

Waco Independent School District
Provident Heights Elementary School
2020-2021 Goals/Performance Objectives/Strategies



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Goals

Goal 1: Increase student achievement.

Performance Objective 1: By June 2021, STAAR results will increase by the following:

Incoming 3rd Graders will score at least 65% on the STAAR Math and Reading test.





Increase 4th grade reading from 69 % to 75 % and math from 79% to 85%.

Increase 5th Grade reading from 64% to 70% and math from 70% to 75%.

70% of K, 1st, and 2nd grade students will show one year's growth on Reading Renaissance and in BAS reading levels.

Evaluation Data Sources: 2021 STAAR Results, TAPR, Eduphoria Reports, Renaissance Reading, and BAS Reading Reports

<p>Strategy 1: Provide targeted interventions for at risk students in reading, math, writing, and science using blended learning during the school day and outside the school day (Saturday school), using tutors, Instructional Specialist, teachers, Student Intervention Teacher, paraprofessionals, and volunteers.</p> <p>Strategy's Expected Result/Impact: Improved performance on district and campus assessments (see performance objective above).</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Funding Sources: Tutors - State Compensatory Education - \$12,500, IS and SIT - Title 1 - \$91,796, Tutors - Title 1 - \$25,000, Instructional Aide - State Compensatory Education - \$27,092</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Celebrate and recognize students who show growth or meet Accelerated Reader (AR) goals.</p> <p>Strategy's Expected Result/Impact: Student growth as measured on student reports on AR, AR logs, and student data folders.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide students with research-based materials/equipment to improve reading achievement while incorporating other content areas such as science, social studies, math, and writing.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Funding Sources: - Title 1 - \$2,928, - State Compensatory Education - \$7,500, - State Compensatory Education - \$14,350</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Implement in-depth data analysis meetings from online/paper assessments from the campus, district, and state.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 5: Provide data binders so that students can monitor their progress using multiple sources of data including personal goal setting, progress reports, district assessments, and Renaissance data.</p> <p>Strategy's Expected Result/Impact: At least 3% increase on weekly/monthly progress monitoring.</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Classroom Teachers</p> <p>Funding Sources: - State Compensatory Education - \$600</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Purchase computers, iPads, equipment, and licenses to increase student achievement of at risk-students. Repair broken iPads and laptops as needed so that students' access to technology is not interrupted. Plan two technology fairs to showcase project-based learning.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets indicate parent attendance and student participation.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Funding Sources: - State Compensatory Education - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 7: Fund Project Manager for Communities In Schools to provide family and student support/mentoring.</p> <p>Strategy's Expected Result/Impact: Identified CIS students will show an increase of 3% on district and campus assessments.</p> <p>Staff Responsible for Monitoring: Principal, CIS Program Manager</p> <p>Funding Sources: Contracted Services - State Compensatory Education - 199.61.6299.00.121.30.000 - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 8: Teachers will develop effective lessons that use state standards and student data that result in aligned and rigorous TIER 1 and reteach lessons.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Increase student achievement.


Performance Objective 2: Support 1 year of growth in reading and math for special populations.

Evaluation Data Sources: STAAR Data, Reading Renaissance Data

<p>Strategy 1: Identify students who qualify for the 5th grade Duke Talent Search. Strategy's Expected Result/Impact: Identify and celebrate elementary scholars, encouraging them to continue to advance their academic achievement. Staff Responsible for Monitoring: Principal, GT Specialist Title I Schoolwide Elements: 2.5</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Build confidence in students who are taking the TELPAS assessment through oral language development and practice with headphones and oral speech. Strategy's Expected Result/Impact: Improved performance on TELPAS assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Classroom Teachers Title I Schoolwide Elements: 2.4</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide Leveled Literacy Intervention (LLI) and support for struggling English Learners and special education students below grade level in reading according to campus reading level data. Strategy's Expected Result/Impact: Improved performance on campus and district assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Create and implement a DDI schedule that targets analyzing data for each sub pop. Strategy's Expected Result/Impact: Improve performance for all sub pops on campus and district assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Utilize action coaching to support the teaching and learning of special populations. Strategy's Expected Result/Impact: Improved performance on campus and district assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Develop effective lesson plans that incorporate language objectives and special education accommodations. Strategy's Expected Result/Impact: Increased teacher understanding of how to effectively meet the needs of all student populations. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 1: Increase student achievement.

