

Cypress-Fairbanks Independent School District

Andre' Elementary School

2024-2025

Mission Statement

The mission of the Andre' Leopards is to achieve excellence and success. We believe in collaboration, compassion, and opportunity.

Vision

Andre' will invest in every student, everyday, empowering them to achieve at high levels through relevant learning experiences that inspire students' dreams.

Goals

District Goal 1: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. (Campus-level targets to help the district meet this goal are attached.)

District Performance Objective 1.1: The percentage of eligible students scoring at the Approaches, Meets, and Masters Level on the District Progress Monitoring (DPMs) assessments will increase by 2% at the Approaches Level and 3% at the Meets and Masters Levels each year.

Evaluation Data Sources: STAAR RLA, Math, and Science

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: RLA: We will utilize collaborative planning to further develop teachers' capacity to implement effective small-group instruction. Students in all grades will be provided with additional reading support using small, pull-out groups. Strategy's Expected Result/Impact: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. Staff Responsible for Monitoring: Teachers, Instructional Specialists, Literacy Coaches and Administrators	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
Strategy 2: Math: We will commit to planning for purposeful small group instruction, interactive vocabulary, real-world problem-solving, model representation, and the use of manipulatives utilizing critically based thinking strategies for our students. Strategy's Expected Result/Impact: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. Staff Responsible for Monitoring: Teachers, Instructional Specialists, Math Coaches and Administrators	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable

Strategy 3 Details	Formative Reviews		
Strategy 3: Science: Teachers will provide hands-on experiments to support the scientific process and the claim/evidence/reason process. The school garden will be updated, and lessons will be provided to students that align with district curriculum. The school will coordinate with volunteers to provide demos from the Science Resource Center. Interactive, student-created word walls will be implemented to allow for application of science vocabulary to real-world applications. The campus will buy supplies and resources for experiments and the garden. Strategy's Expected Result/Impact: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. Staff Responsible for Monitoring: Teachers, Instructional Specialists and Administrators	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable
Strategy 4 Details	Formative Reviews		
Strategy 4: Students will receive lessons covering nutrition and fitness and will participate in fitness related events at the campus and district levels. Strategy's Expected Result/Impact: Improved understanding of nutrition and fitness Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 5 Details	Formative Reviews		
Strategy 5: Well-Rounded Education: Students will be provided opportunities to participate in the following enrichment programs, courses, and/or activities: - Junior Counselor, where they will mentor/coach/support other students with school-related issues. - Principal's Advisory Team, where they will enhance their leadership skills while working in a small group with our principal. - Spelling Bee for 3rd-5th grades. - Spring choir - Opportunities to explore leadership jobs within the classroom and campus. - Select students will participate in Dierker's Champs baseball team competing with other schools. - Girls on the Run, Student Council, Andre' Steppers, and the Twirling Team are all outside student groups that students may participate in at Andre'. - K-level Scholar Initiative, where 5th-grade students will monitor their academic progress in all content areas and strive to maintain eligibility in K-level classes for middle school. - Library maker space activities - Students in the gifted and talented program have the opportunity to participate in DaVinci Day and the Horizons showcase. Strategy's Expected Result/Impact: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. Staff Responsible for Monitoring: Teachers, Instructional Specialists, Technology Specialist, Librarian, Counselors and Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished

Strategy 6 Details	Formative Reviews		
Strategy 6: At-risk students with an identified area of need based on STAAR or district progress monitoring will be provided with additional academic support based on their specific academic needs. Strategy's Expected Result/Impact: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 7 Details	Formative Reviews		
Strategy 7: State Compensatory Education (SCE): Throughout the current school year, use the supplementary SCE funds to reduce the disparity in performance on STAAR between students at-risk of dropping out of school and other school district students as measured by educationally disadvantaged and at-risk students meeting or exceeding the STAAR performance targets. Strategy's Expected Result/Impact: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			

District Goal 4: The percentage of students in grades K-2 who are proficient on the reading MAP or MClass assessment will increase from 90% to 95% by 2029.

District Performance Objective 4.1: The percentage of students who meet their RIT score or show observed growth on the MAP or MClass composite score will increase by 1% each year.

