

Waco Independent School District

South Waco Elementary School

2020-2021 Goals/Performance Objectives/Strategies



Mission Statement

South Waco Elementary will provide a safe, nurturing, environment that empowers all student to be responsible and purposeful citizens.

Core Beliefs

South Waco will instill in students everyday tools and strategies to ensure that they believe in themselves and possess the skills and knowledge to be successful citizens.

The core values to which we aspire at South Waco Elementary are:

- | | |
|-------------------------|--|
| P Proud of our School | We take care of our building |
| R Ready to Work | We are prepared |
| I "I Can" Attitude | We will try our best |
| D Driven to Success | We celebrate successes- even small ones |
| E Everyone is Important | We treat everyone with respect, and we model by not yelling and by keeping our hands ourselves |

Table of Contents

Goals 4

- Goal 1: Increase the capacity of leaders, teachers and paraprofessional to support identified student needs. 4
- Goal 2: Create a safe and supportive learning environment that advances the learning for every student. 8
- Goal 3: Develop and implement plans, systems and processes to improve campus A-F rating and remove "targeted" label to ensure academic success for all students. 11
- Goal 4: Engage families and the community to support student achievement and advance campus and district goals. 18
- Goal 5: Recruit, support, and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience. 20





Goals

Goal 1: Increase the capacity of leaders, teachers and paraprofessional to support identified student needs.

Performance Objective 1: Increase collective capacity by streamlining processes, procedures and expectations.

Evaluation Data Sources: Sign-In Sheets, Certificates, Student Achievement Data

<p>Strategy 1: Attend training and reflect on Data-Driven Instruction (DDI) training, design calendar, and implement to respond to data and create reteach opportunities.</p> <p>Strategy's Expected Result/Impact: Increase school leadership capacity with clear roles and responsibilities</p> <p>Staff Responsible for Monitoring: Principal, AP, Instructional Specialists</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Continue to develop an understanding of the A-F Accountability System Framework to increase knowledge on performance ratings.</p> <p>Strategy's Expected Result/Impact: Establish a clear understanding of the accountability system and focus on areas that will improve or leverage student achievement</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Train Assistant Principal and Instructional Specialists using the Get Better Faster Framework and continue implementation of Action Coaching with existing leaders.</p> <p>Strategy's Expected Result/Impact: Teachers will receive high leverage feedback to improve Tier I Instruction</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Continue job embedded professional development related to instructional planning and delivery of effective instruction.</p> <p>Strategy's Expected Result/Impact: Aligned lessons and performance tasks</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June





Strategy 5: Plan ongoing leadership walks to develop consistency, analyze and calibrate observations and feedback. Strategy's Expected Result/Impact: Use collaborative approach to provide consistent feedback on progress for professional development Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6: Continue to provide campus leadership team a summer academy and planning session. Strategy's Expected Result/Impact: As a result of the training, the campus leaders will have a clear action plan to implement the campus vision, mission, and goals Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Increase the capacity of leaders, teachers and paraprofessional to support identified student needs.

Performance Objective 2: Build instructional leadership capacity and improve instructional decision-making of teachers and paraprofessionals to establish a culture of high expectations related to teaching and learning.

