

**Waco Independent School District**  
**Dean Highland Elementary School**  
**2020-2021 Goals/Performance Objectives/Strategies**



# Table of Contents

Goals	3
Goal 1: Increase student achievement for all student populations.	3
Goal 2: Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.	11
Goal 3: Align programs and processes designed to support high student achievement, improved teacher recruitment, and greater teacher retention.	18
Goal 4: Increase the capacity of all stakeholders to support identified student needs.	20

# Goals





**Goal 1:** Increase student achievement for all student populations.

**Performance Objective 1:** Train teachers to have an in-depth understanding of the curriculum through a deep study of the TEKS and lesson plan development.

**Evaluation Data Sources:** STAR Renaissance 360, Unit Assessment Data, STAAR Scores, Unit plans, Roadmaps, etc.

<p><b>Strategy 1:</b> Use campus instructional specialists to assist teachers in implementing effective planning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student performance on district and campus based assessments to at least 30% Meets and increase student growth to at least 75% on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Instructional Specialist Salary - Title 1 - \$180,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Train teachers to use planning protocols that align lessons to the specificity of the TEK.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student performance on district and campus based assessments to at least 30% Meets and increase student growth to at least 75% on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Schedule meetings for teachers to analyze planning documents each six weeks. Conduct meetings to support teachers with the lesson planning process and creation of effective lesson plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to attend school meetings with district and curriculum specialists to improve instruction</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Assistant Principals, Instructional Specialists</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> - Title 1 - \$10,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





<p><b>Strategy 4:</b> Support teachers with on-going professional development around creating "Know and Shows," exemplars, success criteria, and re-teach plans to strengthen instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will gain a deeper understanding of how content is aligned to state standards. Professional development in this area will give teachers a process for unpacking standards for highly tested, historically low performance TEKS.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Train teachers to write appropriately paced learning goals/objectives and formative assessments that are aligned to the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> Instruction will be distinct where it is specific and not repeated over multiple days.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialist</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 6:</b> Train teachers to use curriculum supports such as TEKS Resource System and Lead4Ward to support lesson planning.</p> <p><b>Strategy's Expected Result/Impact:</b> Lessons will be aligned to appropriate rigor levels to ensure vertically aligned instruction taught at the appropriate level of specificity.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 7:</b> Ensure 100% of Kinder and 3rd grade teachers and principals complete reading academies prior to the end of the 2021-2022 school year, as outlined in HB 3 by the 86th Texas Legislature.</p> <p><b>Strategy's Expected Result/Impact:</b> Principals and teachers will have increased knowledge in foundational reading instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 8:</b> Ensure all K-5 reading teachers attend district literacy professional development and support teachers with implementation.</p> <p><b>Strategy's Expected Result/Impact:</b> 75% of students will be able to read on grade level</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Specialists</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 9:</b> Send 1st and 2nd grade teachers to state reading academies beginning summer of 2021.</p> <p><b>Strategy's Expected Result/Impact:</b> 75% of students will increase reading Lexile levels by one grade-level.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, and Instructional Specialists</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<p><b>Strategy 10:</b> Ensure teachers and campus literacy aides receive appropriate training on the Fountas and Pinnell phonics curriculum resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Student reading levels will increase in all grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 11:</b> Revise the campus master schedule to include weekly PLC meetings for teachers and campus instructional specialists to support lesson planning and DDI.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will gain a deeper understanding of content and plan lessons that are specific to the TEK</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Assistant Principals, Instructional Specialists</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Increase student achievement for all student populations.

**Performance Objective 2:** Increase achievement for all student populations by training administrators and teachers to have a common understanding of state performance criteria.

**Evaluation Data Sources:** STAAR Test Scores, Unit Assessment data, Renaissance 360 STAR Data

<p><b>Strategy 1:</b> Campus Leadership Team Members will implement systems to support on-going review of data and accountability planning learned from the two day A-F Training provided by ESC 12.</p> <p><b>Strategy's Expected Result/Impact:</b> Administrators will increase capacity to respond to data and build systems to support student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Train teachers and campus leadership to understand the TELPAS testing system and respond to TELPAS data.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus ILT will better understand how to interpret data and create plans to support EL learners show growth and mastery of student objectives.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Conduct activities as required by TEA including the submission of a targeted improvement plan, essential action artifacts, and participation in quarterly conference calls.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved practices that yield long-term sustainable growth</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Specialists</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Increase student achievement for all student populations.