Evaluation Data Sources: MAP and MClass Data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Foundational TEKS will be taught daily utilizing HMH Structured Literacy Lessons. Strategy's Expected Result/Impact: The percentage of K-2 students who are proficient on the reading MAP or mCLASS assessment will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
Strategy 2: Heggerty Phonemic Awareness Lessons are used in Kindergarten and First Grade daily. Strategy's Expected Result/Impact: The percentage of K-2 students who are proficient on the reading MAP or mCLASS assessment will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 3 Details	Formative Reviews		
Strategy 3: We will use district and campus data to differentiate literacy instruction via individual conferences, small group instruction, and/or strategy group instruction. Strategy's Expected Result/Impact: The percentage of K-2 students who are proficient on the reading MAP or mCLASS assessment will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished

Strategy 4 Details	Formative Reviews		
Strategy 4: We will maintain a monitoring notebook to document individual students' progress. Strategy's Expected Result/Impact: The percentage of K-2 students who are proficient on the reading MAP or mCLASS assessment will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			

District Goal 5: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% AMIRA Reading Mastery (ARM) score by 2029.

District Performance Objective 5.1: Establish a benchmark of the percentage of students who meet the 50% AMIRA Reading Mastery score.

Evaluation Data Sources: AMIRA Data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: All students will complete 30-60 minutes per week within the AMIRA program and utilize the data to inform and adjust instruction. Strategy's Expected Result/Impact: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
Strategy 2: Foundational TEKS will be taught daily utilizing HMH Structured Literacy Lessons. Strategy's Expected Result/Impact: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Accomplished	 Accomplished	 Accomplished
Strategy 3 Details	Formative Reviews		
Strategy 3: Heggerty Phonemic Awareness Lessons will be used in Kindergarten and First Grade daily. Strategy's Expected Result/Impact: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Accomplished	 Accomplished	 Accomplished

Strategy 4 Details	Formative Reviews		
Strategy 4: We will use district and campus data to differentiate literacy instruction via individual conferences, small group instruction, and/or strategy group instruction. Strategy's Expected Result/Impact: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 5 Details	Formative Reviews		
Strategy 5: We will maintain a monitoring notebook to document individual students' progress. Strategy's Expected Result/Impact: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			

District Goal 6: 90% of students in grades 4-5 who scored below the Approaches Level on the STAAR ELAR will meet the 50% AMIRA Reading Mastery (ARM) score by 2029.

District Performance Objective 6.1: Establish a benchmark of the percentage of students who meet the 50% AMIRA Reading Mastery score.

Evaluation Data Sources: AMIRA Data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: All students will complete 30-60 minutes per week within the AMIRA program, and teachers will utilize the data to inform and adjust instruction. Strategy's Expected Result/Impact: 90% of the students in grades 4-5 who scored below the Approaches Level on the STAAR ELAR will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
Strategy 2: Foundational TEKS will be taught daily (district-provided Curriculum). Strategy's Expected Result/Impact: 90% of the students in grades 4-5 who scored below the Approaches Level on the STAAR ELAR will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Accomplished	 Accomplished	 Accomplished
Strategy 3 Details	Formative Reviews		
Strategy 3: We will use district and campus data to differentiate literacy instruction via individual conferences, small group instruction, and/or strategy group instruction. Strategy's Expected Result/Impact: 90% of the students in grades 4-5 who scored below the Approaches Level on the STAAR ELAR will meet the 50% Amira Reading Mastery (ARM) score by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			

District Goal 7: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029.

District Performance Objective 7.1: The percentage of students who meet their RIT score or show observed growth on the MAP will increase by 1% each year.

Evaluation Data Sources: MAP Data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Math teachers will plan high quality instruction that strengthens students' understanding of math TEKS via rigorous learning experiences with district provided lessons and resources, including the use of math manipulatives. Strategy's Expected Result/Impact: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
Strategy 2: Math teachers will facilitate fluency activities at least 10 minutes per day within the lesson cycle. Strategy's Expected Result/Impact: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 3 Details	Formative Reviews		
Strategy 3: Math teachers will model and expect students to use a problem-solving process. Strategy's Expected Result/Impact: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable

Strategy 4 Details	Formative Reviews		
Strategy 4: Math teachers will incorporate small group instruction to meet the needs of individual learners. Strategy's Expected Result/Impact: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 5 Details	Formative Reviews		
Strategy 5: Math teachers will track student progress using Progress Monitoring Notebook. Strategy's Expected Result/Impact: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 6 Details	Formative Reviews		
Strategy 6: Math teachers will use math manipulatives to help students develop a concept understanding of math TEKS. Strategy's Expected Result/Impact: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029. Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			

District Guardrail 1 - Safe and Supportive Schools: The superintendent shall provide a safe, disciplined, and supportive environment conducive to student learning.

Performance Objective 1: Student Safety: By the end of the current school year, 100% of the district's safety policies will be implemented.