Evaluation Data Sources: Student Achievement Data, Sign-In Sheets





<p>Strategy 1: Provide teachers training on data management and response to inform teaching and develop reteach plans.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to consistently identify students conceptual and/or procedural misunderstandings.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Level 1: Strong School Leadership and Planning, Level 5: Effective Instruction</p> <p>Funding Sources: - Title 1 - 211.13.6118.00.130.30.000 - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Continue to provide teachers planning time to collaborate and develop effective lessons using the Waco ISD Lesson Plan Standards.</p> <p>Strategy's Expected Result/Impact: Well-designed lessons aligned to the rigor of assessments</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Level 5: Effective Instruction</p> <p>Funding Sources: - Title 1 - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Effectively track student growth using the levels of test performance (Approaches, Meets and Masters) to calculate student gains and losses.</p> <p>Strategy's Expected Result/Impact: Accurate gauge of student performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Provide targeted professional development based on the problems of practice identified in student and teacher data.</p> <p>Strategy's Expected Result/Impact: Improve the overall performance of teachers and leaders based on protocols (such as WISD lesson plan components, TTESS Evaluations, Get Better Faster action steps) used to move proficiency levels</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Level 5: Effective Instruction</p> <p>Funding Sources: - Title 1 - \$5,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 5: Provide teachers professional development, coaching and implementation support through Region 12 Service Center specifically targeting math, writing, and science.</p> <p>Strategy's Expected Result/Impact: Increase frequency of real-time feedback with teachers on instructional practices</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Level 5: Effective Instruction</p> <p>Funding Sources: Region 12 ESC Support Specialists - Title 1 - \$18,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Increase the overall effectiveness of Tier II and Tier III Intervention.</p> <p>Strategy's Expected Result/Impact: A more coordinated response between the interventionists and staff to ensure alignment and targeted response plans</p> <p>Staff Responsible for Monitoring: Principal, At-Risk Specialist, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Level 5: Effective Instruction</p> <p>Funding Sources: - Title 1 - \$25,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 7: Provide ongoing training and implementation for Literacy Aides that focus on the five components of reading.</p> <p>Strategy's Expected Result/Impact: Increased knowledge and skills resulting in improved reading instruction and achievement scores</p> <p>Staff Responsible for Monitoring: Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Build a foundation of reading and math</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 8: Continue the implementation process for all Kindergarten and SPED teachers that participated in state Reading Academy as required by HB3.</p> <p>Strategy's Expected Result/Impact: Increase knowledge and skill of K-3 teachers by understanding the science of teaching reading</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 9: Partner with Region 12 Service Center to improve unit lesson planning process prior to each unit.</p> <p>Strategy's Expected Result/Impact: Teacher will have more clarity and exemplar guidance prior to delivery of instruction</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Principal, Assistant Superintendent of Curriculum and Instruction</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Level 1: Strong School Leadership and Planning, Level 2: Effective, Well-Supported Teachers, Level 4: High-Quality Curriculum, Level 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Increase the capacity of leaders, teachers and paraprofessional to support identified student needs.

Performance Objective 3: Extend student and staff learning beyond the walls of the school and prepare students to be innovative, digital citizens.





Evaluation Data Sources: Data to Support Technology Usage, Purchase Orders

<p>Strategy 1: Replace and purchase technology hardware and software (including iPad apps from iTunes) to ensure Tier I students have the opportunity to interact and use technology during instructional periods to increase engagement in the classroom and computer labs.</p> <p>Strategy's Expected Result/Impact: Technology usage in the classroom will increase</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.5</p> <p>Funding Sources: Technology - Title 1 - 211.11.6397.00.130.30.000 - \$10,400</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Provide teachers with technology tools to enable students to have different modes of instruction, provide visual aids, and interact with students remotely.</p> <p>Strategy's Expected Result/Impact: Increase student engagement and ability to use technology</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Funding Sources: Ipads and student laptops - Title 1 - 211.11.6397.00.130.30.000 - \$10,400</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide teachers training and technology tips on effectively utilizing the district learning platforms and supplemental online resources.</p> <p>Strategy's Expected Result/Impact: Students and teachers will be able to utilize the platforms which will increase the achievement of all students</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Create a safe and supportive learning environment that advances the learning for every student.

Performance Objective 1: Implement strategies that focus on improving campus culture and climate to increase learning for all students.