**Performance Objective 3:** Eliminate performance gaps for all student groups.

**Evaluation Data Sources:** STAAR Test Scores, Unit Assessment Data, Renaissance 360 Growth Reports

<p><b>Strategy 1:</b> Provide training and support for teachers to design lesson exemplars to assess student learning. The campus will administer unit and STAAR release tests. Teachers will compare high, medium, and low work samples to identify learning gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of tier one students will grow .</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialist, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy</b></p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Implement a campus system that is aligned to the district MTSS(RTI) system to analyze needs of at-risk students and determine appropriate interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase passing rate of STAAR scores to at least 75%, increase student growth to at least 75%</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists, Teachers, Counselors</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Comprehensive Support Strategy</b></p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Utilize tutors to provide small group instruction to close the learning gaps of identified students including sub-pops such as African-Americans, ELs, and Hispanic Students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialists</p> <p><b>Funding Sources:</b> - State Compensatory Education - \$23,000, - Title 1 - \$200</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Work with the district bilingual department to train teachers on effective classroom strategies for ELs.</p> <p><b>Strategy's Expected Result/Impact:</b> Close learning gaps and increase in STAAR scores for EL students</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Develop a campus system to review student progress and accurately place students in tier II and III interventions such as LLI.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the number of students reading on grade level</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Specialists</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 6:</b> Implement an after school/Saturday tutorial program to provide acceleration and or remediation for all students. <b>Strategy's Expected Result/Impact:</b> Increased student performance on state assessments, unit tests, and district benchmarks <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Specialists <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Employ a campus SIT teacher to provide small group instruction in mathematics. <b>Strategy's Expected Result/Impact:</b> Increased student performance on state assessments, unit tests, and district benchmarks <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists <b>Title I Schoolwide Elements:</b> 2.4, 2.6	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 8:</b> Review student needs as identified by benchmarks and district assessments to inform the purchase of aligned resources for tutoring and remediation. <b>Strategy's Expected Result/Impact:</b> Decrease of at least 25% in referrals to summer school, increase in STAAR scores to at least 75% <b>Staff Responsible for Monitoring:</b> Principals, Instructional Specialists <b>Comprehensive Support Strategy</b> <b>Funding Sources:</b> - State Compensatory Education - \$3,200, - Title 1 - \$2,000, - State Compensatory Education - \$4,900	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 9:</b> Allocate a portion of the budget to support the purchase of supplemental materials and resources. <b>Strategy's Expected Result/Impact:</b> Increase STAAR scores to at least 75% <b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialists <b>Comprehensive Support Strategy</b> <b>Funding Sources:</b> - State Compensatory Education - \$1,100	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 10:</b> Purchase and utilize technology to enhance instruction and increase student motivation. <b>Strategy's Expected Result/Impact:</b> Decrease (of at least 25%) in referrals to summer school, increase in STAAR scores to at least 75% <b>Staff Responsible for Monitoring:</b> Principals, Instructional Specialists <b>Funding Sources:</b> - State Compensatory Education - \$13,500, - Title 1 - \$6,800	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 11:</b> Allocate a portion of the budget to purchase supplies for teachers to use as supplementary materials to support Guided Reading and effective reading instruction. <b>Strategy's Expected Result/Impact:</b> Increase reading performance/student lexile levels <b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialists <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> - Title 1 - \$31,668, - State Compensatory Education - \$7,500	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>







<b>Strategy 12:</b> Implement a system for tracking student data from Renaissance 360, unit assessments, and benchmarks. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement scores to 75%, increase student growth to at least 75% on <b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialists <b>Funding Sources:</b> - Title 1 - 211.11.6399.00.107.30, - State Compensatory Education - \$3,700	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 13:</b> Implement a system to support data driven instructional practices. <b>Strategy's Expected Result/Impact:</b> Increased student achievement <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists <b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 14:</b> Develop and a system to support implementation of Action Coaching. <b>Strategy's Expected Result/Impact:</b> Teachers will receive specific action steps to improve delivery of instruction. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 15:</b> Campus leaders will explore strategies and resources for implementing culturally responsive teaching <b>Strategy's Expected Result/Impact:</b> Beginning with the summer of 2021, campus leadership will begin to provide training in the area of culturally responsive teaching as a tool to ensure lessons reflect the needs of the campus's diverse student body. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Specialists	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Increase student achievement for all student populations.