Evaluation Data Sources: Record of safety drills and other required safety actions

Summative Evaluation: Met Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Campus Safety: All Andre' staff will work on developing strong relationships with each other and our community through the implementation of PBIS, project safety, BOTB, restorative circles and Sanford Harmony lessons daily during community time.	Formative		
	Nov	Feb	May
	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Formative Reviews		
Strategy 2: Conduct Emergency Safety Drills: Fire, Evacuate (non-fire), Lockdown, Secure, Shelter (Weather), and Shelter (Hazmat) throughout the year. Strategy's Expected Result/Impact: 100% of Emergency Operating Procedure (EOP) safety drills will be conducted by scheduled deadlines.	Formative		
	Nov	Feb	May
	 Accomplished	 Accomplished	 Accomplished
No Progress Accomplished Continue/Modify Discontinue			

Goal 6: District Guardrail 1 - Safe and Supportive Schools: The superintendent shall provide a safe, disciplined, and supportive environment conducive to student learning.

Performance Objective 2: Student Attendance: By the end of the current school year, student attendance will be at 95% or higher.

Evaluation Data Sources: Student attendance records
Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement a campus attendance action plan that supports incremental growth toward a 95% overall attendance rate. Strategy's Expected Result/Impact: 95% overall attendance rate Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
No Progress Accomplished Continue/Modify Discontinue			

Goal 6: District Guardrail 1 - Safe and Supportive Schools: The superintendent shall provide a safe, disciplined, and supportive environment conducive to student learning.

Performance Objective 3: Behavior Management: In general, discipline will be designed to improve conduct and to encourage all students to be responsible members of the school community. Disciplinary action shall draw on the professional judgement of teachers and administrators and on a range of behavior management techniques, including restorative practices.

- Evaluation Data Sources:** Discipline reports
- Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Violence Prevention: Teachers and students will participate in programming and monthly lessons that emphasize positive character traits. They will also engage in proactive, preventative measures aimed at teaching rules, procedures, and expectations that create a positive school climate. We are implementing a full-time Restorative Coach on campus this year. - She will be responsible for doing daily check-in with those students who are having consistent problems in the classroom. - She will be the Lead in our PBIS Leadership Team, organizing and presenting to staff once a month. - She will work with teachers on establishing different classroom management procedures to help those students who need some assistance. We will partner with Cypress-Springs High School to include the PALS program, providing student mentors for some of our At-Risk students. Counselors will have a counselor's corner in the morning to do check-ins with students and provide support to students in need/crisis. Strategy's Expected Result/Impact: Violent incidents will continue to be 0% Staff Responsible for Monitoring: Principal, Assistant Principals, Restorative Coach, Counselors ,DMC Para-Professional, Teachers	Formative		
	Nov	Feb	May
	Considerable	Considerable	Considerable

Strategy 2 Details	Formative Reviews		
Strategy 2: Behavior Management: Staff will be trained on restorative practices and are encouraged to use those strategies to help students contribute to the positive classroom/school environment. The campus will implement a variety of strategies and programs to support a safe environment including, but not limited to, strategies from PBIS, Character Education, Well-Managed Schools, and Project Safety. Use of Restorative Coach. We have our PBIS Matrix in place to meet the needs of our current population. - Leadership - Effort - Accountability - Disciplined We will review discipline data every 9 weeks to track trends in specific behaviors and make a plan within the PBIS Leadership Team on how to help decrease the numbers for the next 9 weeks. Strategy's Expected Result/Impact: Students will be equipped with self-management strategies. Staff Responsible for Monitoring: Assistant Principals, Restorative Coach, Teachers and PBIS Leadership Team	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 3 Details	Formative Reviews		
Strategy 3: Bullying Prevention: Staff and students participate in direct instruction emphasizing bullying prevention, recognizing bullying behaviors, appropriate intervention, timely reporting, and more appropriate social skills. In addition, the campus will develop appropriate action plans based on the results of the Safe Schools Survey. Strategy's Expected Result/Impact: 1. Increased awareness and reporting of possible bullying incidents. 2. Decrease in bullying incidents/behaviors. 3. Improved classroom and/or school culture. Staff Responsible for Monitoring: Principal, Assistant Principal(s), Campus Bullying Committee	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			

District Guardrail 2 - Human Capital: The superintendent shall recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 1: Teacher/Paraprofessional Attendance: By the end of the current school year, teacher/paraprofessional attendance will increase by 5%

Evaluation Data Sources: Teacher/Paraprofessional Attendance Reports
Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Teacher/Paraprofessional Attendance: Teachers and Paraprofessionals will be given incentives for having perfect attendance every 9 weeks. Strategy's Expected Result/Impact: Teacher/paraprofessional attendance will increase by 5%. Staff Responsible for Monitoring: Administrative Team	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
No Progress Accomplished Continue/Modify Discontinue			

Goal 7: District Guardrail 2 - Human Capital: The superintendent shall recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 2: Ensure that Teachers are Receiving High-Quality Professional Development: By the end of the current school year, 85% of teachers will receive job targeted professional development based on identified needs.