Performance Objective 3: Increase percentage of all grade 3-5 students (including African American students) scoring at "Meets Grade Level" or above on STAAR Reading and STAAR Math. In reading, overall students will increase from 78% in 2019 to 80% in 2021. In math, overall students will increase from 78% in 2019 to 80% in 2021. In reading, African American students will increase from 55% in 2019 to 60% in 2021. In math, African American students will increase from 71% in 2019 to 75% in 2021. Student academic growth score for all students in both subjects (reading & math) will increase from 82 to 85. Student academic growth score for African American students in both subjects (reading & math) will increase from 76 to 80.





Evaluation Data Sources: STAAR Scores

Strategy 1: Build foundational math fact skills to improve numerical fluency through daily exercises and weekly assessments. Strategy's Expected Result/Impact: Campus and district assessment data will improve. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Increase the opportunities for problem-solving, critical thinking, and creativity through continued implementation of technology integrated lessons. Strategy's Expected Result/Impact: Campus and district assessment data will improve. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Conduct a book study over Gloria Gladson Billings' book, "The Dream Keepers." Strategy's Expected Result/Impact: Increase teachers' understanding of meeting the needs of African American students. Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.5	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Study and analyze African American subgroup data in data analysis meetings. Strategy's Expected Result/Impact: African American students will show an increase of at least 3% on campus and district assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5: Develop effective plans for TIER 1 instruction and reteach lessons with follow-up structures for accountability. Strategy's Expected Result/Impact: Improved performance on campus and district assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Build the capacity of all employees to support campus goals.

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





Evaluation Data Sources: Sign-In Sheets, Increased Knowledge and Skills of Effective Instructional Strategies, T-TESS Results

<p>Strategy 1: Plan and implement professional development on Data-Driven Instruction to improve student achievement. Strategy's Expected Result/Impact: Improved performance on campus, district, and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Plan and implement Action Coaching to increase the effectiveness of observation and feedback. Strategy's Expected Result/Impact: Coaching scripts using the See It, Name It, Do It coaching protocols will improve teaching effectiveness in the management and rigor trajectory. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.4</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Ensure teachers have an understanding of the lesson planning process. Strategy's Expected Result/Impact: Improved TIER 1 instruction will result in stronger achievement and growth outcomes for students. Staff Responsible for Monitoring: Instructional Specialist Title I Schoolwide Elements: 2.5</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Ensure 100% of K-3 teachers and school leaders complete state mandated Reading Academies throughout the 2021-2022 school year. Strategy's Expected Result/Impact: Teachers and principals have increased knowledge and skills in the science of reading instruction that results in an increased number of students reading on grade level by grade 3. Staff Responsible for Monitoring: Principal, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Build the capacity of all employees to support campus goals.

Performance Objective 2: Understand state methodology and requirements for accountability to improve campus A-F rating.





Evaluation Data Sources: A-F Ratings

Strategy 1: Attend ESC 12 training to better understand A-F accountability system and clarify misconceptions. Strategy's Expected Result/Impact: Leaders/teachers have a clear understanding of accountability system and use knowledge to identify areas to leverage improvement in student achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Review campus data by Approaches, Meets, and Masters with grade level teams to identify areas for improvement. Strategy's Expected Result/Impact: Teachers understand data in new A-F system and use it to inform their instructional focus for increased student achievement results. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Implement strategies to support teacher induction, retention, and appreciation.

Performance Objective 1: Maintain current teacher retention rates (currently 98%).





Evaluation Data Sources: Walkthrough Reports, Lesson Plans

Strategy 1: Assign first year teachers a mentor through the WISD mentor program. Strategy's Expected Result/Impact: Retention rates of first year teachers will increase. Staff Responsible for Monitoring: Principal, Trained Mentors, First Year Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Use the Design Thinking framework to identify strategies to improve teacher retention. Strategy's Expected Result/Impact: Teacher retention rates will increase by 2%. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Nurture and develop relationships with all teachers. Strategy's Expected Result/Impact: A positive work environment where teachers feel safe, appreciated, and acknowledged. Staff Responsible for Monitoring: Principal, Assistant Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Provide time during weekly PLC meetings to work with the Instructional Specialist and district coaches to develop pedagogy and instructional content knowledge. Strategy's Expected Result/Impact: 50% of all students will be reading on grade level by the end of the year. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Create and sustain a safe and supportive learning environment.

Performance Objective 1: Decrease discipline referrals to ISS, OSS, and alternative school by 10% for the 2020-2021 school year.





