

Cypress-Fairbanks Independent School District

Postma Elementary School

2024-2025



Mission Statement

Equip students today to impact tomorrow

Vision

Nourishing our Roots

to always remain

Green and Growing!



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.

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: Met Objective

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: RLA: Kinder -5th grade teachers will receive Shonda Guthrie phonics training to vertically align ELAR strategies and support teachers in developing phonics instruction expertise.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialists, Testing Coordinator</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Math: Teachers will implement number talks a minimum of two times per week implementing training from Math Link in Kindergarten - 5th grade.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialists, Testing Coordinator</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Accomplished

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Science: Implement Lead4ward strategies and develop science vocabulary utilizing interactive word walls and science experiments across 2nd grade - 5th grade.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialists, Testing Coordinator</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Accomplished
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Students will receive lessons covering nutrition and fitness and will participate in fitness related events at the campus and district levels.</p> <p>Strategy's Expected Result/Impact: Improved understanding of nutrition and fitness</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: 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.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Accomplished
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: 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.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialists</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Accomplished
<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>			

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: Met Objective

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Foundational TEKS will be taught daily utilizing HMH Structured Literacy Lessons.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Accomplished	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Heggerty Phonemic Awareness Lessons are used in Kindergarten and First Grade daily.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: We will use district and campus data to differentiate literacy instruction via individual conferences, small group instruction, and/or strategy group instruction.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: We will maintain a monitoring notebook to document individual students' progress.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Some Progress	 Accomplished
<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>			

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: Met Objective

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All students will complete 30-60 minutes per week within the AMIRA program and utilize the data to inform and adjust instruction.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Foundational TEKS will be taught daily utilizing HMH Structured Literacy Lessons.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Accomplished	 Accomplished
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Heggerty Phonemic Awareness Lessons will be used in Kindergarten and First Grade daily.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: We will use district and campus data to differentiate literacy instruction via individual conferences, small group instruction, and/or strategy group instruction.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: We will maintain a monitoring notebook to document individual students' progress.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Some Progress	 Accomplished
<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>			

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: Met Objective

Strategy 1 Details	Formative Reviews		
<p>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.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Foundational TEKS will be taught daily (district-provided Curriculum).</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: We will use district and campus data to differentiate literacy instruction via individual conferences, small group instruction, and/or strategy group instruction.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
 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: Met Objective

Strategy 1 Details	Formative Reviews		
<p>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.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Math teachers will facilitate fluency activities at least 10 minutes per day within the lesson cycle.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Some Progress	 Accomplished
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Math teachers will model and expect students to use a problem-solving process.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Math teachers will incorporate small group instruction to meet the needs of individual learners.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Math teachers will track student progress using Progress Monitoring Notebook.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Some Progress	 Some Progress
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Math teachers will use math manipulatives to help students develop a concept understanding of math TEKS.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished
 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		
<p>Strategy 1: Campus Safety: The campus will use PBIS lessons to explicitly teach student behavior expectations, social skills, safety strategies and will help students to remain calm during drills by implementing the concept, "We're not scared. We're prepared!" and "If you see something, say something." In addition, the counseling team will conduct classroom guidance lessons to focus on supporting the social and emotional health of students. Each class will have weekly class meetings to review and discuss PBIS lessons, BOTB lessons, participate in restorative circles, and/or review critical social skills.</p> <p>Strategy's Expected Result/Impact: 100% of Postma students will understand behavior expectations, learn skills to build relationships with each other, and how to safely proceed during safety drills.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, and Behavior Interventionist</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Conduct Emergency Safety Drills: Fire, Evacuate (non-fire), Lockdown, Secure, Shelter (Weather), and Shelter (Hazmat) throughout the year.</p> <p>Strategy's Expected Result/Impact: 100% of Emergency Operating Procedure (EOP) safety drills will be conducted by scheduled deadlines.</p>	Formative		
	Nov	Feb	May
	 Considerable	 Accomplished	 Accomplished
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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: Exceeded Objective

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement a campus attendance action plan (including phone calls to parents, counselor support, attendance contract, incentives, etc) that supports incremental growth toward a 95% overall attendance rate.</p> <p>Strategy's Expected Result/Impact: 95% overall attendance rate</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, Campus Registrar</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement a school-wide multi-tiered framework to address patterns of non-attendance (excused and unexcused absences)</p> <p>Strategy's Expected Result/Impact: 95% overall attendance rate</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, Campus Registrar</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 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 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 judgment of teachers and administrators and on a range of behavior management techniques, including restorative practices.