Evaluation Data Sources: Classroom implementation of professional learning
Walk-throughs
Lesson Plans

Summative Evaluation: Met Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: High-Quality Professional Development: - Staff will receive professional development from educational entities such as the ASCD, Region IV, International Center for Leadership in Education, N2 Learning, etc. - Teachers will obtain teaching certificates (ESL/GT) as well as identify key professional development growth areas during CF-TESS goal-setting process with their appraiser. - Campus-based opportunities for professional learning. - Teachers will have opportunities to observe colleagues and teachers from other campuses. - The Administrative Team will conduct classroom walks to provide coaching. Strategy's Expected Result/Impact: Additional certifications obtained and specific professional growth areas addressed. Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialists, Coaches and Teachers	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
No Progress Accomplished Continue/Modify Discontinue			

District Guardrail 3 - Community Relations: The superintendent shall foster a culture of trust by providing accurate, timely and interactive communication to all stakeholders and encouraging parents and the community-at-large to be involved in CFISD schools.

Performance Objective 1: Parent and Family Engagement: By the end of the current school year, parent and family engagement will increase by 10%.

Evaluation Data Sources: Parent Survey
Activity sign-in sheets/records

Summative Evaluation: Met Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Parent and Family Engagement: Consistently communicate with parents via Smore monthly, parent communicator, Remind, Instagram, Twitter, Facebook, campus website, marquee, and teacher weekly newsletters. We will provide a climate where families are given the opportunity to take an active role in their child's education through family nights. Strategy's Expected Result/Impact: Parent and family engagement will increase by 10%. Staff Responsible for Monitoring: All Staff	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
No Progress Accomplished Continue/Modify Discontinue			

CPOC

Committee Role	Name	Position
Principal	Carmen Lozano	Principal (there is only one principal)
Teacher #1	Catherine Harley	Teacher #1
Teacher #2	Yasmin Mohammad	Teacher #2
Teacher #3	Mayra Perez	Teacher #3
Teacher #4	Alma Gallaher	Teacher #4
Teacher #5	Andrea Christie	Teacher #5
Teacher #6	Kimberly Montgomery	Teacher #6
Teacher #7	Beneranda Alvarez	Teacher #7
Teacher #8	Sydney Sudtelgte	Teacher #8
Other School Leader (Nonteaching Professional) #1	Nicole Carroll	Other School Leader (Nonteaching Professional)
Other School Leader (Nonteaching Professional) #2	Leah Trahan	Other School Leader (Nonteaching Professional)
Other School Leader (Nonteaching professional) #3	Hannah Thompson	Other School Leader (Nonteaching professional) #3
Other School Leader (Nonteaching Professional) #4	Hannah Thompson	Other School Leader (Nonteaching Professional) #4
Paraprofessional #1	Jessica Blevins	Paraprofessional #1
Paraprofessional #2	Latresha Oliver	Paraprofessional #2
Administrator (LEA) #1	Lee Carrier	Administrator (LEA) #1
Administrator (LEA) #2	Celia Gutierrez	Administrator (LEA) #2
Parent #1	Parent #1	Parent #1
Parent #2	Parent #2	Parent #2
Community Member #1	Community Member #1	Community Member #1
Community Member #2	Community Member #2	Community Member #2
Business Representative #1	Business Representative #1	Business Representative #1
Business Representative #2	Business Representative #2	Business Representative #2

Addendums

Campus	Andre'				
Strategic Plan Goal 1 Campus 5-year Targets					
	2024-25	2025-26	2026-27	2027-28	2028-29
Approaches or Above	70%	72%	74%	76%	78%
Meets or Above	42%	45%	48%	51%	54%
Masters Grade Level	19%	22%	25%	28%	31%

2024-25	Target Check
70%	Met District Strategic Target
42%	Met District Strategic Target
21%	Met District Strategic Target

The targets listed below meet minimum expectations. Campuses are responsible for meeting the CIP targets as well as state and federal accountability targets.

*Note that student groups less than 5 are masked to protect the small group privacy.