Evaluation Data Sources: ESF Surveys, Campus Survey, Parent Involvement Participation Rates

<p>Strategy 1: Continue to implement and provide continuous training on Positive Behavior Interventions and Supports (PBIS), CHAMPS, Second Step, Check In Check Out (CICO) and PASS as interventions and strategies for improving behavior.</p> <p>Strategy's Expected Result/Impact: Decrease referral, improved classroom management and positive change in Behavior Tiers</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Behavior Specialist</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Create rich and meaningful character building experiences for students by focusing on Character Education.</p> <p>Strategy's Expected Result/Impact: Monthly character education lessons led by the counselor and student celebrations exemplifying character traits. Student demonstrating self awareness and make good choices. Decline in student anxiety and behavior problems</p> <p>Staff Responsible for Monitoring: Counselor, RESET Teacher, Principal, Assistant Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Recognize students with good character through positive referrals, weekly star student selections, incentives and monthly character presentation award.</p> <p>Strategy's Expected Result/Impact: Positive student outcomes as a result of competencies being taught, modeled and practiced should produce long term improvement in student skills, attitude and academic performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Continue student organizations that reinforce positive character, empower students and creates an opportunity for student input.</p> <p>Strategy's Expected Result/Impact: Increased participation of students and opportunities to honor student voice</p> <p>Staff Responsible for Monitoring: Principal, Specials Teacher, Assistant Principal</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Improve culture to create a sense of inclusivity and belonging for students.</p> <p>Strategy's Expected Result/Impact: Improve Effective School Framework (ESF) survey perception data for students from 45% to 55% and parents from 75% to 85%; develop a system for tracking and responding to bullying reports; improve relationships, attitudes, and perception of school climate for teachers and staff using School Culture Rewired Survey</p> <p>Staff Responsible for Monitoring: Principal, Counselor, Assistant Principal, Instructional Specialist, Behavior Aides</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: Create a safe and supportive learning environment that advances the learning for every student.

Performance Objective 2: Increase attendance rate for staff and students.





Evaluation Data Sources: Attendance Data for Students and Staff

<p>Strategy 1: Provide incentives and recognition for students and staff with perfect attendance each Six Weeks. Strategy's Expected Result/Impact: Increase in attendance and consistent implement positive recognition system for attendance Staff Responsible for Monitoring: Principal, Office Staff, Assistant Principal Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Create an action plan for monitoring and responding to attendance. Strategy's Expected Result/Impact: Strategic approach to tracking and responding to attendance; Increase in communication and interventions for students and staff Staff Responsible for Monitoring: Principal, Assistant Principal, PEIMS, PCL</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide clear expectations for Parent Community Liaison (PCL) on roles and responsibilities to assist with increasing student attendance. Strategy's Expected Result/Impact: Student attendance will increase; systems will be in place for ongoing communication and response of student attendance Staff Responsible for Monitoring: None</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Create a safe and supportive learning environment that advances the learning for every student.

Performance Objective 3: Ensure a safe facility to advance learning for every student.

Evaluation Data Sources: ESF Survey, Campus Surveys, Parent Involvement Participation Rates





Strategy 1: Create a plan that outlines the roles and responsibilities of the threat assessment team. Strategy's Expected Result/Impact: Implementation of plan that mitigates threats to student safety Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Ensure Campus Emergency Operations Plan is updated and communicated with all staff Strategy's Expected Result/Impact: Campus will have a plan and know how to respond to campus emergencies Staff Responsible for Monitoring: Principal, Nurse, Assistant Principal	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Improve ratings on School-wide PBIS Tiered Fidelity Inventory. Strategy's Expected Result/Impact: Increased research-based practices across the campus Staff Responsible for Monitoring: Assistant Principal, Principal, Instructional Specialist, Foundations Team	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Collaborate with the maintenance department to audit the safety of the building. Strategy's Expected Result/Impact: Assessment and recommendation summary to improve safety Staff Responsible for Monitoring: Principal, Director of Maintenance, Custodian	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Develop and implement plans, systems and processes to improve campus A-F rating and remove "targeted" label to ensure academic success for all students.

Performance Objective 1: By June 2021, STAAR results will increase by the following: Reading from 59% to 64%, Math 63% to 68% Writing from 43% to 53% and Science 47% to 57%.

