use of our data wall.</p> <p>Staff Responsible for Monitoring: Administrators, Classroom Teachers</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: Campus-wide Enrichment/intervention time is built into the school day and in after school tutorials for all students. "What I Need" Time and will be used to implement individual and small group instruction that is taught by teachers, interventionists, and/or paraprofessionals to address specific academic needs. The Learning Lab is open and available to students receiving special education services to meet specific individual needs for students.</p> <p>Strategy's Expected Result/Impact: Progress Monitoring each grading period, SIT Data Meetings, Progress Learning and Lift Off, NWEA MAP, CBA Data in Eduphoria, ARD committees</p> <p>Staff Responsible for Monitoring: Classroom Teachers, interventionists, paraprofessionals.</p>	Formative			Summative
	Nov	Feb	May	July
<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>				





Priority 1: Ensure student growth, wellness, and post-secondary readiness

Performance Objective 3: Designated staff members will work to provide interventions to identified students, on an individual need who are At-Risk in order to close learning gaps.

HB3 Priority

Measures: Daily interventions will be integrated into student daily schedules. (Intervention designated in SIT meetings, WIN Time) to be tracked for implementation and rigor.

Strategy 1 Details	Reviews			
<p>Strategy 1: Designated personnel will work with identified ESL students to provide support academic and emotional support.</p> <p>Strategy's Expected Result/Impact: Daily intervention through push in and pull out support and check-in's based on student needs and an optional ESL Learning Lab open to students on designated days.</p> <p>Staff Responsible for Monitoring: ESL staff</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: LSK staff will comply with all HB 4545/1416 requirements for Accelerated Instruction.</p> <p>Strategy's Expected Result/Impact: Identified students will receive supplemental instruction aligned to the TEKS which will help the students in demonstrating proficiency of content areas in which the student did not perform satisfactorily on the Spring 2022 and 2023 STAAR Test(s).</p> <p>Staff Responsible for Monitoring: LSK Teachers and Administrators</p>	Formative			Summative
	Nov	Feb	May	July

Strategy 3 Details	Reviews			
<p>Strategy 3: Math and Reading Intervention is targeted and individualized instruction provided to students who need additional support.</p> <p>Strategy's Expected Result/Impact: Student academic growth will be increased more through progress monitoring.</p> <p>Staff Responsible for Monitoring: Classroom Teachers, interventionists, Dyslexia Teacher</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	May	July
<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>				


Priority 1: Ensure student growth, wellness, and post-secondary readiness


Performance Objective 4: LSK will work to empower students to take ownership of their learning and behavior in an environment that fosters kindness and compassion.

Measures: Character Strong, Guidance Lessons, social/emotional/behavioral awareness videos, Small Groups Counseling, minute meetings, Hope Squad; Individual Goal Setting toward academic achievement and improvement; Student checking portal grades, mentor teachers for students, UIL team and individual competition, and anonymous tip line (HelpMe).

Strategy 1 Details	Reviews			
<p>Strategy 1: LSK will implement a campus-wide House System, Awareness Wednesday videos, and academic UIL that supports students by developing a stronger sense of community, belonging, identity, and accountability within a larger student body.</p> <p>Strategy's Expected Result/Impact: To increase peer to peer support, enhance character development, provide opportunities for students to serve as leaders, and allow an opportunity for students to take ownership of their learning paths.</p> <p>Staff Responsible for Monitoring: All campus stakeholders</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: LSK 4th and 5th grade students and staff will continue to participate in The Hope Squad Program.</p> <p>Strategy's Expected Result/Impact: Students will be trained to take action to improve the school environment by helping to identify peers at risk for suicide.</p> <p>Staff Responsible for Monitoring: Campus Counselor, Teachers, and Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: TCHAT and Parent Guidance are opportunities for students and parents to connect to outside counseling and increase social and emotional wellbeing for students and parents both in the learning environment and at home.</p> <p>Strategy's Expected Result/Impact: Increase social and emotional wellbeing, increased peer outreach and interaction, and increased teacher/student and home relationships.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	May	July

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Priority 2: Enhance faculty and staff recruitment, retention, and capacity building

Performance Objective 1: LSK will increase teacher and staff recruitment and retention.

Measures: Campus Needs Assessments, PLC meetings and follow through, support with classroom management, staff training, maintaining a safe and supportive environment, mentor teachers, Raptor system for emergency drills, and partnerships with PTO and our FUNShine Committee.

