

Greenville Independent School District
Lamar Elementary School
2024-2025 Campus Improvement Plan

Accountability Rating: Not Rated



Board Approval Date: November 19, 2024

Mission Statement

Our united GISD community strives to prepare, inspire, and empower every student to lead a successful life.

Vision

We educate today, you succeed tomorrow!

Value Statement

We believe every student deserves to be in a safe environment while receiving a broad-based education in preparation for life and work.

- *We will maintain on each GISD campus, a safe and disciplined environment conducive to student learning and employee effectiveness.*

We believe all children can and will reach their full educational potential when given the necessary tools, direction, and support.

- *We will ensure that all children leave GISD with a strong educational foundation which will allow them to pursue their goals and dreams regardless of personal circumstance, economic status, or learning challenges. This will be facilitated through the equitable allocation of resources and utilization of personalized education plans.*

We believe our exceptional staff is the most important resource serving the students of our district.

- *We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization. The district will develop an attractive and competitive career package that will establish GISD as a preferred employer.*

We believe GISD is accountable to all stakeholders through the success of our students and staff.

- *We will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.*

We believe GISD is accountable to all stakeholders through the efficient use of our resources.

- *We will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.*

We believe partnerships with the larger community are vital to a vibrant and exceptional educational system, and that maintaining effective communication is critical to maintaining

these relationships.

- *We will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.*

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Lamar Elementary is a campus that is maintaining an overall student enrollment of over 500 students. Current enrollment is at 504 students. The campus serves a diverse population and students in special programs including Gifted and Talented, Dyslexia, 504, Special Education, and English as a Second Language.

- **African American:** 13.5%
- **White:** 43.7%
- **Hispanic:** 32.3%
- **Two or More Races:** 8.9%
- **English Learners:** 8.3%
- **Economically Disadvantaged:** 65.86%
- **Students in Special Education:** 15.56%

Overall the demographics have remained relatively constant over the past couple of years.

Staffing Information

The staff at Lamar Elementary includes:

- **Administrators:** 2
- **School Resource Officer (SRO):** 1
- **Student Engagement Officer:** 1
- **Lead Teachers** (one per grade): 4
- **Counselor:** 1
- **Communities in Schools Coordinator:** 1
- **Registered Nurse:** 1
- **Classroom Teachers:** 25
- **Specialists:** 7 (including TAG, speech, and dyslexia)
- **Inclusion Teachers:** 2
- **Specials Teachers:** 2
- **Instructional and Clerical Paraprofessionals:** 14

Of the classroom teachers, 79% are state certified. Four teachers are currently in alternative certification programs, while two teachers are preparing for certification exams.

Student Achievement

The 2023-2024 STAAR data indicates a few sub populations that Lamar is targeting for growth this school year.

- Special Education students scored low in all tested subjects
- All student group lower than state in Math and Reading
- Economic Disadvantaged students in all tested subjects

While the campus has only experienced minimal population growth, the community surrounding Lamar Elementary is continues to grow. The campus is prepared and ready for any increases in student population for the 2024-2025 school year. Many parents of students are employed at L3, a local government defense contractor.

The PTA at Lamar are a valuable asset in organizing and running fundraising efforts and the annual book fair. Additionally, they host special events on campus that engage various members of the community. Events include Goodies with Grandparents and Picnic with Peeps. Many of the PTA Board members also serve as volunteers at the campus as well as provide opportunities to celebrate staff on a monthly basis. If the campus makes a request they find a way.

Demographics Strengths

- All student group experienced growth in Reading Language Arts in 3rd grade.
- The administrative staff that remains constant and includes the the principal, assistant principal, nurse, social worker, and counselor.
- Lamar has strong parental support for many students, including a strong PTA which supports all students.
- Lamar has six males that work on the campus including two teachers, two paras, an SRO and our new Student Engagement Officer.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Special Education students in specialized programs performed low on all tests. **Root Cause:** Alignment of IEPs.

Student Achievement

Student Achievement Summary

Lamar's preliminary accountability rating is a C with an overall score of a 77. In Student Achievement, Lamar Elementary scored a 69/100 with 64% approaching all subjects and levels, 34% meeting, and 12% mastering at or above grade level. In Academic Growth, Lamar scored a 79/100. This year Lamar is striving for a "B" or better.

