

Waco Independent School District
Lake Air Montessori Elementary School
2020-2021 Goals/Performance Objectives/Strategies



Mission Statement

Lake Air Montessori, Professional Development Magnet School, is built on the Montessori philosophy that fosters curiosity, creativity, and critical thinking. At Lake Air Montessori, teachers and staff, as well as clinical teachers and staff, through our partnership with Tarleton State University, follow students' individual needs to achieve academic excellence and to become competent and responsible life-long learners who respect themselves, others, and their environment.

Vision

Lake Air Montessori offers an enlightening and nurturing Montessori environment to educate and support each individual child in building a foundation for life-long learning.

Core Beliefs

Core Beliefs

The core functions of Professional Development Schools are:

1. Enriched student learning
2. Field-based pre-service educator preparation
3. Sustained professional development
4. Inquiry/Action research to support "best practices" in classrooms

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Goals

Goal 1: Increase the achievement of all student groups.

Performance Objective 1: Systemize processes, procedures, and instructional services for students in special programs to ensure state and federal compliance and increased student achievement.





Evaluation Data Sources: STAAR Data, Student Achievement Data, TELPAS Results, Special Education Manual, 504 State and Federal Guidelines

Strategy 1: Use Branching Minds to identify, tier, write individualized student learning plans, and progress monitor students for reading, math, writing and behavior prioritizing students who previously failed STAAR or are at-risk. Strategy's Expected Result/Impact: Individualized intervention learning plans result in increased student achievement Staff Responsible for Monitoring: Principal, Counselors, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.6	Reviews			
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Strategy 2: Increase the number of teachers that are ESL certified. Strategy's Expected Result/Impact: ESL students appropriately served and supported by certified teachers Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.4 - ESF Levers: Lever 5: Effective Instruction	Reviews			
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Strategy 3: Encourage and promote student participation in the Duke TIP 7th grade program. Strategy's Expected Result/Impact: Increase numbers of students taking college entrance exams Staff Responsible for Monitoring: Assistant Principals, Counselors Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college	Reviews			
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Goal 1: Increase the achievement of all student groups.

Performance Objective 2: Increase the number of students reading on grade level in grades 1-5 by 3% as measured by the Fountas and Pinnell Program. In grades 3rd through 8th, Renaissance scores will show growth of 5%. TAPR data will show a decrease in achievement gaps of special subpopulations by 5%.





Evaluation Data Sources: STAAR Scores, Assessment Data, Intervention Data/Branching Minds

<p>Strategy 1: Attend ESC 12 Effective Schools Framework professional development Training for LAMM Targeted Improvement Plan, providing entire staff with the understanding of the A-F accountability system and campus targeted goals.</p> <p>Strategy's Expected Result/Impact: Increased number of students moving from "Approaches" to "Meets" and "Masters," campus moving from an Improvement Required "D" rating, to a "C"</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
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<p>Strategy 2: Review unit and benchmark assessment data with teacher teams, discussing the percentage of students at "Approaches," "Meets," and "Masters" performance levels and the number of points or loss of points for individual students in regards to growth. (Data Driven Instruction Meetings)</p> <p>Strategy's Expected Result/Impact: Growth in all student groups from "approaches" to "meets" and "masters"</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4</p>	Reviews			
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<p>Strategy 3: Use one full time SIT teacher and another half-time SIT teacher to provide Tier II and III interventions. Utilize reading tutors for grades third through seventh, and Tarleton State University tutors for interventions in various tested areas based on data. Provide Saturday tutorials for students designated in need of support to show growth.</p> <p>Strategy's Expected Result/Impact: Increase in performance for Tier II, Tier III, and SPED/504 populations</p> <p>Staff Responsible for Monitoring: Instructional Coach, PDS Coordinator, Principals, SIT Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - Additional Targeted Support Strategy</p> <p>Funding Sources: - Title 1 - \$1,400</p>	Reviews			
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Goal 1: Increase the achievement of all student groups.

Performance Objective 3: Use monthly PLC meetings to collaborate and plan for AVID and College and Career Readiness strategies including student access and ways to improve the rigor of instruction at each grade level.

