Palacios Independent School District

Elementary School

2024-2025 Campus Improvement Plan

Mission Statement

The Palacios Independent School District is dedicated to keeping students first. We will ensure all students acquire the knowledge and skills necessary to reach their full potential through staff who are effective, supportive, and committed for the ultimate benefit of our multi-cultural community.

Vision

Every student prepared for a successful future

Core Beliefs

Fairness and Equity:

All students, parents, and staff will be treated with consideration, integrity, and respect
We will foster an environment built on consistency, transparency and mutual trust

Professionalism:

We will serve as positive role models for our community, student, and staff
We will carry out our roles and responsibilities with a high level of commitment, diligence, and skill

Accountability and High Expectations:

We are responsible for the academic performance of every student
We believe that all students can learn, perform, and achieve at high levels

Positive Environment:

We are responsible for establishing a safe and secure environment for all
We will support a dynamic atmosphere based on teamwork, communication, and collaboration

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Goals

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 1: By 2025 80% of students will be reading on grade level by the end of 3rd grade and will remain on grade level

High Priority

HB3 Goal

Evaluation Data Sources: MindPlay Reading assessment and intervention, District (CBA) and State developed interim testing, STAAR Reading assessment Meets standard

Strategy 1 Details	Formative Reviews		
Strategy 1: The elementary campus will consistently use MindPlay with fidelity	Formative		
Strategy's Expected Result/Impact: Individual Student Growth will be seen in student reading fluency and comprehension **Staff Responsible for Monitoring:** Campus Administration	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
Strategy 2: Response to Intervention (RTI) and High Impact Tutors will work with students on Tier 3 to address learning gaps	Formative		
Strategy's Expected Result/Impact: Gaps in student learning will be filled based on individual student plans **Staff Responsible for Monitoring:** Campus Administration, RTI teachers, Dyslexia Teacher, Hit Tutors	Dec	Feb	Apr

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 2: By 2025 80% of students will be Algebra ready by the end of 8th grade.

High Priority

HB3 Goal

Evaluation Data Sources: MindPlay Math assessment and intervention (K-5th grade), MobyMax (Junior High Math), District (CBA) and State developed interim testing, STAAR Math assessment Meets standard

Strategy 1 Details	Formative Reviews		
	Formative		
Strategy 1: The elementary campus will consistently use MindPlay Math with fidelity **Strategy's Expected Result/Impact:** Students will show growth based on MindPlay results showing that students are closing gaps in math **Staff Responsible for Monitoring:** Campus Adminsistration	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
	Formative		
Strategy 2: Elementary Teachers will use disrict curriculum such as Envision, Lowman, and Think-Up to provide math instruction guided by PLC data **Strategy's Expected Result/Impact:** Growth / Student mastery will be shown on data reports, and CBA / Interim / Benchmark data **Staff Responsible for Monitoring:** Campus Administration, Teachers	Dec	Feb	Apr

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 3: The percentage of students meeting College, Career, and Military Readiness will increase 15% by 2025. (2020 baseline of 57.1%)

High Priority

HB3 Goal

Evaluation Data Sources: CCMR Percentage report at MOY based on CCMR Tracker and PEIMS data with final report given at EOY.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: East Side will incorporate a Career Day to expose students to the various careers around the community **Staff Responsible for Monitoring:** Campus Administration, Counselor, CIS			

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 4: During 2023-24 PISD will establish as baseline for improving student writing.

Evaluation Data Sources: MiWrite and STAAR Extended Constructed Response.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: The ELAR teachers will incorporate regular writing assignments into their lessons, and use MI-Write with fidelity **Strategy's Expected Result/Impact:** Student growth will be shown through Mi-Write data and teacher use of district developed writing rubric. **Staff Responsible for Monitoring:** Campus Administration, teachers			

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 1: PISD will implement coherent CTE programs which lead to student completers and industry based certifications.

HB3 Goal

Evaluation Data Sources: Local student tracking sheets showing the number of completers and IBC's earned. TEA Data (lagging by two years).

Strategy 1 Details	Formative Reviews		
	Formative		
Strategy 1: East Side will incorporate a Career Day to expose students to the various careers around the community **Strategy's Expected Result/Impact:** Students will have a better understanding of Secondary programs that support different jobs that are showcased during career day **Staff Responsible for Monitoring:** Campus administration, counselor	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
	Formative		
Strategy 2: Students will be given the opportunity to participate in clubs such as robotics that will encourcage CTE participation **Staff Responsible for Monitoring:** Robotics teacher	Dec	Feb	Apr

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 2: PISD will develop and implement Character Education Programs for our students (Integrity).

Evaluation Data Sources: Documentation of programs used currently and the selection of programs to use move forward.

Strategy 1 Details	Formative Reviews		
	Formative		
Strategy 1: Elementary Counselors will provide direct character lessons in classrooms throughout the year. **Staff Responsible for Monitoring:** Counselors	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
	Formative		
Strategy 2: Project Wisdom, character education daily announcements made school wide. **Staff Responsible for Monitoring:** Counselor	Dec	Feb	Apr

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Human Capital - Cultivate an inclusive, professional environment that supports, provides opportunities for growth and development, and empowers all employees.

Performance Objective 1: PISD will create pathways to teaching certification for our current employees.

Evaluation Data Sources: Local documentation of pathways for Instructional Aides, Alternatively Certified teachers, and Locally Certified teachers to earn SBEC certification.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Campus administration will promote opportunities to complete their teacher certification through programs such as Hartwell College, or other certification programs **Staff Responsible for Monitoring:** Campus Administration			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Human Capital - Cultivate an inclusive, professional environment that supports, provides opportunities for growth and development, and empowers all employees.

Performance Objective 2: PISD will encourage stability by focusing on employee accountability, retention, and employee incentives.

Evaluation Data Sources: Local documentation of employee accountability, retention efforts, and employee incentives.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Mentor teacher program will be supported through scheduled meetings and check-in's with new teachers. **Staff Responsible for Monitoring:** Campus Administration			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 1: PISD Staff and Campuses will plan events that encourage our PISD community to participate.

Evaluation Data Sources: Calendars of events, notifications of events sent to parents/community, sign-in sheets.

Strategy 1 Details	Formative Reviews		
Strategy 1: Elementary campuses will provide parent engaement activities throughout the year with a minimum of 4 events. **Staff Responsible for Monitoring:** Campus Administration	Formative		
	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
Strategy 2: Elementary campuses will continue to promote and serve on newly established PTO organization. **Staff Responsible for Monitoring:** Campus administration, teachers	Formative		
	Dec	Feb	Apr

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 2: PISD will encourage Shark Pride in our community.

Evaluation Data Sources: Local documentation of advertising and events for which the community would see and may attend.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Campus music teachers will teach all elementary students the Palacios Alma Mater **Staff Responsible for Monitoring:** Campus Administration, Music Teachers.			

 No Progress  Accomplished  Continue/Modify  Discontinue

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Student Welfare: Discipline/Conflict/Violence Management	Dr. Brian Williams	6/30/2025	Jared Duncum	10/14/2024
Job Description for Peace Officers, Resource Officers & Security Personnel	Dr. Brian Williams	6/30/2025	Jared Duncum	10/14/2024