Strategy 1 Details	Reviews			
<p>Strategy 1: Through Campus Needs Assessments, PLC meetings, TTESS information (goal setting), support with managing student behavior (both positive and corrective), LSK administrators will support and provide meaningful feedback based on specific teacher and staff needs and the Teacher Incentive Allotment.</p> <p>Strategy's Expected Result/Impact: Increased morale leading to retention of LSK teachers and staff members.</p> <p>Staff Responsible for Monitoring: Campus administration, SPED staff (behavior support teacher)</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: LSK will maintain a safe working environment.</p> <p>Strategy's Expected Result/Impact: All teachers will be thoroughly trained on campus safety measures to ensure student and staff feel safe while on campus.</p> <p>Staff Responsible for Monitoring: Campus Counselor, Teachers, ISD Police Department, Threat Assessment Team, and Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: Enhance faculty and non-instructional staff training and capacity building.</p> <p>Strategy's Expected Result/Impact: Trainings and professional development provided during the summer and throughout the year for general education teachers, special education teachers, paraprofessional staff, counselor, nurse, and administration.</p> <p>Verified teacher and staff certificates of completion</p> <p>PD Sign-In sheets and agendas</p>	Formative			Summative
	Nov	Feb	May	July





Strategy 4 Details	Reviews			
Strategy 4: Provide mentor teachers for new to the district teachers. Strategy's Expected Result/Impact: Support throughout the year for new teachers will lead to increased teacher retention and growth.	Formative			Summative
	Nov	Feb	May	July
Strategy 5 Details	Reviews			
Strategy 5: Maintain a relationship with our campus PTO and our campus FUNShine Committee. Strategy's Expected Result/Impact: Monthly luncheons, birthday celebrations, snacks in the teacher's lounge, popcorn Thursdays, fundraising, staff events throughout the year and around the holidays, appreciation gifts, and staff potlucks will help promote a positive school culture leading to more teacher retention	Formative			Summative
	Nov	Feb	May	July
<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>				

Priority 3: Sustain high levels of stakeholder satisfaction and engagement.

Performance Objective 1: LSK will provide open, two-way communication with all stakeholders: staff, parents, community members, students.

- Measures:** Parent Survey Results
- Staff Surveys
- Student Surveys
- Community Surveys





Strategy 1 Details	Reviews			
<p>Strategy 1: Use weekly student folders, calendars, emails, Remind, and planners as a tool for communicating with parents at all grade levels. Campus email communication through the weekly Smore with campus happenings, important upcoming dates, and important parent/student information</p> <p>Strategy's Expected Result/Impact: Communication between school and home</p> <p>Staff Responsible for Monitoring: Classroom teachers, administration, and office staff</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 2 Details	Reviews			
<p>Strategy 2: Use of district alert calls, Blackboard communication, Remind texts, Parent surveys, teacher and campus websites, District Weekly Update, and campus marquee</p> <p>Strategy's Expected Result/Impact: Confirmation of communication by staff and stakeholders</p> <p>Staff Responsible for Monitoring: Staff and administration</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 3 Details	Reviews			
<p>Strategy 3: Appropriate use of social media such as Facebook to promote a positive image of campus and school district</p> <p>Strategy's Expected Result/Impact: Comments posted on social media sites</p> <p>Staff Responsible for Monitoring: Staff and administration</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Feb	May	July

Strategy 4 Details	Reviews			
<p>Strategy 4: Campus and district committees (SBDM, DCCM, SHAC Committee, PTO) and Parent Involvement Nights will be used to involve parents the decision making processes.</p> <p>Strategy's Expected Result/Impact: Attendance at all meetings</p> <p>Staff Responsible for Monitoring: Administrators, teachers, counselors, nurses, PTO, parent volunteers</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Feb	May	July
Strategy 5 Details	Reviews			
<p>Strategy 5: Community and parent involvement with opportunities to support students and staff (Lion's Club, local churches and partnerships with local businesses and organizations).</p> <p>Strategy's Expected Result/Impact: More community buy in to our campus will help increase student and staff wellbeing both emotionally and financially.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	May	July
<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>				

Priority 4: Increase effectiveness and transparency of finance operations and facilities.

Performance Objective 1: LSK Staff evaluates supply, resource, and technology needs annually by assessing goals and objectives that support student success.

Measures: Campus needs assessment and grade level budgets.

Strategy 1 Details	Reviews			
<p>Strategy 1: An annual needs assessment is completed by all grade level teams, special programs, administration/office staff, and ENCORE staff so that we prioritize technology, supplies and resources that are needed to support student success.</p> <p>Strategy's Expected Result/Impact: Elimination of programs, resources, or supplies not being used so that the budget is used for relevancy.</p> <p>Staff Responsible for Monitoring: All Staff</p>	Formative			Summative
	Nov	Feb	May	July
<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>				