Lamar Elementary had the following percentages on STAAR 2024 for all students:



Analysis and Concerns

This year Lamar Elementary is placing a high priority of students achieving the "Meets" and "Masters" level on STAAR Assessments. As a result of lower than expected performance the campus has implemented Foundations in Teaching in grades K-2. The campus has also implement resource pull out for 3rd and 4th grade RLA to address special education students that are two or more grade levels below.

As well, all campus administrators and teachers have been trained DMAC and EdSpire programs for data disaggregation.

Targeted Areas for Growth

- 3rd Grade Reading and Math

- 4th Grade Growth Measures for Math
- Number of students meeting "Meets" and "Masters"
- Number of GT students meeting "Masters"

Action Steps

- Flex Groups During Intervention
- Focus on Meets and above
- Weekly Running Records including Comprehension K-4
- AM/PM Tutoring Schedule
- Digital Data Walls Targeting BOY, MOY, EOY and Skills
- Progress Monitoring and Adjusting
- Full Implementation of Effective Schools Framework (exit tickets, aggressive monitoring, lesson alignment)

Student Achievement Strengths

- Approaches grade level in all tested areas went from 49% in 2023 to 64% in 2024.
- 4th Grade students increased from 53% approaches in 3rd Grade RLA to 73% approaches in 4th grade.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Many students are behind grade level in reading when entering third grade. **Root Cause:** Understanding early literacy best practices and implementation.

Problem Statement 2 (Prioritized): Percentage of students achieving "Meets" and "Masters" continues to be lower than expected. **Root Cause:** Students are not consistently provided with rigorous learning tasks and high quality instructional material.

School Culture and Climate

School Culture and Climate Summary

Lamar continues to place an emphasis on its positive culture and climate. Many teachers have reported that they feel supported when discipline needs arise in their classroom. Campus administration developed an discipline management plan and Culture Playbook that is reviewed with teachers throughout the year. The campus has worked toward clarity of expectations both in and out of the classroom. This has had a positive impact overall at Lamar. Lamar will continue to place an emphasis in reducing classroom disruptions and behaviors for the 2024-2025 school year.

The Guidance Counselor provides scheduled lessons and utilizes the Character Strong curriculum for the school counseling program. This program focuses on social skills, emotional regulation, and overall well being.

At Lamar, teachers, students, and parents all enjoy a vibrant community. Parent involvement is strong, with numerous opportunities for engagement.

Parent involvement at Lamar Elementary is evident through PTA membership, participation in All Pro Dads, and the active engagement of both parents and community volunteers. The school works closely with the Communities in Schools site coordinator to create meaningful opportunities for parental engagement. In addition, Lamar organizes monthly events—such as student programs, picnics, and Thanksgiving feasts—that help build a strong sense of community and connection.

An area of concern for Lamar is creating an sense of urgency for the 2024-2025 school year. While the campus is projected to receive a "C" rating from the Texas Education Agency, we believe we can do better.

Student attendance continues to be another area of concern for Lamar Elementary. The campus continues to communicate the importance of attendance with parents, conduct home visits of students experience high absenteeism, and send notifications to parents regarding attendance. This year the Lamar attendance rate has seen some increases.

School Culture and Climate Strengths

- Low teacher turnover rate.
- Parent attendance remains strong at campus wide events. As well, we have a high percentage of dads that attend.
- Consistent discipline protocols.
- Emphasis on high student and teacher attendance with incentives.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1 (Prioritized): Sense of urgency needs to be heightened for student achievement. **Root Cause:** Lamar has traditionally been successful in student achievement.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Lamar is proud to have a low teacher turnover rate. One teacher retired, one changed professions, one moved to a district closer to home, and one stayed home with her child. Ways that we address teacher job satisfaction include actively listening to teacher concerns, prompt classroom discipline support, coaching feedback, and creating processes and procedures that support teachers in the classroom. The campus strives to provide clear communication to teachers, students, and parents alike.

The campus works with the Human Resource office to identify quality candidates and quickly fill positions. Applicants interviews include principals, counselor, and grade level lead teacher.

Campus administration also provides professional learning opportunities on Wednesdays. Campus PD topics are based on current needs identified during observations, walk-throughs, PLC discussions and questions.