**Performance Objective 4:** Increase the number of advanced measure scores on all STAAR tests.





**Evaluation Data Sources:** STAAR results 2020

<p><b>Strategy 1:</b> Extend and enhance lessons for identified Gifted and Talented program students by grouping them in cluster classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of 5% in gifted and talented program participant performance</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialists, Advanced Academics Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Allocate time within the master schedule to increase time for GT students to work on special projects.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of 15% growth in advanced measures on all STAAR tests; increase in opportunities for higher level thinking and problem solving.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialists, Advanced Academic Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Provide high-level thinking activities for identified GT and advanced students through Chess Club, UIL training and summer Enrichment Camp.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student performance on state assessments, unit tests, and district benchmarks</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Advanced Academic Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Conduct parent workshops to provide parents with strategies to assist students with mastery of state curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase passing rate of STAAR scores to at least 75%</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Instructional Specialists, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p> <p><b>Funding Sources:</b> - Title I Parent Involvement - \$1,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Increase student achievement for all student populations.

**Performance Objective 5:** Provide transitional opportunities for students entering in Pre-Kindergarten for the 2020-2021 school year.





**Evaluation Data Sources:** 100% participation by incoming students and parents

<p><b>Strategy 1:</b> Host a Pre-K/K Parent Workshop in May during Round-Up to increase awareness of our Pre-K/K program and provide parent strategies to assist students with mastery of state curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets, Parent Survey</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselors, Instructional Specialists, Teachers</p> <p><b>Funding Sources:</b> Various supplies for the activity night and parent involvement - Title I Parent Involvement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Counselors will meet with Prekindergarten parents in May and June to prepare students and parents for the upcoming school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets, Parent Survey</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselors, Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 1:** Increase campus attendance rates to 97%.





**Evaluation Data Sources:** End of year PEIMS report will indicate increase in attendance.

<b>Strategy 1:</b> Develop a system to monitor attendance and reward classes with the highest attendance percentage for the week. <b>Strategy's Expected Result/Impact:</b> Increase attendance to 97% <b>Staff Responsible for Monitoring:</b> Principals, Attendance Clerk, Counselors ( guidance and at-risk)	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Recognize teachers with perfect attendance by awarding them with incentives. <b>Strategy's Expected Result/Impact:</b> Increase attendance to 97% <b>Staff Responsible for Monitoring:</b> Principals, Attendance Clerk	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Recognize individual students with perfect attendance through weekly drawings weekly drawings and celebrations. <b>Strategy's Expected Result/Impact:</b> Increase attendance to 97% <b>Staff Responsible for Monitoring:</b> Principals, Attendance Clerk <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Identify homeless students and provide counseling services to help with coping, social and academic success strategies. <b>Strategy's Expected Result/Impact:</b> 10% Increase in academic performance by homeless students <b>Staff Responsible for Monitoring:</b> Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 2:** Use PBIS/Champs discipline and classroom management techniques that support implementation of a school wide tiered model to prevent and address problem behavior and provide early intervening services.