Content	Gr.	Campus	2025 Cluster	Student Group	Estimated Student Count	2024 Approaches or Above	2025 Approaches Target	2025 Approaches or Above	2024 Meets or Above	2025 Meets Target	2025 Meets or Above	2024 Masters Grade Level	2025 Masters Target	2025 Masters Grade Level
					2025									
					#									
Reading	3	Andre'	ES4	All	149	77%	80%	70%	49%	53%	44%	23%	26%	22%
Reading	3	Andre'	ES4	Hispanic	66	77%	80%	70%	51%	55%	45%	21%	24%	23%
Reading	3	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Reading	3	Andre'	ES4	Asian	15	94%	93%	67%	88%	93%	60%	44%	47%	33%
Reading	3	Andre'	ES4	African Am.	52	67%	69%	64%	28%	33%	31%	13%	15%	16%
Reading	3	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Reading	3	Andre'	ES4	White	7	94%	100%	100%	67%	71%	88%	39%	43%	*
Reading	3	Andre'	ES4	Two or More	9	*	100%	89%	*	78%	*	*	56%	*
Reading	3	Andre'	ES4	Eco. Dis.	100	73%	75%	62%	42%	45%	38%	19%	23%	17%
Reading	3	Andre'	ES4	EB	51	79%	80%	66%	53%	55%	39%	21%	24%	*
Reading	3	Andre'	ES4	At-Risk	86	67%	70%	55%	44%	45%	32%	19%	22%	13%
Reading	3	Andre'	ES4	SPED	24	56%	58%	33%	22%	25%	*	*	17%	*
Reading	4	Andre'	ES4	All	145	79%	81%	71%	46%	50%	48%	24%	30%	18%
Reading	4	Andre'	ES4	Hispanic	65	80%	82%	77%	44%	45%	52%	17%	25%	16%
Reading	4	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Reading	4	Andre'	ES4	Asian	11	83%	82%	100%	67%	73%	100%	58%	64%	*
Reading	4	Andre'	ES4	African Am.	53	78%	79%	51%	41%	49%	28%	20%	28%	13%
Reading	4	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Reading	4	Andre'	ES4	White	11	80%	82%	100%	55%	64%	78%	30%	36%	*
Reading	4	Andre'	ES4	Two or More	5	80%	80%	100%	60%	60%	*	*	40%	*
Reading	4	Andre'	ES4	Eco. Dis.	102	75%	77%	66%	40%	43%	41%	17%	20%	16%
Reading	4	Andre'	ES4	EB	37	72%	76%	73%	31%	35%	52%	*	27%	15%
Reading	4	Andre'	ES4	At-Risk	57	67%	70%	65%	26%	30%	39%	8%	11%	12%
Reading	4	Andre'	ES4	SPED	32	36%	41%	52%	*	28%	*	*	19%	*
Reading	5	Andre'	ES4	All	152	82%	85%	79%	51%	55%	61%	26%	32%	36%
Reading	5	Andre'	ES4	Hispanic	62	82%	87%	75%	53%	55%	63%	22%	26%	41%
Reading	5	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Reading	5	Andre'	ES4	Asian	12	100%	100%	100%	87%	92%	90%	67%	67%	*
Reading	5	Andre'	ES4	African Am.	58	74%	78%	83%	34%	43%	60%	20%	24%	34%
Reading	5	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Reading	5	Andre'	ES4	White	13	80%	85%	67%	70%	69%	50%	50%	54%	42%
Reading	5	Andre'	ES4	Two or More	7	100%	100%	80%	*	71%	*	*	43%	*
Reading	5	Andre'	ES4	Eco. Dis.	106	79%	80%	77%	46%	50%	58%	22%	25%	30%
Reading	5	Andre'	ES4	EB	39	83%	85%	69%	50%	54%	53%	20%	23%	31%
Reading	5	Andre'	ES4	At-Risk	81	76%	80%	72%	42%	44%	49%	18%	20%	20%
Reading	5	Andre'	ES4	SPED	21	39%	43%	43%	*	33%	24%	*	24%	*
Math	3	Andre'	ES4	All	149	65%	70%	54%	27%	33%	34%	6%	17%	8%
Math	3	Andre'	ES4	Hispanic	66	63%	65%	58%	26%	30%	35%	*	15%	*
Math	3	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Math	3	Andre'	ES4	Asian	15	81%	87%	60%	56%	60%	40%	*	33%	*