Staff Quality, Recruitment, and Retention Strengths

- The teacher turnover rate was significantly lower than in previous years.
- All teachers hired for 2024-2025 were fully certified.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Not all special education positions filled at the beginning of the year. This has continued to be a struggle. **Root Cause:** Few qualified applicants.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Lamar Elementary's delivery of curriculum and instruction received a revamp through the Texas Instructional Leadership and the Effective Schools Framework Grant and professional development provided by Region X during the 2023-2024 school year and in collaborating with Curriculum and Instruction Department. Upon completion of the Year 1 cycle, we are currently in the Year 2 cycle and the framework is being fully implemented with all staff in charge of instruction. The following revamped components of Lesson Alignment and Formative Assessment (LAFA) Scope and Sequence will continue to be implemented and evidenced in our weekly PLC meetings.

- Unpacking standards
- Creating Know/Show charts
- Using the Know/ Show chart to create aligned daily lesson objectives
- Creating teacher exemplars aligned to the lesson objectives and the Know/Show chart
- Utilizing an instructional calendar to support prioritized standards
- Implementation of formative assessments

Lamar campus administration continues to assist teachers in using Texas Essential Knowledge and Skills as outlined for each grade/subject area in PLCs. TEKS are reviewed weekly in the Professional Learning Community (PLC) process as well as student data from skills checks and reporting period assessments. The teachers follow pacing guides and utilize high quality instruction materials (HQIM) and resources provided by the content coordinators and the Foundations In Teaching (FIT) consultant for each subject area. Pacing guides and other curriculum resources were revamped for the 2024-2025 school year. These resources are housed in Forethought in Eduphoria, where teachers create lesson plans. Teachers are also conducting weekly running records including comprehension in grades K-4.

Teachers are refining guided reading and guided math and other instructional practices to allow for more student led lessons. Lamar walk through and TTESS evaluation data support the need for teachers to receive more support in this area. The data still trends to be more teacher led and less student driven.

Curriculum, Instruction, and Assessment Strengths

- Utilizing the FIT layout in conjunction with HMH and Serravallo's Reading Strategies 2.0 materials for RLA
- Math HQIM Think Up and Ready Math
- Planning Fridays
- Weekly PLCs with District Protocols
- Daily Allotted Intervention Time
- Reporting Period Assessment Data Digs Utilizing Edspire
- Utilizing MAP BOY, MOY, EOY Learning Continuum
- MTSS Protocols

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): Teachers not always using HQIM (high quality instructional materials). **Root Cause:** Teachers meeting students where they are instead of

teaching the rigor necessary.

Problem Statement 2: Walkthroughs indicate that teachers are not successfully implementing small group. **Root Cause:** Teachers struggle with releasing the control of their classroom.

Parent and Community Engagement

Parent and Community Engagement Summary

The PTA is very active with a full board of officers and a large membership.

Events for the year include:

- Goodies with Grandparents
- All Pro Dad
- Dyslexia Night
- Family Movie Night
- Thanksgiving Feasts
- Breakfast with Santa
- Pastries with Peeps
- Awards Ceremonies
- Grade Level Music Programs
- Picnic with my People
- Semester Academic Award

Lamar communicates weekly with all stakeholders through:

- Weekly Newsletter (emailed, Facebook, Instagram)
- Updated Calendar on School Website
- Blackboard Call Outs as Needed

Parent and Community Engagement Strengths

- Parent attendance at events
- Support of events (ex. Book Fair, Fundraiser etc)
- Community partnerships
- Communication

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: The PTA board does all of the work. Member pay dues and attend events. **Root Cause:** Parents are busy regardless of the outreach and requests for

assistance.

School Context and Organization

School Context and Organization Summary

The goal of Lamar administration is to ensure teachers are equipped to enter the classroom and deliver instruction based on best teaching strategies. A walkthrough and observation calendar is used to ensure data is timely and equitable. The following are opportunities for collecting data and ensuring teachers receive immediate feedback and development as necessary.

- Coaching opportunities for teachers are provided after walkthroughs utilizing the observation/feedback protocol from TIL.
- Wednesday afternoon professional learning offerings
- Guidance during PLCs

Lamar is still participating in the Effective Schools Framework grant ensuring follow through of systemic structures.

Lamar Elementary provides Response to Intervention during a structured, sanctioned intervention time, built into the daily master schedule to target the following areas.