Evaluation Data Sources: TEAMS Discipline Data Reports

<p>Strategy 1: Conduct lessons on anti-bullying and digital citizenship for all grades PK-5. Strategy's Expected Result/Impact: Reduction in behavior referrals by 5% as evidenced by the 6 weeks discipline reports and decrease assignment to ISS by 10%. Staff Responsible for Monitoring: Counselor, Assistant Principal</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Fund RESET teacher, RESET aides, and behavior aides to reduce behavior incidents and increase learning time for all students. Strategy's Expected Result/Impact: Reduction in behavior referrals by 5% as evidenced by the 6 weeks discipline reports and decrease assignment to ISS by 10%. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Funding Sources: - State Compensatory Education - \$111,908</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide resources for the behavior team to plan and provide professional development on positive behavior interventions using Conscious Discipline, Champs, First Step Next, and PBIS. Strategy's Expected Result/Impact: Walkthrough evidence of Conscious Discipline and PBIS components throughout the building. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Funding Sources: - State Compensatory Education - \$1,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Serve on the district Behavior Systems Committee and provide input to support better alignment of behavioral programs. Strategy's Expected Result/Impact: Alignment of district behavioral programs and systems. Staff Responsible for Monitoring: Assistant Principal</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Participate in the No Place For Hate program and and implement schoolwide activities in 2020-2021. Strategy's Expected Result/Impact: Greater respect of individual differences will be evident amongst students. Staff Responsible for Monitoring: Assistant Principal, RESET Teacher, Counselor</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Create and sustain a safe and supportive learning environment.

Performance Objective 2: Increase attendance from 95.89% to 96.75%.





Evaluation Data Sources: ADA Reports

Strategy 1: Call students with 3 or more unexcused absences and follow up with parent conferences. Strategy's Expected Result/Impact: Student average daily attendance exceeds 96.75% Staff Responsible for Monitoring: PCL, PEIMS Clerk, Assistant Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Create and sustain a safe and supportive learning environment.

Performance Objective 3: Implement procedures and processes to ensure safety of students and staff.





Evaluation Data Sources: Drill Logs, Posters in Classrooms, Number and Type of Safety Issues

Strategy 1: All staff participate in Stop the Bleed training. Strategy's Expected Result/Impact: Staff increase their understanding for handling emergency situations involving wounds and bleeding. Staff Responsible for Monitoring: Principal, Nurse	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Attend a threat assessment professional development session provided by the Texas School Safety Center and identify members for campus threat assessment team. Strategy's Expected Result/Impact: Campus administrators will have an understanding of how to handle threats and keep the campus safe. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Engage families and community members to support campus goals and increase student achievement.

Performance Objective 1: Increase parent/community engagement and participation rates by 5%.





Evaluation Data Sources: Sign-In Sheets, Student Projects, Student Surveys

Strategy 1: Host campus-wide College and Career Days by having all students and staff wear college t-shirts and invite community speakers to discuss different careers. Strategy's Expected Result/Impact: Increase stakeholder engagement and participation by 5%. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Offer students additional opportunities to participate in UIL events. Strategy's Expected Result/Impact: Increase participation rate for UIL activities by 5%. Staff Responsible for Monitoring: Principal, Assistant Principal, GT Teacher	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Engage families and community members to support campus goals and increase student achievement.

Performance Objective 2: Increase parent satisfaction rates on parent surveys by 5%.





Evaluation Data Sources: Sign-In Sheets and Agendas, Campus Facebook, Newsletter, School Messenger Log

Strategy 1: Host at least three family academic events throughout the school year that focus on improving student achievement and performance. Strategy's Expected Result/Impact: Student academic performance will increase. Staff Responsible for Monitoring: Principal, Assistant Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Purchase take-home and homework folders for all students to improve communication between school and home. Strategy's Expected Result/Impact: Improved communication between parents/guardians and the school. Staff Responsible for Monitoring: Principal, Secretary Funding Sources: - Title 1 - \$1,000	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Mail information to parents as needed. Strategy's Expected Result/Impact: Improved communication between parents/guardians and the school. Staff Responsible for Monitoring: Principal Funding Sources: - State Compensatory Education - \$100	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Identify and implement strategies to reduce the district's dropout rate.

Performance Objective 1: Ensure students are aware and have an understanding of the importance of high school graduation.

Evaluation Data Sources: Campus Goals, Graduation Rates

Strategy 1: Develop a culture of language around graduation, including graduation years. Strategy's Expected Result/Impact: Increase students' awareness on the importance of high school graduation. Staff Responsible for Monitoring: Principal, Assistant Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				