Content	Gr.	Campus	2025 Cluster	Student Group	Estimated Student Count	2024 Approaches or Above	2025 Approaches Target	2025 Approaches or Above	2024 Meets or Above	2025 Meets Target	2025 Meets or Above	2024 Masters Grade Level	2025 Masters Target	2025 Masters Grade Level
					2025									
					#									
Math	3	Andre'	ES4	African Am.	52	60%	63%	37%	15%	19%	20%	*	10%	*
Math	3	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Math	3	Andre'	ES4	White	7	72%	86%	100%	39%	43%	75%	*	14%	*
Math	3	Andre'	ES4	Two or More	9	*	100%	78%	*	78%	56%	*	56%	*
Math	3	Andre'	ES4	Eco. Dis.	100	59%	62%	45%	22%	25%	23%	6%	9%	6%
Math	3	Andre'	ES4	EB	51	58%	61%	66%	30%	33%	37%	12%	16%	*
Math	3	Andre'	ES4	At-Risk	86	51%	55%	48%	25%	28%	26%	7%	10%	*
Math	3	Andre'	ES4	SPED	24	32%	33%	30%	*	17%	*	*	8%	*
Math	4	Andre'	ES4	All	145	47%	52%	38%	28%	34%	20%	10%	17%	6%
Math	4	Andre'	ES4	Hispanic	65	50%	52%	42%	27%	32%	21%	*	15%	*
Math	4	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Math	4	Andre'	ES4	Asian	11	67%	73%	70%	50%	55%	50%	*	36%	*
Math	4	Andre'	ES4	African Am.	53	34%	38%	28%	20%	23%	11%	8%	9%	*
Math	4	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Math	4	Andre'	ES4	White	11	70%	73%	*	45%	55%	*	25%	27%	*
Math	4	Andre'	ES4	Two or More	5	*	100%	*	*	80%	*	*	60%	*
Math	4	Andre'	ES4	Eco. Dis.	102	42%	45%	34%	23%	25%	17%	8%	10%	5%
Math	4	Andre'	ES4	EB	37	38%	41%	36%	14%	16%	21%	*	11%	*
Math	4	Andre'	ES4	At-Risk	57	26%	30%	26%	12%	16%	14%	*	12%	*
Math	4	Andre'	ES4	SPED	32	21%	25%	18%	*	13%	*	*	6%	*
Math	5	Andre'	ES4	All	152	61%	67%	63%	36%	42%	40%	8%	14%	20%
Math	5	Andre'	ES4	Hispanic	62	61%	65%	63%	36%	40%	39%	6%	8%	21%
Math	5	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Math	5	Andre'	ES4	Asian	12	93%	100%	90%	80%	83%	70%	40%	42%	*
Math	5	Andre'	ES4	African Am.	58	47%	52%	62%	18%	24%	40%	*	10%	17%
Math	5	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Math	5	Andre'	ES4	White	13	70%	100%	67%	60%	77%	*	*	31%	*
Math	5	Andre'	ES4	Two or More	7	71%	100%	*	*	71%	*	*	14%	*
Math	5	Andre'	ES4	Eco. Dis.	106	53%	55%	59%	29%	32%	36%	6%	8%	17%
Math	5	Andre'	ES4	EB	39	52%	54%	56%	24%	28%	38%	11%	13%	*
Math	5	Andre'	ES4	At-Risk	81	49%	52%	52%	23%	27%	25%	6%	7%	8%
Math	5	Andre'	ES4	SPED	21	*	48%	29%	*	24%	*	*	10%	*
Science	5	Andre'	ES4	All	152	54%	58%	60%	20%	30%	21%	8%	14%	8%
Science	5	Andre'	ES4	Hispanic	62	54%	56%	63%	19%	23%	21%	7%	10%	11%
Science	5	Andre'	ES4	Am. Indian	0	*	*	*	*	*	*	*	*	*
Science	5	Andre'	ES4	Asian	12	80%	83%	80%	60%	67%	*	*	33%	*
Science	5	Andre'	ES4	African Am.	58	42%	47%	55%	*	26%	24%	*	12%	*
Science	5	Andre'	ES4	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Science	5	Andre'	ES4	White	13	80%	85%	75%	*	38%	*	*	23%	*
Science	5	Andre'	ES4	Two or More	7	*	71%	*	*	43%	*	*	14%	*
Science	5	Andre'	ES4	Eco. Dis.	106	50%	52%	57%	17%	20%	18%	5%	7%	5%
Science	5	Andre'	ES4	EB	39	41%	46%	50%	20%	23%	*	*	13%	*
Science	5	Andre'	ES4	At-Risk	81	44%	46%	51%	13%	15%	10%	4%	6%	*
Science	5	Andre'	ES4	SPED	21	*	48%	24%	*	24%	*	*	14%	*

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Standard Expectations

The following activities will no longer appear in the *District Improvement Plan* or the *Campus Improvement Plans*, since they represent practices that are expected to happen in an ongoing manner to provide instructional “standard operating procedures.”