Evaluation Data Sources: Discipline reports

Summative Evaluation: Exceeded Objective

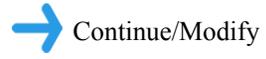
Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Violence Prevention: Teachers and students will participate in programming and monthly lessons that emphasize positive character traits. They will also engage in proactive, preventative measures aimed to teach rules, procedures, and expectations that create a positive school climate. . Semester refresher trainings by campus counselors, behavior coach and/or Assistant Principals to develop skills to support students in developing a deeper understanding of social skills, social/emotional relationships, and/or tolerance of cultural differences.</p> <p>Strategy's Expected Result/Impact: Violent Incidents will continue to be 0%</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, Behavior Interventionist</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>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. Promote social/emotional health of our students by training staff and BOTB lessons, social skills, and/or PBIS class meetings with all classes on a weekly basis. Teachers will meet monthly will assistant principals and their "Game On" teams to review the purpose of Restorative Discipline and review/discuss effective classroom management strategies with teachers.</p> <p>Strategy's Expected Result/Impact: Students will be equipped with self-management strategies.</p> <p>Staff Responsible for Monitoring: Assistant Principals, Counselors, Behavior Interventionist</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
Strategy 3 Details	Formative Reviews		
<p>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.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal(s), Campus Bullying Committee</p>	Formative		
	Nov	Feb	May
		 Considerable	 Accomplished



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 2%.

Evaluation Data Sources: Teacher/Paraprofessional Attendance Reports

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Tease out para vs professional staff attendance.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teacher/Paraprofessional Attendance: Each 9-weeks staff with perfect attendance will be recognized with a coupon booklet for perfect attendance and campus based recognition.</p> <p>Strategy's Expected Result/Impact: Teacher/paraprofessional attendance will increase by 2%.</p> <p>Staff Responsible for Monitoring: Principal, Campus Secretary</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Some Progress	 Accomplished
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teacher/Paraprofessional Attendance: Campus will support the social/emotional health of campus staff by implementing monthly celebrations for staff, such as PTO grants for teacher supplies, PTO recognition gifts/lunches/treats, weekly notes from administrative staff, Teacher Puma Cash, Admin provided lunches/treats/celebrations, Teacher of the Year campus luncheon and recognition ceremony, campus/district allowable incentives, and seeking consistent feedback from staff to address their needs.</p> <p>Strategy's Expected Result/Impact: Teacher/paraprofessional attendance will increase by 2%.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Counselors Instructional Specialists</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
<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 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, 100% of teachers and paraprofessionals will receive job targeted professional development based on identified needs.

Evaluation Data Sources: Classroom implementation of professional learning

1. Campus Walk-throughs by Instructional Specialists, APs, and Principal
2. Lesson Plan Review
3. Advertise District Quantum Learning training for teachers and paraprofessionals and provide small bits of best practices via QL.
4. Optional Restorative Circles and Class Meetings training for staff
5. Math teachers: Math Link Training for math teachers in Kindergarten - 5th grade to support Number Sense Development and deepen the understanding of the Math TEKS documented in walk-throughs and lesson plans.
6. Phonics Instruction: Phonics training by Shonda Guthrie in grades Kindergarten-5th grades. Including classroom visits, modeling of foundation skills lessons, and how to implement Heggerty Phonics Instruction during planning with all RLA teachers.
7. Instructional Specialists will train teachers on teaching students to complete individual goal setting sheets and setting class goals in order to increase in participation in classroom and individual goal setting in grades 2-5.
8. Provide training for teachers through the Instructional Specialist on the implementation of Lead4ward monitoring notes.
9. Training for Fine Arts and PE through District trainings and conference attendance.
10. Paraprofessional staff: Training on accommodations, goals, and support strategies for special education students from district and campus special education support staff.

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: High Quality Professional Development: Professional staff will participate in a book study: Powerful Teaching: Unleash the Science of Learning, Shonda Guthrie training on Phonics, implementation of AMIRA, on-going training in social skills from the APs and Behavior Coaches,</p> <p>Strategy's Expected Result/Impact: Application should be seen in teacher practice, lesson plans, and implementation in the classroom.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialist, Behavior Coach, Counselor</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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 2%.