Evaluation Data Sources: STAAR Scores

<p>Strategy 1: Establish routine meetings with district and campus staff to progress monitor student achievement and attendance to respond to multi-tiered support for students.</p> <p>Strategy's Expected Result/Impact: Ensure that students have an opportunity to learn and responsive reteach plans aligned to the rigor of assessments</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Implement Data Driven Instruction (DDI) to systematically inform response to data and reteach plans.</p> <p>Strategy's Expected Result/Impact: Creation of systems and process around DDI to be used in data meetings</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Principal, Assistant Principal, Executive Director of Curriculum and Professional Development, Assistant Superintendent of Curriculum and Instruction</p> <p>Title I Schoolwide Elements: 2.4, 3.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide targeted professional development for staff to increase knowledge and instructional practices based on identified problems of practice.</p> <p>Strategy's Expected Result/Impact: Differentiated professional development to increase professional capacity that impacts student achievement</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Attend the Effective Schools Framework (ESF) Reflective Prioritization Activity refresher course provided by ESC 12 to self assess and modify plans.</p> <p>Strategy's Expected Result/Impact: Identified areas for improvement and prioritized focus to create the Targeted Improvement Plan (TIP)</p> <p>Staff Responsible for Monitoring: Principal, Karmen Logan (DCSI)</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June





<p>Strategy 5: Attend A-F Training to identify targeted domains and discuss strategies for improvement in campus rating.</p> <p>Strategy's Expected Result/Impact: Improve student achievement in Domain II School Progress from a "D" to a "C"</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Director of Accountability Systems</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Attend Targeted Improvement Plan training prior to developing interventions plans and attend routine meetings to monitor implementation progress for 2020-2021.</p> <p>Strategy's Expected Result/Impact: Quality Targeted Improvement Plan (TIP) submitted to TEA, routinely completing identified action steps and response plans that target problems of practice, leading to improved campus rating</p> <p>Staff Responsible for Monitoring: Principal, DSCI, Assistant Principal, Instructional Specialist, Executive Director of Curriculum and Professional Development</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Develop and implement plans, systems and processes to improve campus A-F rating and remove "targeted" label to ensure academic success for all students.

Performance Objective 2: Increase knowledge, skills and effectiveness of the Campus Leadership Team to improve student achievement and advance campus and district goals.

Evaluation Data Sources: Agendas; Action Plans; Student Data; Surveys





<p>Strategy 1: Conduct review of data to identify instructional leverage points using information from the A-F accountability training.</p> <p>Strategy's Expected Result/Impact: Establish a system to increase achievement scores by identifying focus groups and student progress</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Director of Accountability System and Data Analysis</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Continue to implement and update roles and responsibilities of campus instructional leaders to improve the daily function and monitor improvements that address the causes of low performance.</p> <p>Strategy's Expected Result/Impact: Campus instructional leaders will increase the instructional leadership capacity for themselves and others based on evidence, such as action steps</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Meet on a weekly basis with campus leadership team to focus on student progress and formative data.</p> <p>Strategy's Expected Result/Impact: Identify effective practices and problems of practice happening across the campus and problems of practice</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Improve campus leaders through regularly scheduled, job-embedded professional development consistent with best practices.</p> <p>Strategy's Expected Result/Impact: Campus Leaders will increase their skills for providing support and feedback to teachers through practice based professional development, evidenced by revised plans, scripts and processes</p> <p>Staff Responsible for Monitoring: Principal, Executive Director of Curriculum and Professional Development</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p>Strategy 5: Establish a system to maximize leaders' engagement in instructional leadership responsibilities.</p> <p>Strategy's Expected Result/Impact: Coordinated calendar strategically planned to ensure that teachers receive consistent and frequent feedback</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Improve leadership capacity for teacher leaders in lesson planning, instructional delivery, monitoring instruction and improving culture.</p> <p>Strategy's Expected Result/Impact: Teacher leaders will be able to support other teachers and engage in decision making related to instructional leadership tasks.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists</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 - Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Develop and implement plans, systems and processes to improve campus A-F rating and remove "targeted" label to ensure academic success for all students.