Curriculum and Instruction

- The District provides a common curriculum for all subjects at every grade level with appropriate learning experiences based on the Texas Essential Knowledge and Skills (TEKS) and ensures that all students, no matter which campus they attend, receive the same curriculum.
- The District curriculum staff updates and revises the curriculum regularly considering teacher input, state and district assessment data, and current research and best practices. The curriculum includes scope and sequence, pacing guides, instructional resources, model lessons, and assessment items that support the content area while addressing the needs of a diverse student population.
- The District curriculum resides in Schoology, the learning management system. Schoology is used to its fullest capacity: lesson planning, resource selection, assessments, data digging, and data interpretations for instructional decisions. Teacher teams, campus administrators and district staff use Performance Matters to disaggregate assessment data using various reports that allow them to view data at a district, campus, teacher, classroom and individual level.
- Teacher teams meet weekly (the appropriate number of times using Schoology) to plan collaboratively and develop effective, relevant lessons that focus on creating classroom experiences that meet students' needs while maximizing first-time instruction and learning. These classroom experiences provide opportunities in which students
 - use technology (including but not limited to Chromebooks, online textbooks, animations/videos, simulations, reports, assessments, information graphics, probe ware, graphing calculators, programs, etc.) to support the learning of the TEKS;
 - generate and translate between multiple representations (graphs, diagrams, pictures, equations, tables, poems, advertisements, etc.);
 - develop academic language proficiency through speaking, reading, writing, and listening;
 - develop stamina to solve complex problems, read long passages and questions, and transfer knowledge to other situations and/or disciplines; and
 - have time to make sense of their learning (reflective journaling, student discourse, collaborative group work, Socratic seminars, etc.).
- The District provides and campuses follow student placement guidelines and scheduling protocols (Blue Book, Elementary Administrative Handbook, Master's Scheduler Handbook, etc.) ensuring that students are placed in the appropriate classrooms/programs and are ready and able to achieve at high levels.

Monitoring

- Campus leaders use various strategies, processes, and/or procedures to monitor the standard expectations to ensure fidelity. Examples include but are not limited to
 - review of lesson plans;
 - participation in team planning by administrators;
 - participation in data review/data dig sessions; and
 - monitor Schoology use.
- Campus leaders gather data, and coach teams and individual teachers in order to improve the impact of first-time instruction and learning.

Assessment and Data Analysis

- The District develops and campuses administer assessments (District Progress Monitors, benchmark assessments, unit tests, check points, etc.) based on the established assessment calendars.
- Teacher teams review student data from multiple sources (DPMs, benchmark assessments, unit tests, check points, etc.) and develop a response that supports and defines methods for re-teaching and re-evaluating to ensure all students learn the content.
- Each teacher reviews data at the individual student level in an effort to adjust instruction and provide support so that every student has opportunity to master the content.

2024-2025 Elementary Content Area Standard Expectations

Literacy (Reading and Writing)

- Maximize instructional time by developing, posting, and consistently following a literacy schedule.
- Teach/re-teach the reading and writing process throughout the school year and ensure that students read and write each day.
- Foundational TEKS should be taught daily through explicit and systematic instruction.
- Utilize reading and writing strategies to teach and reinforce critical TEKS (think aloud, modeling reading and writing processes in lessons, interactive read aloud with accountable talk, independent reading and writing, small group instruction, conferring, and whole group share time).
- Use varied, authentic literature as mentor texts in reading and writing.
- Allow student choice during independent reading time from classroom and digital libraries.
- Post and use anchor charts, created with students, in literacy classrooms.
- Maintain a monitoring notebook as documentation of individual student's progress observed during small group instruction and/or reading/writing conferences.
- Use varied, research-based strategies to teach revising and editing skills and apply language conventions within the context of writing.
- Use District and campus data to differentiate literacy instruction using individual conferences, small group instruction, and/or strategy group instruction.
- Integrate social studies and theater arts TEKS in literacy classes through read aloud and the reading and writing block.
- 1:1 Technology in the Language Arts classroom should provide opportunities for students to:
 - Use Chromebook devices to engage in face-to-face and digital creation and collaboration
 - Locate and access information and resources stored in different platforms such as Google Drive and Schoology
 - Communicate and share conclusions using digital tools such as Google Suite, Flipgrid, WeVideo etc.
 - Incorporate the use of digital tools such as:

▪ Google Suite	▪ Amira Suite
▪ Scholastic Literacy Pro	▪ HMH Suite
▪ Scholastic Storyworks (2 nd -5 th)	▪ Achieve 3000
▪ Boost Reading	▪ Schoology
 - Incorporate the use of technology inside the Language Arts classroom when it is the most effective and developmentally appropriate tool for the task being asked of the student
 - Utilize only after explicit and systematic instruction of literacy processes has occurred and not in place of first instruction