- Talented and Gifted
- Dyslexia
- Accelerated Instruction
- RTI based on Assessment including MAP and Reporting Period Data Digs
- Speech

Our English Learners are placed with teachers who have ESL certification and are served through strategies in the general education classroom.

School Context and Organization Strengths

- Teachers supported by campus administration and content coordinators
- Strong Talented and Gifted (TAG) program
- Strong Dyslexia program

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Teachers that are not fully certified. **Root Cause:** Teachers hired in previous years were not certified due to the volume of teachers needed. Often required additional support in classroom management and instruction.

Technology

Technology Summary

Lamar Elementary is equipped with staff laptops, student chromebooks carts in each classroom, interactive whiteboards, document cameras and classroom phones. Classlink is utilized to sync accounts to outside learning platforms.

Instructional technology support is available through technology department to help teachers understand how to use various software and tools. They also support our fob access, badges and our new crisis alert system.

Campus administration and the campus SRO have access to security cameras inside the building and around the perimeter.

Technology Strengths

- Safety and Security access to Centegix and cameras.
 - Availability of devices and software.
 - Education Galaxy
 - Instructional technology support.

Problem Statements Identifying Technology Needs

Problem Statement 1: Transitioning to utilize new technology protocols and procedures. **Root Cause:** Initial training traditionally has happened. Follow through procedures must be implemented.

Priority Problem Statements

Problem Statement 1: Percentage of students achieving "Meets" and "Masters" continues to be lower than expected.

Root Cause 1: Students are not consistently provided with rigorous learning tasks and high quality instructional material.

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: Teachers not always using HQIM (high quality instructional materials).

Root Cause 2: Teachers meeting students where they are instead of teaching the rigor necessary.

Problem Statement 2 Areas: Curriculum, Instruction, and Assessment

Problem Statement 3: Sense of urgency needs to be heightened for student achievement.

Root Cause 3: Lamar has traditionally been successful in student achievement.

Problem Statement 3 Areas: School Culture and Climate

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals





Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency. ("B" or Better)

Performance Objective 1: The percentage of students that will rate in the category of meets for the combined STAAR will be 41% by June 2025.

High Priority

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Full Implementation of Effective Schools Framework and Texas Instructional Leadership (exit tickets, aggressive monitoring, lesson alignment). Strategy's Expected Result/Impact: Increased teacher effectiveness Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Train all teachers and admin to use DMAC and Edspire to track and analyze data. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Align product and objective in lesson plans and instructional implementation. Continue using PLCs to focus on formative student performance, student work, and appropriate intervention and enrichment. Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement. Increase teacher effectiveness Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches and Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Conduct student goal setting conferences with students in RLA and Math to determine growth needed and set steps to achieve goals set. Strategy's Expected Result/Impact: Demonstrate growth in RLA and Math STAAR achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Streamline Lamar's MTSS (Multi-Tiered System of Support) and ensure groups are flexible and based on current data.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Instructional Specialists</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency. ("B" or Better)





Performance Objective 2: By June, 2025, the percentage of 3rd grade students that will rate in the category of meets for the HB3 Reading Board Goals will be 41%. 60% of 3rd grade students will achieve a meets rating for the HB3 Reading Board Goal by June, 2030.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Implement the Foundations in Teaching literacy program and train all teachers. Strategy's Expected Result/Impact: Increased student achievement in RLA Staff Responsible for Monitoring: Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Weekly running records including Comprehension in grades K-4. Strategy's Expected Result/Impact: Increased reading fluency and comprehension Staff Responsible for Monitoring: Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Lamar will utilize district curriculum resources such as Galaxy Education to support and supplement student needs during intervention times. Strategy's Expected Result/Impact: Increased achievement in RLA Staff Responsible for Monitoring: Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
Strategy 4: Lamar Elementary will track multiple points of data including nine-weeks assessments, running records, MAP and STAAR data to drive its instructional plan. Strategy's Expected Result/Impact: Improvement in reading achievement and processes that impact academic achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Teachers	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Implement a clear and intentional focus on early literacy for reading in all grade levels to include faithful implementation of guided reading.</p> <p>Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies. Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Curriculum Coordinator, FIT Consultant</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Reading Academy completion for new K-3 teachers.</p> <p>Strategy's Expected Result/Impact: Improved understanding and strategies for teaching reading.</p> <p>Staff Responsible for Monitoring: Principal, AP, K-3 Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: The campus will implement flex groups during intervention times. Students that did not achieve approaches or better will attend 15-30 hours of accelerated instruction in reading as required by HB 1416.</p> <p>Strategy's Expected Result/Impact: Principal, Assistant Principal, Dean</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency. ("B" or Better)