**Evaluation Data Sources:** Grade-level promotion rates will increase to 90%

<b>Strategy 1:</b> Create a system with clear expectations for implementation and monitoring of campus PBIS and CHAMPS. CSF: Improve School Climate <b>Strategy's Expected Result/Impact:</b> Agendas, sign-in sheets, PEIMS Data <b>Staff Responsible for Monitoring:</b> Principals, Conscious Discipline Core Team, Behavioral Professionals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Develop a system for counselors and two full-time assistant principals to provide effective support for students. <b>Strategy's Expected Result/Impact:</b> Counselor Logs, AP Case Logs <b>Staff Responsible for Monitoring:</b> Principal, Leadership Team <b>Funding Sources:</b> behavior staff - State Compensatory Education - \$109,484	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Implement PBIS expectations for campus common including hallways, restrooms and lunch areas. All classrooms will post CHAMPS expectations in a visible location. <b>Strategy's Expected Result/Impact:</b> Student behavior in common areas will reflect campus expectations. Students and staff will feel safe. <b>Staff Responsible for Monitoring:</b> Assistant Principals, Behavior Team, Teachers, Support Staff	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Implement a system to monitor effective use of CHAMPS within each classroom. <b>Strategy's Expected Result/Impact:</b> Lower number of discipline referrals and behavior issues in the classroom. <b>Staff Responsible for Monitoring:</b> Assistant Principals, Behavior Specialist, Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Campus teachers will continue to implement Conscious Discipline strategies. Strategies include the use of Safe Places, morning greetings, and breathing techniques. <b>Strategy's Expected Result/Impact:</b> Students will feel comfortable and safe. Students will learn to self-regulate and work through stressful situations. <b>Staff Responsible for Monitoring:</b> Assistant Principals, Teachers, Support Staff, Behavior Specialist	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Create a Design Thinking team of 5th graders that will work together to work through "wicked" problems involving students. <b>Strategy's Expected Result/Impact:</b> Empower students to problem solve and work together. This will foster and encourage positive behaviors. <b>Staff Responsible for Monitoring:</b> Assistant Principals, 5th Grade Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 3:** Provide ongoing bullying prevention guidance lessons and support to teachers on identifying bullying in the classroom.





**Evaluation Data Sources:** Number of Bullying Incidents

<b>Strategy 1:</b> Counselors will teach monthly guidance lessons using the "Bullies are a Pain in the Brain" program. <b>Strategy's Expected Result/Impact:</b> Decrease incidents of bullying on campus. <b>Staff Responsible for Monitoring:</b> Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Enforce the district policy to address any threats of bullying. <b>Strategy's Expected Result/Impact:</b> Assistant Principals will follow the district guidelines for investigating all bullying complaints which includes close parent and student communication. Parents and students will feel comfortable reporting any bullying concerns. <b>Staff Responsible for Monitoring:</b> Assistant Principals, Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Counselors will begin to implement the "No Place for Hate" program. <b>Strategy's Expected Result/Impact:</b> Decreased number of discipline referrals <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 4:** Increase student participation in extracurricular committees (i.e. fine arts, physical education clubs, UIL teams).





**Evaluation Data Sources:** End of year student surveys and teacher logs will show an increase in participation in fine arts and athletic clubs, and UIL teams

<b>Strategy 1:</b> Provide extracurricular opportunities for students such as the Miracle Match Marathon, Art Museum and virtual UIL field trips. <b>Strategy's Expected Result/Impact:</b> Increase in student participation by 10% <b>Staff Responsible for Monitoring:</b> Principals, Teachers <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Provide career education awareness to students through guidance lessons.  <b>Strategy's Expected Result/Impact:</b> Counselor Lesson Plans, Career Assessments <b>Staff Responsible for Monitoring:</b> Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Provide a coordinated health program to students through the Wellness Committee.  <b>Strategy's Expected Result/Impact:</b> Lesson Plans <b>Staff Responsible for Monitoring:</b> Physical Education Teachers, Nurse	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 5:** Increase Drug Prevention Awareness with all students.

**Evaluation Data Sources:** Discipline Reports, Student Surveys

<b>Strategy 1:</b> Counselors will present Red Ribbon Week in October focusing on drug prevention and education. <b>Strategy's Expected Result/Impact:</b> Student Surveys <b>Staff Responsible for Monitoring:</b> Principal, Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 6:** Reduce expulsions, disciplinary alternative education placements (DAEP), out-of-school suspensions, and citations by 25%. The number of referrals for our African American population will decrease by 25%.

**Evaluation Data Sources:** PEIMS data will show a 25% decrease in expulsions, disciplinary alternative education placements (DAEP), out-of-school suspensions, and citations.