Evaluation Data Sources: 1. Parent Survey

2. Activity sign-in sheets/records

3. Increased likes to social media accounts

4. Increase volunteer support on campus documented through PTO and Puma Pack Dads

5. Participation in Campus Wide Events such as Painting with the Principal, Daughter 6. Date Night, Games with Guys, Postma Holiday Programs, Veterans Day, and Western Day, content specific family nights.

7. Active parent attendance for parent meetings such as PTO VIPs programs, campus library trainings, Puma Pack Dads, etc.

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Parent and Family Engagement: Postma will involve parents and the Postma Community by holding family events such as Daughter Date Night, Games with Guys, Veteran's Day Program, Field Day, Curriculum Nights, Western Day, Holiday Programs, and inviting them to volunteer for a wide variety of events, including grade level field trips, library support, Spirit Shop Support, and Classroom Library logging support. We will consistently maintain a social media presence and a and monthly newsletter. Additionally Postma will host content specific nights focused on supporting academic strategies.</p> <p>Strategy's Expected Result/Impact: Parent and family engagement will increase by 5%.</p> <p>Staff Responsible for Monitoring: Administrative staff and teachers</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Accomplished
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

CPOC

Committee Role	Name	Position
Other School Leader (Non Teaching Professional)	Katrina Delany	Primary IS
Principal	Tracy Barstow	Principal (there is only one principal)
Teacher #1	Allyson Kamp	Teacher #1
Teacher #2	Dina Cantrell	Teacher #2
Teacher #3	Elisa Rodriguez	Teacher #3
Teacher #4	Jennifer Templeton	Teacher #4
Teacher #5	Teri Lynn	Teacher #5
Teacher #6	Kara Parker	Teacher #6
Teacher #7	PHEME Woods	Teacher #7
Teacher #8	Kenah Lofton	Teacher #8
Paraprofessional #1	Susan Perez	Paraprofessional #1
Paraprofessional #2	Linh Marquez	Paraprofessional #2
Other School Leader (Nonteaching Professional) #1	Michele Krimsky	Other School Leader (Nonteaching Professional) #1
Other School Leader (Nonteaching Professional) #2	Rebecca Ponder	Other School Leader (Nonteaching Professional) #2
Other School Leader (Nonteaching Professional) #3	Monique Vien	Other School Leader (Nonteaching Professional) #3
Other School Leader (Nonteaching Professional) #4	Ashley Miller	Other School Leader (Nonteaching Professional) #4
Administrator (LEA) #1	Ashley Clayburn	Administrator (LEA) #1
Administrator (LEA) #2	Carla Reid	Administrator (LEA) #2
Parent #1	Jennifer Kyriacou	Parent #1
Parent #2	Kirsten Gardner	Parent #2
Community Member #1	Jodi Smith	Community Member #1
Community Member #2	Vien Kevin	Community Member #2
Business Representative #1	Marvin Morris	Business Representative #1
Business Representative #2	Alexander Soler	Business Representative #2
Teacher #9	Kirsten Kirk	Teacher #9

Addendums

Campus Postma

Strategic Plan Goal 1 Campus 5-year Targets					
	2024-25	2025-26	2026-27	2027-28	2028-29
Approaches or Above	89%	91%	93%	95%	97%
Meets or Above	65%	68%	71%	74%	77%
Masters Grade Level	35%	38%	41%	44%	47%