Performance Objective 3: By June, 2025, the percentage of 3rd grade students that will rate in the category of meets for the HB3 Math Board Goal will be 33%. 53% of 3rd grade students will achieve a meets rating for the HB3 Math Board Goal by June 2030.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Lamar Elementary will track multiple points of data including nine-weeks assessments, running records, MAP and STAAR data to drive its instructional plan.</p> <p>Strategy's Expected Result/Impact: Improvement in math achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize Think Up, Ready Math and other STAAR aligned materials to meet rigor of the TEKS.</p> <p>Strategy's Expected Result/Impact: Increase Rigor and Specificity</p> <p>Staff Responsible for Monitoring: Principal, AP, Math Coordinator, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will analyze STAAR math problem examples to identify what skill students need to know and show when solving problems. Teachers will also have to opportunity to practice lesson delivery in the PLC process .</p> <p>Strategy's Expected Result/Impact: Increased teacher effectiveness</p> <p>Staff Responsible for Monitoring: Principal , Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<p>Strategy 4: The campus will implement flex groups during intervention times. Students that did not achieve approaches or better will attend 15-30 hours of accelerated instruction in reading as required by HB 1416.</p> <p>Strategy's Expected Result/Impact: Improved student performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Ensure implementation of guided math consistently and provide professional development around specific teacher needs.</p> <p>Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide professional development that targets math at all grade levels. Follow up on implementation of training using continual progress monitoring and conducting intentional walk throughs.</p> <p>Strategy's Expected Result/Impact: Increase in RP assessments, Increased STAAR performance, Growth on MAP</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Math Coordinator, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency. ("B" or Better)

Performance Objective 4: Lamar Elementary will increase the academic performance of all student sub populations.

High Priority

Evaluation Data Sources: STAAR/EOC, and Summative Exam Data,

Strategy 1 Details	Reviews			
<p>Strategy 1: Lamar administration will monitor the implementation of FIT, Galaxy Education, Think Up, I Ready, and other district provided high quality instructional materials.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Analyze Edspire and DMAC data to identify and address gaps in performance of under-performing populations. Utilize focused intervention with specific students.</p> <p>Strategy's Expected Result/Impact: Reduction of Achievement Gap</p> <p>Staff Responsible for Monitoring: Principal Asst. Principal Dean Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide tutorials (accelerated instruction) for students who may be at risk for academic failure and provide additional educational assistance to students that need more time for mastery. AM/PM Schedule</p> <p>Strategy's Expected Result/Impact: Increased number of students attending tutorials, increased achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers, ACE Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: During Team Tuesdays, teachers will identify grade-level concerns based on a variety of data sources. They will then collaborate to determine a rigorous plan of action to address the concerns (Instructional Action Plans). The plan will then be implemented to gather data regarding the effectiveness of the plan. Changes will be made as necessary to increase skill mastery.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Follow the observation/feedback calendar and protocol ensuring teachers are getting immediate focused feedback and support.</p> <p>Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency. ("B" or Better)

Performance Objective 5: By June, 2025, Lamar will increase ADA by at least 1.7% attaining an attendance rating of 95% or higher.

High Priority

Evaluation Data Sources: ADA report

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide individual student, family and collective classroom incentives for daily attendance. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: Principal, Asst. Principals, CIS Social Worker, Counselor, SRO, and Student Engagement Officer</p> <p>Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Inform parents of importance of attendance and legal requirements through weekly newsletters, social media, call alerts, letters and personal meetings for those not meeting the 90% rule. Strategy's Expected Result/Impact: Increased student attendance. Staff Responsible for Monitoring: Principal, Secretary, Asst. Principals, Counselor, Social Worker, and Student Engagement Officer</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize Student Engagement Officer and Social Worker to make calls, do home visits, and help parents with resources to be able to get to school.</p> <p>Strategy's Expected Result/Impact: Increased student attendance</p> <p>Staff Responsible for Monitoring: Principal, assistant principal, student engagement officer, social worker, secretary</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 2: Lamar Elementary will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 1: Lamar Elementary will seek to reduce discipline referrals of all student groups by 10% from 2023-2024.