<p><b>Strategy 1:</b> Maintain the Conscious Discipline program to manage conflict resolution within the classroom. Purchase supplies for the Safe Place and other supporting materials.</p> <p><b>Strategy's Expected Result/Impact:</b> A 25% decrease in expulsions, disciplinary alternative education placements (DAEP), out-of-school suspensions, and citations</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Behavioral Specialist, Teachers</p> <p><b>Funding Sources:</b> Supplies - Title 1</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 2:** Create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

**Performance Objective 7:** Provide a safe and secure learning environment.

**Evaluation Data Sources:** Parent Satisfaction Surveys

<p><b>Strategy 1:</b> Create a safety response team to ensure well-being of campus faculty, staff, and students.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation of strategies to maintain safety and well being of campus faculty and staff. Campus expectations such as keeping exterior doors and posting "okay" cards in case of a lock down will be followed.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Ensure safety procedure posters are visible in every classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Safety procedures will be communicated and followed by the campus</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Ensure all exterior doors remain locked during instructional hours. Ensure teachers/leaders know safety procedures to follow such as locking interior doors and posting "okay" cards in windows in case of a lock down.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved campus safety</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Attend Texas School Safety Center threat assessment training and implement threat assessment teams to develop plans for students who may cause risk to campus safety.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved campus safety</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Provide "Stop the Bleed" training for all staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved campus safety</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Assistant Principals, School Nurse</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Align programs and processes designed to support high student achievement, improved teacher recruitment, and greater teacher retention.


**Performance Objective 1:** The campus staff retention rate will increase by at least 5%


**Evaluation Data Sources:** Comprehensive Professional Development Plan

<p><b>Strategy 1:</b> Provide staff development on T-Tess appraisal system to clarify rating categories of distinguished, accomplished, proficient, developing, and improvement needed.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in staff retention, increase of passing rate of STAAR scores to at least 75%</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Leadership Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Attend WISD Job Fair to hire highly qualified teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in staff retention. Increase of passing rate of STAAR scores to at least 75%.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Leadership Team</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Assign a mentor to each teacher new to the campus. First and second year teachers will participate in Waco ISD's SUCCEED Teacher mentoring program.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in staff retention, increase passing rate of STAAR scores to at least 75%</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Instructional Specialist</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Survey staff about professional development needs. Analyze T-TESS and walk-through data for trends to plan professional development and meet the needs of teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in staff retention, increase passing rate of STAAR scores to at least 75%</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Instructional Specialist</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Leadership team members will attend professional development to increase effective leadership and improve instructional practices on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in staff satisfaction on employee survey, increase passing rate of STAAR scores to at least 75% in index one</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Leadership Team</p> <p><b>Funding Sources:</b> - Title 1 - 211.23.6411.00.107.30.00 - \$5,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 6:</b> Utilize the Peppy People Committee to organize monthly staff climate activities such as pot luck lunches, spirit days, and birthday recognitions. <b>Strategy's Expected Result/Impact:</b> Improve campus climate surveys <b>Staff Responsible for Monitoring:</b> Counselors <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**Goal 4:** Increase the capacity of all stakeholders to support identified student needs.

**Performance Objective 1:** Increase teacher effectiveness in the classroom through training as evidenced by at least 60% of staffing being rated at least proficient in T-TESS appraisals.

**Evaluation Data Sources:** T-TESS Appraisals, Professional Development Records

<b>Strategy 1:</b> Provide training to teachers on effective Tier One teaching strategies. <b>Strategy's Expected Result/Impact:</b> An increase in academic performance by 20% <b>Staff Responsible for Monitoring:</b> Principal, Instructional Specialist <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> - State Compensatory Education - 199.11.6329.00.107.30.000 - \$1,048.40, - State Compensatory Education - \$3,200	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Tier teachers for action coaching then provide job embedded professional development to increase instructional effectiveness. <b>Strategy's Expected Result/Impact:</b> The number of students meeting state standards will increase. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, and Instructional Specialists	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Train teachers to Implement a system to monitor teacher action steps and their growth. <b>Strategy's Expected Result/Impact:</b> The number of students meeting state standards will increase. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, and Instructional Specialists	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				