Performance Objective 3: Increase student achievement in Domain 3 Closing the Gap "Meets" gap among student groups by developing specific targets and instructional practices. Increase number of African American passing standards from 25% to 32% in Reading. Increase the number of Hispanics from meeting passing standards from 33% to 40% in Math and 36% to 37% in Reading. Increase the number of SPED students passing standards in Reading from 9% to 14% and Math from 19% to 23%.

Evaluation Data Sources: STAAR Data; Formative and Summative Assessment Data

Strategy 1: Build foundational math fact skills to improve fluency. Strategy's Expected Result/Impact: Increase in achievement scores for math Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide Leveled Literacy Intervention (LLI) for students identified as below grade level in reading. Strategy's Expected Result/Impact: Students will demonstrate progress in Reading and increase reading level Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, At-Risk Specialist Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Coordinate the structured intervention time for reading and math using data to identify needs of the specific groups. Strategy's Expected Result/Impact: Student progress will increase in reading and math Staff Responsible for Monitoring: Principal, Instructional Specialist Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Provide Saturday Camps to invite targeted students to participate in engaging activities based on student student. Strategy's Expected Result/Impact: Subgroups will see increase in student achievement scores in reading and math Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist, Teachers Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Develop and implement plans, systems and processes to improve campus A-F rating and remove "targeted" label to ensure academic success for all students.


Performance Objective 4: Increase campus capacity to properly tier students and implement Tier II and III interventions

Evaluation Data Sources: Branching Minds; SAT Notes; Action Plans

<p>Strategy 1: Assist with placement of Tier students, monitoring instruction and planning meetings to discuss students' individual achievement.</p> <p>Strategy's Expected Result/Impact: Documentation for Student Assistance Team (SAT) and Branching Minds will increase</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 3.2</p> <p>Funding Sources: At Risk Specialist - State Compensatory Education - \$27,536</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Meet with teachers to plan for enrichment and intervention using highly tested TEKS and achievement data to meet the needs of student groups.</p> <p>Strategy's Expected Result/Impact: Intervention groups will be specific to data and student progress and achievement</p> <p>Staff Responsible for Monitoring: Instructional Specialists, Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Provide time during for Instructional Aides and Temp Tutors to work with Instructional Specialist to analyze data and receive professional development.</p> <p>Strategy's Expected Result/Impact: Student achievement will increase by 5%</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Review, implement and document the District Student Assistance Team (SAT) and Response to Intervention (RTI) process to allow at-risk students to receive timely interventions and accelerated instruction.</p> <p>Strategy's Expected Result/Impact: 100% of Tier students will have active RTI plans, progress monitoring and services</p> <p>Staff Responsible for Monitoring: At-Risk Specialists, Supplemental Instruction Teacher, Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Use the Student Assistance Team (SAT) to coordinate meetings to monitor and develop plans for at-risk students.</p> <p>Strategy's Expected Result/Impact: Tier II and III students will receive targeted instruction that results in students making academic progress</p> <p>Staff Responsible for Monitoring: At-Risk Specialist, Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Improve low-performing schools</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 4: Engage families and the community to support student achievement and advance campus and district goals.

Performance Objective 1: Continue opportunities for stakeholder involvement and participation using alternative and/or virtual platforms.

Evaluation Data Sources: Parent Conference Logs, Sign-In Sheets, Agendas, Survey, Activity Calendars