High Priority

Evaluation Data Sources: Discipline Referrals
Climate and Culture Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase teacher/parent contact to address behavior concerns. Strategy's Expected Result/Impact: Fewer discipline referrals. Staff Responsible for Monitoring: Principal, Asst. principal</p> <p>Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Update and review our Lamar Playbook outlining specific procedures that all teachers and students follow with staff and students at the beginning of the year. Additionally, the Playbook will be reviewed through the year. Strategy's Expected Result/Impact: A true understanding of routine/uniformed procedures decreases discipline issues. Staff Responsible for Monitoring: All</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue utilization of Character Strong's daily social emotional learning lessons with support from counselor and social worker. Ensure bullying is addressed through guidance lessons. Continue to focus on conflict resolution, positive peer interactions, self regulation, and well being. Strategy's Expected Result/Impact: Stronger relationships for students with adults. Staff Responsible for Monitoring: Principal, Asst. Principal, counselor, social worker, teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Provide students multiple anti-bullying lessons through out the year to reduce to number of bullying incidents and their effects. Strategy's Expected Result/Impact: Reduced bullying Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
Strategy 5: Implementation of Cool Down areas in classrooms. Strategy's Expected Result/Impact: Fewer discipline referrals Staff Responsible for Monitoring: Principal, Asst. Principal, Counselor Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Continue to implement MANDT relational strategies in all classrooms. Strategy's Expected Result/Impact: Stronger teacher/student relationships with fewer referrals Staff Responsible for Monitoring: Principal, assistant principal, student engagement officer, teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				


Goal 2: Lamar Elementary will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.


Performance Objective 2: Provide a safe and secure learning environment for all by utilizing our SEOs and SROs effectively.

Evaluation Data Sources: All district personnel will be trained in the Standard Response Protocol and implement appropriate response procedures. Greenville ISD will partner with local and state law enforcement agencies to train district personnel in school safety.

Strategy 1 Details	Reviews			
<p>Strategy 1: Improve emergency procedures through routine practice while utilizing the Centegix system. Strategy's Expected Result/Impact: Safe environment for all. Staff Responsible for Monitoring: Principal, Asst. Principal, Student Engagement Officer, GISD PD</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize Student Engagement Officer to mentor challenging students. Strategy's Expected Result/Impact: Fewer student referrals. Staff Responsible for Monitoring: Principal, Asst. Principal, Student Engagement Officer.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize school nurse, counselor, and social worker to meet all needs of students including health, social emotional, and struggles due to poverty. Strategy's Expected Result/Impact: Increased attendance. Increased student participation in class/achievement. Increased parent participation. Staff Responsible for Monitoring: Principal Nurse Counselor Social Worker</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Social Emotional Learning (SEL) will be provided every day in every classroom through Character Strong and include anti-bullying lessons. In addition each day will start with the character strong trait and each day will end with a send off on the announcements. Strategy's Expected Result/Impact: Increased compliance Increased desired character traits Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers and Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 1: 100% of Lamar Elementary teachers will meet the Texas certification requirements by end of year.

High Priority

Evaluation Data Sources: Certifications





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development/test preparation strategies for teachers needing to pass certification exams. Strategy's Expected Result/Impact: Teachers passing state certification exams. Staff Responsible for Monitoring: Principal, HR</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide extra support for teachers in an alternative certification program. Strategy's Expected Result/Impact: Teachers passing state certification exams. Staff Responsible for Monitoring: Principal and HR</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide teachers with consistent routines and procedures through implementation of the campus playbook. Strategy's Expected Result/Impact: Clearly defined expectations. Teachers will feel supported and in turn complete certification. Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 2: 95% of Lamar teachers will rate proficient or higher on their TTESS summative evaluations.

High Priority





Evaluation Data Sources: TTESS walk-through, observation and final summative.