Mathematics

- Model and expect students to use a problem-solving process.
- Post and use classroom-created anchor charts in math classrooms.
- Facilitate fact fluency/numeracy for 10-15 minutes daily during math instruction to develop automaticity. This can be accomplished using ST Math Puzzle Talks, Number Talks, Math Talks and other content conversation and fluency routines.
 - "Procedural fluency refers to knowledge of procedures, knowledge of when and how to use them appropriately, and skill in performing them flexibly, accurately, and efficiently." NRC (2001)
 - Automaticity is fast recall of facts which seemingly appear instant.
- Use math manipulatives to help students develop concept understandings.
- Include teaching strategies and questions designed to promote higher-level thinking in lesson plans to improve first-time learning, which includes time for productive struggle.
- Use and encourage students to use precise mathematical vocabulary.
- Use Interactive Math Notebooks in 2nd-5th grade.
- Incorporate the use of small-group instruction to meet the needs of individual learners.
- Encourage student discourse/discussion including "what do you notice/wonder" and justifications.
- 1:1 Technology in the math classroom should provide opportunities for students to:
 - Use Chromebook devices to engage in digital creation and collaboration
 - Incorporate the use of digital tools such as ST Math, Gizmos, Performance Matters, Interactive Textbook, Schoology, Google Suite, etc.
 - Incorporate the use of technology inside the math classroom when it is the most effective tool for the task being asked of the student
 - Communicate and share products using digital tools such as Google Suites, WeVideo, FlipGrid, etc.
 - Use technology to discover relationships and/or make connections between representations of mathematics, beyond skills practice

Science

Teachers will develop science-literate students by creating learning opportunities using the 5E Instructional Model that engage students in scientific practices that require them to

- Ask questions, identify problems, plan and conduct classroom and field investigations to answer questions according to grade-level TEKS expectations (K-1 = 80% of the time, 2nd-3rd = 60% of the time, 4th-5th = 50% of the time).
- Use a science notebook (grades 2-5) to collect and organize data in simple graphs, tables, maps, and charts.
- Analyze data using math to derive meaning, identify patterns, and discover relationships.
- Engage in a common inquiry experience to make sense of and develop scientific concepts and vocabulary.
- Develop evidence-based explanations and communicate findings, conclusions, and proposed solutions.
- Engage respectfully in scientific discussion by listening, speaking, reading, and scientific writing.
- Incorporate the use of technology when it is the most effective tool for the task.
- 1:1 Technology in the science classroom should provide opportunities for students to:
 - Use Chromebook devices to engage in face-to-face and digital collaboration;
 - Locate and access information and resources stored in different platforms such as Google Drive and Schoology
 - Explore simulations (e.g. Explore Learning Gizmos, Interactive textbook, etc.);
 - Collect and represent data using digital tools such as digital microscopes, Google Suite, etc;
 - Communicate and share conclusions using digital tools such as; Google Suite, Flipgrid, WeVideo etc.

Elementary Physical Education/Health (K-5)

- Utilize best practices for providing skills-based instruction in elementary physical education and health
- Utilize best practices to achieve moderate to vigorous physical activity
- Differentiate teaching strategies to meet individual student needs including allowing for student choice when possible and appropriate
- Provide engaging instruction with the goal of promoting the development of lifelong health and fitness
- Utilize technology to encourage movement and physical activity as appropriate
- Utilize district curriculum resources available to teachers to provide rigorous and relevant learning experiences
- Provide the required fitness assessments for students in grades three, four, and five
- Participate in activities and events that promote school and community involvement

Elementary Music (K- 5)

- Develop the singing voice as the foundation of music learning through folk, patriotic, seasonal, and songs of diverse genres
- Provide music experiences through activities that include listening, movement, improvisation, and playing a variety of classroom pitched and unpitched instruments
- Create lessons and utilize activities that develop understanding of the elements of music such as rhythm, dynamics, melody, harmony, tone color (timbre), texture, and form
- Utilize district curriculum resources available to teachers to provide rigorous and relevant learning experiences
- Use 1:1 technology as a resource for self-exploration of topics and careers in music
- Encourage students to connect learning in music with other areas of knowledge such as math, reading, and social studies
- Participate in activities and events that promote school and community involvement

Visual Arts (K–5)

- Model and teach artistic thinking – which means prompting curiosity and asking questions to develop ideas.
- Create open-ended lessons encouraging the voice and experiences of students through creative approaches and unique solutions.
- Introduce a variety of processes/media to demonstrate skills and techniques (not solutions).
- Explore careers associated with visual culture.
- Encourage students to connect learning in art with other areas of knowledge such as math, reading, and social studies.
- Reflect on teaching practices to enhance professional development.
- Utilize the resources available to teachers including the CFISD adopted instructional materials, 1:1 technology, CFISD Benchmarks and CFISD Curriculum Standards.
- Encourage excellence by providing multiple opportunities for the students to compete in various settings including the Houston Rodeo School Art Contest, and the Texas Elementary Art Meet (TEAM contest).
- Participate in activities and events that promote school and community involvement, such as campus and districtwide art exhibits.