Evaluation Data Sources: PLC Minutes, STAAR Data





<p>Strategy 1: Establish routine meetings with campus staff to progress monitor student achievement and attendance to respond to multi-tiered support for students. Strategy's Expected Result/Impact: Strengthen culture of support and routines through clear expectations Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach, PEIMS Clerk Title I Schoolwide Elements: 2.6</p>	Reviews			
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<p>Strategy 2: Develop and/or strengthen transition plans from middle to high school that will promote graduation starting in Primary classes emphasizing students' graduation year and post secondary opportunities. Strategy's Expected Result/Impact: Parents informed of resources and supports appropriate to ensure post secondary success; Individualized transition plans in place as students enter high school Staff Responsible for Monitoring: Counselors Title I Schoolwide Elements: 3.2</p>	Reviews			
	Formative			Summative
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Goal 2: Implement teacher recruitment and retention strategies.

Performance Objective 1: Develop and implement a professional development plan to support increased student achievement.

Evaluation Data Sources: Professional Development Plan, Sign-In Sheets, Session Survey Results, TTESS Results

<p>Strategy 1: Plan and implement professional development focused on Data Driven Instruction. Ensure that the instructional leadership team members are available for teachers for Data Driven Instructional Planning and in class instructional support.</p> <p>Strategy's Expected Result/Impact: Schedule for DDI training and campus implementation plans support increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
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<p>Strategy 2: Ensure all campus administrators attend professional development on Action Coaching to increase the effectiveness of observation and feedback.</p> <p>Strategy's Expected Result/Impact: Coaching script using the "See It, Name It, Do It" process and coaching protocols to increase effectiveness of feedback given to teachers result in increased student achievement</p> <p>Staff Responsible for Monitoring: Principal</p>	Reviews			
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<p>Strategy 3: Ensure 100% of K-3 teachers complete the Texas Reading Academy prior to the start of school year 2021-2022, as outlined in HB3 by the 86th Texas Legislature 2019.</p> <p>Strategy's Expected Result/Impact: Teachers and principal have increased knowledge and skills in the science of reading instruction</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Implement lesson planning processes and protocols.</p> <p>Strategy's Expected Result/Impact: Creation of aligned lesson plans that include objectives, aligned formative checks, and re-teach plans to support effective tier 1 instruction</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
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<p>Strategy 5: Ensure teachers have an understanding of the A-F rating system by providing TAPR data reviews to identify targeted goals for improvement.</p> <p>Strategy's Expected Result/Impact: Targeted specific goals focused on growth for every student</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
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Strategy 6: Differentiate PD for new and experienced teachers. Strategy's Expected Result/Impact: Improvement in overall Tier 1 instruction Staff Responsible for Monitoring: Instructional Specialist, Assistant Principals	Reviews			
	Formative			Summative
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Goal 2: Implement teacher recruitment and retention strategies.


Performance Objective 2: Improve teacher retention and attendance.

Evaluation Data Sources: Attendance rates, DBA Scores, STAAR scores, Data evaluation in PLCs, Comprehensive Professional Development Plan, Staff Retention Data.

<p>Strategy 1: Provide coaching to all new teachers, and those with less than three years of Montessori experience. in Montessori methods and curriculum. Improve assignments of campus and district mentors to specifically support 0-3 year teachers. Provide teachers with AVID PD including local training, faculty meetings and AVID Summer Institute 2021.</p> <p>Strategy's Expected Result/Impact: New teachers, 0-3 years experience, will complete Montessori certification; Completion of AVID Summer Institute; Teacher feedback/survey reflecting increase in desired PD; Instructional support resulting in 10% increase in attendance and a 10% decrease in teacher turnover rate</p> <p>Staff Responsible for Monitoring: Principals, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Funding Sources: - State Compensatory Education - \$7,200</p>	Reviews			
	Formative			Summative
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<p>Strategy 2: Attend Montessori and curriculum conferences, disseminating information as needed to faculty.</p> <p>Strategy's Expected Result/Impact: Increased use of Montessori curriculum and materials</p> <p>Staff Responsible for Monitoring: Principals, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals</p>	Reviews			
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<p>Strategy 3: Increase use of technology, software, programs, consumables, and maker space materials to support instruction, intervention, and creativity. Provide parent and teacher technology training, and regularly encourage use.</p> <p>Strategy's Expected Result/Impact: Growth in DBA and interim assessments; Increased student performance across all populations by 5%</p> <p>Staff Responsible for Monitoring: Instructional Coach, Supplemental Instruction Teachers, Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>Funding Sources: Brain Pop - State Compensatory Education - \$1,550</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Implement and continue growth of our PDS partnership with Tarleton State University.</p> <p>Strategy's Expected Result/Impact: Increase of clinical teachers, and tutor availability provided by TSU</p> <p>Staff Responsible for Monitoring: PDS Coordinator, Principals, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Funding Sources: - State Compensatory Education - \$300</p>	Reviews			
	Formative			Summative
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<p>Strategy 5: Analyze current teacher/staff appreciation activities for effectiveness.</p> <p>Strategy's Expected Result/Impact: Recommendations for effective and cost efficient teacher appreciation activities or gestures</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, Instructional Specialist</p>	Reviews			
	Formative			Summative
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 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 3: Increase the capacity of all stakeholders to support identified student needs and campus goals.