2024-25	Target Check
92%	Met District Strategic Target
70%	Met District Strategic Target
43%	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	Postma	ES3	All	117	91%	92%	87%	69%	77%	59%	45%	54%	27%
Reading	3	Postma	ES3	Hispanic	40	88%	90%	82%	63%	70%	59%	35%	40%	23%
Reading	3	Postma	ES3	Am. Indian	0	*	*	*	*	*	*	*	*	*
Reading	3	Postma	ES3	Asian	20	100%	100%	89%	92%	95%	78%	73%	80%	39%
Reading	3	Postma	ES3	African Am.	36	87%	89%	89%	61%	69%	47%	40%	50%	19%
Reading	3	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Reading	3	Postma	ES3	White	15	97%	100%	93%	79%	87%	67%	48%	60%	33%
Reading	3	Postma	ES3	Two or More	6	100%	100%	*	*	83%	*	*	67%	*
Reading	3	Postma	ES3	Eco. Dis.	64	86%	90%	82%	57%	67%	49%	34%	44%	20%
Reading	3	Postma	ES3	EB	29	89%	90%	71%	58%	68%	43%	37%	48%	*
Reading	3	Postma	ES3	At-Risk	49	84%	90%	82%	52%	60%	43%	30%	41%	16%
Reading	3	Postma	ES3	SPED	19	68%	80%	65%	36%	46%	*	*	21%	*
Reading	4	Postma	ES3	All	122	92%	96%	94%	73%	80%	75%	39%	47%	42%
Reading	4	Postma	ES3	Hispanic	40	84%	90%	95%	61%	70%	77%	21%	30%	44%
Reading	4	Postma	ES3	Am. Indian	1	*	100%	*	*	100%	*	*	100%	*
Reading	4	Postma	ES3	Asian	15	93%	100%	100%	89%	93%	93%	54%	60%	50%
Reading	4	Postma	ES3	African Am.	35	92%	97%	91%	66%	77%	63%	42%	51%	23%
Reading	4	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Reading	4	Postma	ES3	White	24	97%	100%	91%	77%	88%	82%	41%	50%	59%
Reading	4	Postma	ES3	Two or More	7	100%	100%	100%	100%	100%	71%	*	71%	*
Reading	4	Postma	ES3	Eco. Dis.	55	88%	90%	94%	65%	75%	69%	29%	38%	33%
Reading	4	Postma	ES3	EB	25	76%	86%	100%	66%	76%	82%	17%	28%	*
Reading	4	Postma	ES3	At-Risk	37	84%	90%	95%	63%	73%	71%	26%	35%	26%
Reading	4	Postma	ES3	SPED	13	71%	81%	73%	43%	53%	*	*	23%	*
Reading	5	Postma	ES3	All	111	86%	93%	88%	69%	80%	76%	46%	59%	47%
Reading	5	Postma	ES3	Hispanic	28	77%	86%	75%	65%	75%	54%	38%	46%	29%
Reading	5	Postma	ES3	Am. Indian	0	*	*	*	*	*	*	*	*	*
Reading	5	Postma	ES3	Asian	22	95%	100%	100%	83%	91%	100%	71%	82%	77%
Reading	5	Postma	ES3	African Am.	28	82%	89%	81%	57%	68%	62%	29%	39%	31%
Reading	5	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Reading	5	Postma	ES3	White	29	95%	97%	97%	86%	90%	90%	62%	72%	53%
Reading	5	Postma	ES3	Two or More	4	100%	100%	*	*	75%	*	*	50%	*
Reading	5	Postma	ES3	Eco. Dis.	56	85%	90%	84%	62%	64%	68%	35%	45%	44%
Reading	5	Postma	ES3	EB	23	74%	84%	80%	56%	61%	60%	40%	52%	40%
Reading	5	Postma	ES3	At-Risk	54	76%	86%	81%	55%	61%	64%	35%	44%	38%
Reading	5	Postma	ES3	SPED	13	60%	70%	50%	*	31%	*	*	15%	*
Math	3	Postma	ES3	All	117	81%	90%	78%	52%	64%	46%	20%	33%	20%
Math	3	Postma	ES3	Hispanic	40	79%	83%	79%	45%	55%	44%	17%	28%	15%
Math	3	Postma	ES3	Am. Indian	0	*	*	*	*	*	*	*	*	*
Math	3	Postma	ES3	Asian	20	100%	100%	83%	88%	95%	61%	42%	50%	39%