Strategy 1 Details	Reviews			
<p>Strategy 1: PLC time, Wednesday PD sessions, Data Digs/Data Meetings, and Coaching Sessions will be used to provide teachers with strategies to improve student learning.</p> <p>Strategy's Expected Result/Impact: Improved student achievement and higher TTESS ratings.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, Team Leads, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Mentor program for new teachers.</p> <p>Strategy's Expected Result/Impact: Increase knowledge and skills of first year teachers and retain those teachers.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, mentors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide coaching to teachers following walkthroughs utilizing the ESF framework.</p> <p>Strategy's Expected Result/Impact: Increased teacher effectiveness</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 3: The number of teachers who have their ESL certification will increase by 25%.

Evaluation Data Sources: SBEC Certification-ESL





Strategy 1 Details	Reviews			
Strategy 1: Provide training for teachers seeking ESL certification/endorsement to increase success rate. Strategy's Expected Result/Impact: ESL Certification increase Staff Responsible for Monitoring: Principal, HR, and Director of Bilingual Programs	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Encourage teachers to attend ESL certification trainings especially in pockets where needed. Strategy's Expected Result/Impact: Increased ESL certification Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Lamar Elementary will support GISD's long-range financial plan that results in the most effective mix of educational and financial resources available while attaining the long-range goals and objectives of the district. (Resulting in improved Student Achievement)

Performance Objective 1: Continue to ensure that the tax dollars invested into Greenville ISD are managed effectively and efficiently while abiding with all applicable standards, laws and regulations.

High Priority

Evaluation Data Sources: Campus Budget reports
Campus funds requests showing alignment of resources with Campus Improvement Priorities.

Strategy 1 Details	Reviews			
Strategy 1: Complete a monthly variance report to determine the percentage of money utilized from each budget code. Strategy's Expected Result/Impact: Budget alignment with CIP, money spent timely and appropriately Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize a system that provides Campus Improvement Priorities alignment with purchase requests. Strategy's Expected Result/Impact: Improved student achievement from proper resource allocation. Staff Responsible for Monitoring: Principal, Asst. Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<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: Lamar Elementary will support GISD's long-range financial plan that results in the most effective mix of educational and financial resources available while attaining the long-range goals and objectives of the district. (Resulting in improved Student Achievement)

Performance Objective 2: Lamar Elementary will achieve a year end attendance rate of 94% or better.

Evaluation Data Sources: Attendance data

Goal 5: Communication among the campus employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The campus will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the campus and share responsibility at various levels of involvement accepting responsibility for the education of students.





Performance Objective 1: Lamar Elementary will increase parent participation with school events through effective communication.

High Priority

Evaluation Data Sources: PTA Membership

Raptor Logs

Sign in Sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will utilize the call-out system, in addition to Peach Jar, for big events and for any last minute changes.</p> <p>Strategy's Expected Result/Impact: Increased parent participation</p> <p>Staff Responsible for Monitoring: Principal, Asst. principal, Counselor</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Lamar will use a digital format for the weekly campus newsletter.</p> <p>Strategy's Expected Result/Impact: Increased parental awareness.</p> <p>Staff Responsible for Monitoring: Principal Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Lamar Elementary will post all events on the campus shared calendar, Facebook and Instagram.</p> <p>Strategy's Expected Result/Impact: Increased knowledge of events</p> <p>Staff Responsible for Monitoring: Principal, AP and Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
<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: Communication among the campus employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The campus will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the campus and share responsibility at various levels of involvement accepting responsibility for the education of students.

Performance Objective 2: We will engage parents and staff as partners in the academic and social-emotional development of students.

High Priority

Evaluation Data Sources: Parent involvement activities. Staff development activities.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide parent nights such as Goals Night, STAAR information for parents, etc. at least once a quarter.</p> <p>Strategy's Expected Result/Impact: Increased parent participation with the campus to improve student achievement and social emotional well being.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, Counselor, Teachers, and Social Worker</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Host All Pro Dad meetings monthly to increase father figures on the campus while empowering them with skills and knowledge to be more involved.</p> <p>Strategy's Expected Result/Impact: Increased parent participation with the campus to improve student achievement and social emotional well being.</p> <p>Staff Responsible for Monitoring: Principal and Counselor</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide professional development for staff that includes mental health, trauma informed care, bullying prevention, sexual abuse, and other maltreatment of children.</p> <p>Strategy's Expected Result/Impact: Increase awareness of how mental health and traumatic events affect student success.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
<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>				