Performance Objective 1: Develop teachers and staff capacity to serve student needs while working as a team to advance the goals of the campus.

Evaluation Data Sources: Student Achievement Data, Staff Surveys





<p>Strategy 1: Ensure campus leadership learns and implements the Data Driven Instructional and Action Coaching processes to increase student achievement and develop teacher capacity.</p> <p>Strategy's Expected Result/Impact: Increased student achievement; Increased observation and feedback, resulting in improved tier one instruction</p> <p>Staff Responsible for Monitoring: Principal</p>	Reviews			
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<p>Strategy 2: Teachers will attend DDI meetings and Action Coaching sessions to increase rigor of instruction.</p> <p>Strategy's Expected Result/Impact: Improved tier one instruction resulting in increased growth measure</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coach, Assistant Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Ensure correct PEIMS coding for special education.</p> <p>Strategy's Expected Result/Impact: Special education students will be served appropriately</p> <p>Staff Responsible for Monitoring: Principal, PEIMS Staff</p> <p>Title I Schoolwide Elements: 2.6</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Implement a goal setting structure for non-teaching staff, including administrators.</p> <p>Strategy's Expected Result/Impact: Employee goals are communicated and followed up on to improve employee performance</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
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<p>Strategy 5: Use Design Thinking strategies and mindsets to recruit highly qualified staff and identify solutions to improve retention rates.</p> <p>Strategy's Expected Result/Impact: Strategies/plan developed and/or refined to recruit, induct and retain highly qualified staff</p> <p>Staff Responsible for Monitoring: Campus Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
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Strategy 6: Ensure administrators and Instructional Coach review student achievement data to determine impact of interventions. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal, Instructional Coach Title I Schoolwide Elements: 2.4, 2.6	Reviews			
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Strategy 7: Monitor implementation and refine current MTSS processes and interventions K-12, with a focus on the selection criteria of students to be served in interventions. Strategy's Expected Result/Impact: Increased student achievement: Clear RTI systems implemented with fidelity Staff Responsible for Monitoring: 504, Dyslexia, RTI Coordinators Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math	Reviews			
	Formative			Summative
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Strategy 8: Implement Renaissance as a universal screener, analyzing data and using it to inform action plans. Strategy's Expected Result/Impact: Establish a base line of student achievement data to determine student progress and growth toward STAAR and measure growth over time Staff Responsible for Monitoring: Administration, Instructional Coach/Counselors	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Increase the capacity of all stakeholders to support identified student needs and campus goals.

Performance Objective 2: Engage with parents, community members and business partners.

Evaluation Data Sources: Records of Engagement Activities, Sign-In Sheets, Monday Memo (weekly newsletter)





<p>Strategy 1: Designate special community and parent involvement nights that feature student creations using non-paper mediums. (i.e., "Wall to Wall Art Night")</p> <p>Strategy's Expected Result/Impact: Increased parent involvement; Collaboration and integration of Fine Arts and core instruction</p> <p>Staff Responsible for Monitoring: P.I. Coordinator, Fine Arts Teachers, Instructional Coach</p> <p>Title I Schoolwide Elements: 2.5, 3.2</p> <p>Funding Sources: - Title I Parent Involvement - \$400</p>	Reviews			
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<p>Strategy 2: Invite parents, community members, and business partners to participate in campus planning activities including but not limited to the Campus Decision Making Committee, Familias de LAMM, PTA, and Adopt a School Partners.</p> <p>Strategy's Expected Result/Impact: Increased awareness of campus needs to effectively educate students at Lake Air Montessori</p> <p>Staff Responsible for Monitoring: Principal, Parent Involvement Coordinator, Adopt a School Coordinator</p> <p>Title I Schoolwide Elements: 3.2</p>	Reviews			
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<p>Strategy 3: Create and communicate to families through newsletters, campus activity calendars, and family engagement events.</p> <p>Strategy's Expected Result/Impact: Minimum of two family engagement opportunities per semester</p> <p>Staff Responsible for Monitoring: Parent Involvement Coordinator, Assistant Principal</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Create and sustain a safe and supportive learning 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: Implement strategies to support the safety and well-being of students.