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	Postma	ES3	African Am.	36	73%	86%	71%	40%	53%	34%	11%	22%	14%
Math	3	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Math	3	Postma	ES3	White	15	86%	100%	80%	55%	60%	53%	24%	33%	*
Math	3	Postma	ES3	Two or More	6	100%	100%	*	83%	100%	*	*	83%	*
Math	3	Postma	ES3	Eco. Dis.	64	74%	84%	72%	42%	50%	37%	14%	23%	13%
Math	3	Postma	ES3	EB	29	87%	90%	71%	53%	60%	43%	21%	31%	*
Math	3	Postma	ES3	At-Risk	49	71%	81%	70%	46%	55%	35%	15%	24%	16%
Math	3	Postma	ES3	SPED	19	41%	51%	53%	23%	33%	29%	*	16%	*
Math	4	Postma	ES3	All	122	83%	90%	82%	58%	66%	56%	26%	37%	28%
Math	4	Postma	ES3	Hispanic	40	72%	83%	87%	36%	53%	59%	15%	25%	23%
Math	4	Postma	ES3	Am. Indian	1	*	100%	*	*	100%	*	*	100%	*
Math	4	Postma	ES3	Asian	15	93%	100%	93%	86%	93%	86%	54%	67%	50%
Math	4	Postma	ES3	African Am.	35	79%	86%	68%	49%	54%	41%	23%	31%	18%
Math	4	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Math	4	Postma	ES3	White	24	90%	100%	86%	69%	79%	59%	26%	33%	36%
Math	4	Postma	ES3	Two or More	7	100%	100%	86%	83%	86%	*	*	71%	*
Math	4	Postma	ES3	Eco. Dis.	55	73%	80%	74%	43%	58%	49%	16%	25%	19%
Math	4	Postma	ES3	EB	25	72%	80%	94%	52%	60%	59%	*	28%	*
Math	4	Postma	ES3	At-Risk	37	71%	80%	75%	44%	54%	49%	16%	27%	23%
Math	4	Postma	ES3	SPED	13	57%	65%	45%	*	31%	*	*	15%	*
Math	5	Postma	ES3	All	111	83%	91%	83%	54%	65%	57%	20%	36%	32%
Math	5	Postma	ES3	Hispanic	28	75%	86%	71%	35%	46%	29%	10%	21%	*
Math	5	Postma	ES3	Am. Indian	0	*	*	*	*	*	*	*	*	*
Math	5	Postma	ES3	Asian	22	93%	95%	95%	78%	86%	95%	46%	55%	73%
Math	5	Postma	ES3	African Am.	28	79%	86%	72%	50%	61%	44%	*	36%	*
Math	5	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Math	5	Postma	ES3	White	29	91%	97%	93%	59%	69%	63%	23%	34%	37%
Math	5	Postma	ES3	Two or More	4	100%	100%	*	*	75%	*	*	50%	*
Math	5	Postma	ES3	Eco. Dis.	56	77%	82%	77%	46%	54%	50%	14%	23%	21%
Math	5	Postma	ES3	EB	23	74%	78%	85%	47%	57%	45%	23%	30%	25%
Math	5	Postma	ES3	At-Risk	54	71%	80%	77%	36%	46%	41%	18%	28%	23%
Math	5	Postma	ES3	SPED	13	63%	69%	50%	*	31%	*	*	15%	*
Science	5	Postma	ES3	All	111	78%	90%	84%	48%	59%	54%	22%	33%	37%
Science	5	Postma	ES3	Hispanic	28	63%	79%	75%	39%	50%	29%	14%	25%	*
Science	5	Postma	ES3	Am. Indian	0	*	*	*	*	*	*	*	*	*
Science	5	Postma	ES3	Asian	22	93%	100%	95%	63%	68%	77%	39%	45%	64%
Science	5	Postma	ES3	African Am.	28	75%	86%	73%	38%	46%	42%	17%	29%	23%
Science	5	Postma	ES3	Pac. Islander	0	*	*	*	*	*	*	*	*	*
Science	5	Postma	ES3	White	29	86%	97%	90%	59%	69%	73%	23%	34%	53%
Science	5	Postma	ES3	Two or More	4	100%	100%	*	*	75%	*	*	50%	*
Science	5	Postma	ES3	Eco. Dis.	56	73%	80%	74%	36%	46%	37%	12%	21%	23%
Science	5	Postma	ES3	EB	23	61%	71%	65%	32%	43%	30%	14%	26%	*
Science	5	Postma	ES3	At-Risk	54	65%	75%	73%	31%	41%	41%	15%	26%	27%
Science	5	Postma	ES3	SPED	13	53%	63%	60%	35%	46%	*	*	23%	*

CYPRESS-FAIRBANKS ISD

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
 - Scholastic Literacy Pro
 - Scholastic Storyworks (2nd-5th)
 - Boost Reading
 - Amira Suite
 - HMH Suite
 - Achieve 3000
 - 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.