<p>Strategy 1: Collaborate with the bilingual department to provide translation for Spanish speaking families. Strategy's Expected Result/Impact: Increasing opportunities and participation for Spanish speaking families and improve communication channel. Staff Responsible for Monitoring: Parent Involvement Liaison, Principal, Secretary, Bilingual Department Title I Schoolwide Elements: 3.2</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Provide instructional guidance for parents to assist students at home. Strategy's Expected Result/Impact: Increase opportunities to support parents and develop skills to assist students academically and socially Staff Responsible for Monitoring: Parent Involvement Liaison, Principal, Counselor, Instructional Specialist, Bilingual Director Title I Schoolwide Elements: 3.2</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Host classroom visits to highlight instructional practices and Strategy's Expected Result/Impact: Help Pre-K students and their parents accumulate to the school Staff Responsible for Monitoring: Principal, Teachers Title I Schoolwide Elements: 3.2</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Establish a system to communicate with parents to intervene and respond to students' need. Strategy's Expected Result/Impact: Increase parent and teacher communication to increase student performance academically and socially Staff Responsible for Monitoring: Principal, Classroom Teacher, At-Risk Specialist Title I Schoolwide Elements: 3.2</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 5: Partner with feeder schools to improve transition. Strategy's Expected Result/Impact: Provide information for a successful transition to Cesar Chavez Middle School or Tennyson Middle School and gain knowledge of the middle school experience Staff Responsible for Monitoring: Teachers, Counselor, Atlas Dean, Principal, Cesar Chavez Principal Title I Schoolwide Elements: 3.1</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 6: Close the opportunity gap by preparing students for college and/or career readiness. Strategy's Expected Result/Impact: Students will gain knowledge about college and set personal goals Staff Responsible for Monitoring: Counselor, Principal, Title I Schoolwide Elements: 2.5</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June





Strategy 7: Increase the frequency of communication to support and provide information to families in the remote environment. Strategy's Expected Result/Impact: Increase of parent awareness and parental participation in campus activities Staff Responsible for Monitoring: Secretary, Principal Title I Schoolwide Elements: 3.2	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8: Host meetings in the Fall and Spring for parents and community members to provide feedback, ask questions and/or clarify concerns. Strategy's Expected Result/Impact: Increase stakeholders knowledge of campus goals and provide feedback in a nonthreatening environment Staff Responsible for Monitoring: Principal, Secretary, Parent Involvement Liaison Title I Schoolwide Elements: 3.2	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Recruit, support, and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience.

Performance Objective 1: Implement effective practices for recruiting, supporting and retaining highly-qualified personnel.

Evaluation Data Sources: Teacher Turnover Rate, Number of Teachers Recruited, Teacher Satisfaction Surveys

<p>Strategy 1: Establish an onsite New Teachers Academy to provide intentional support and learning opportunities based on specific nees, patterns, and trends.</p> <p>Strategy's Expected Result/Impact: First-year teachers will progress instructionally and return to South Waco after first year</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialists, Assistant Principal</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: Provide new teacher orientations to assist teachers who are new to the campus.</p> <p>Strategy's Expected Result/Impact: Increased knowledge of campus initiatives and accumulate teachers to the school campus</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist, Assistant principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: Conduct "Stay Interviews" to evaluate overall job satisfaction and solicit feedback.</p> <p>Strategy's Expected Result/Impact: Identify strategies to retain staff and remove barriers.</p> <p>Staff Responsible for Monitoring: Principal, Lead Teachers, Assistant Principal, Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 4: Increase frequency of observation and feedback cycles for novice staff.</p> <p>Strategy's Expected Result/Impact: New staff will receive clear feedback, job embedded professional development and follow up to improve instructional practices.</p> <p>Staff Responsible for Monitoring: Instructional Specialist, Mentor Coordinator, Principal</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
	Nov	Jan	Mar	June
<p>Strategy 5: Implement the Effective School Framework (ESF) and campus survey to evaluate climate and needs of the campus from staff.</p> <p>Strategy's Expected Result/Impact: Develop strategies to ensure that the learning environment meets the needs of being a supportive of staff and students.</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist, Assistant Principal , Counselor</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6: Organize a Lead Teacher Team to allow teachers to provide input and help establish roles and responsibilities Strategy's Expected Result/Impact: Increase teacher input to make campus decisions that align with the mission and build capacity on the campus Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor ESF Levers: Lever 1: Strong School Leadership and Planning	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7: Attend local job fairs to recruit highly qualified teachers. Strategy's Expected Result/Impact: Set up interviews to recruit new highly qualified teachers in an effort to decrease teacher turnover. Staff Responsible for Monitoring: Principal, Instructional Specialist, Assistant Principal Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				