Evaluation Data Sources: Training, sign-in sheets, professional development calendar, and number and type of anonymous reports

<p>Strategy 1: Ensure LAMM leaders are trained on the implementation of threat assessment, assemble a campus threat assessment team, and use the Texas School Safety Center as a resource as needed to ensure the effectiveness of processes to support students.</p> <p>Strategy's Expected Result/Impact: Threat assessment team is formed and trained to increase campus security and safety</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p>	Reviews			
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<p>Strategy 2: Provide training to staff on identification of student mental health needs with partners such as V.O.I.C.E., Inc. and other community resources.</p> <p>Strategy's Expected Result/Impact: Consistent research-based protocol to identify students in immediate danger of harming self or others</p> <p>Staff Responsible for Monitoring: Counselors</p>	Reviews			
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<p>Strategy 3: Ensure updated safety procedure posters are displayed in every classroom.</p> <p>Strategy's Expected Result/Impact: All students and staff are aware of procedures in case of an emergency</p> <p>Staff Responsible for Monitoring: Assistant Principal</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Identify campus safety committee members and conduct regular meetings to review safety protocols.</p> <p>Strategy's Expected Result/Impact: Campus leadership and staff are prepared and informed on action plans/procedures to increase campus safety</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
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<p>Strategy 5: Ensure compliance with Safe Schools and Stop the Bleeding training.</p> <p>Strategy's Expected Result/Impact: Staff is prepared/trained on up to date policies and procedures concerning campus safety and emergency situations</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p>	Reviews			
	Formative			Summative
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<p>Strategy 6: Conduct safety drills as required by state and district standards, as well as review campus emergency plans with staff members annually.</p> <p>Strategy's Expected Result/Impact: Staff is prepared/trained on up to date policies and procedures concerning campus safety and emergency situations</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p>	Reviews			
	Formative			Summative
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Strategy 7: Ensure doors are updated with ability to lock and secure all classroom doors and other areas. Strategy's Expected Result/Impact: Increased safety Staff Responsible for Monitoring: Principal, Assistant Principal	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Create and sustain a safe and supportive learning 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: Increase stakeholder engagement across all populations by 10%.

Evaluation Data Sources: Sign-In Sheets, Parent Surveys, Parent/Teacher Conferences Logs, "Adopt-A-School" Meetings, Community Collaboration

<p>Strategy 1: Involve parents in the development of our Parent Involvement Policy, Home-School Compact, educational manipulatives, communication tools such as daily planners, take-home folders, Monday Memo, and Facebook and Twitter pages to ensure daily communication is taking place.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement; Feedback for campus improvement; Increased Student Achievement</p> <p>Staff Responsible for Monitoring: Parent Involvement Coordinator, Principals, Campus Counselors</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - TEA Priorities: Improve low-performing schools</p> <p>Funding Sources: - Title I Parent Involvement - \$600</p>	Reviews			
	Formative			Summative
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<p>Strategy 2: Provide a parent center to conduct face-to-face meetings, providing adequate technology and books to educate parents about the Montessori curriculum and other campus programs.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement at LAMM</p> <p>Staff Responsible for Monitoring: Principal, Parent Involvement Coordinator</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Involve clinical teachers in Parent Nights to inform our parents about PDS partnership.</p> <p>Strategy's Expected Result/Impact: Increased parent participation; Increased parent input on campus improvement; Increased student achievement</p> <p>Staff Responsible for Monitoring: Principals, Counselors, Instructional Coaches, TSU/PDS Faculty and Staff</p> <p>Title I Schoolwide Elements: 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p> <p>Funding Sources: - Title I Parent Involvement - \$1,125</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Continue to host and grow the campus Career Fair to assist students in finding career and higher education interests.</p> <p>Strategy's Expected Result/Impact: Student improvement identified in Branching Minds; Decrease in referral rates by 5%; Counseling logs identifying student needs</p> <p>Staff Responsible for Monitoring: Counselors, Behavior Interventionist, RTI/At-Risk Coordinator</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools</p> <p>Funding Sources: - Title 1 - \$3,700</p>	Reviews			
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Strategy 5: Plan and conduct Science and History Fairs.

Strategy's Expected Result/Impact: Students successfully compete at local and advanced levels

Staff Responsible for Monitoring: Principal

Instructional Coach


Science and Social Studies Teachers


Title I Schoolwide Elements: 2.4, 2.5

Funding Sources: - Title 1

Reviews			
Formative			Summative
Nov	Jan	Mar	June

 0% No Progress

 100% Accomplished

 Continue/Modify

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