

Waco Independent School District

West Avenue Elementary School

2020-2021 Goals/Performance Objectives/Strategies

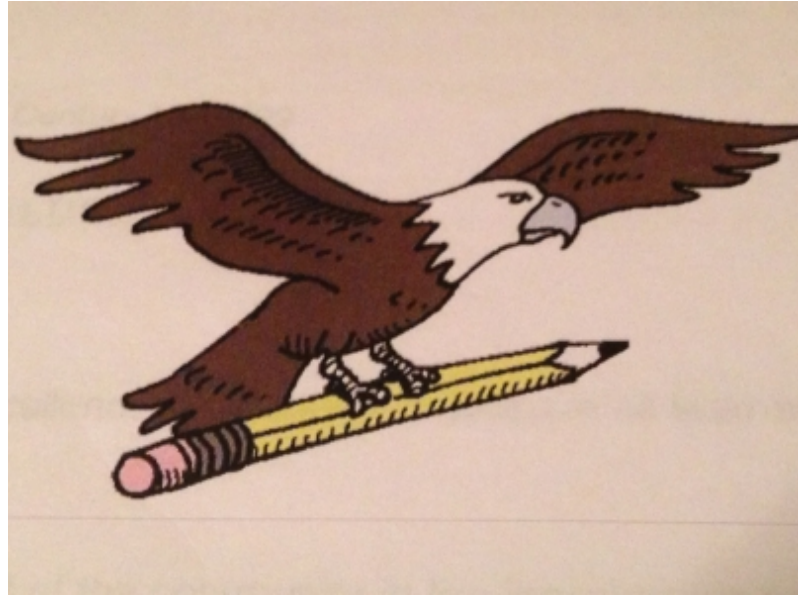


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Goal 4: Retain effective, well supported teachers by strategically recruiting, selecting, assigning, and building professional capacity of teachers so that all students have access to high-quality educators. 19





Goals

Goal 1: Increase the capacity of all stakeholders to support identified student needs.

Performance Objective 1: Retain at least 90% of the faculty and staff.

Evaluation Data Sources: Teacher Turnover Rates





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| <p>Strategy 1: Provide district driven and campus specific professional development: RTI, EnVision Math, Education Galaxy, Accelerated Reader, Achieve 3000, Conscious Discipline, CHAMPS, and Restorative Discipline.</p> <p>Strategy's Expected Result/Impact: Increase student achievement across all subjects as well as see an improvement in student behavior due to more engaging lessons by the teachers</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Use adopt-a-school partners and volunteers for during and after school tutoring for accelerated instruction</p> <p>Strategy's Expected Result/Impact: Increase volunteers by 10% from the previous year</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Build a foundation of reading and math</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Actively monitor PLCs by creating campus wide checkpoints to be able to analyze data more frequently.</p> <p>Strategy's Expected Result/Impact: Improve lessons created by teachers to make sure they are hitting TEKS that students are struggling to master</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 4: Use normed tools and processes to conduct observations, capture trends, and progress over time.</p> <p>Strategy's Expected Result/Impact: increase teacher capacity</p> <p>Staff Responsible for Monitoring: Principal, AP, Instructional Specialist</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 - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |

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| <p>Strategy 5: Ensure that observation debrief conversations occur within 48 hours and include high leverage, succinct, clear, actionable feedback with clear models and opportunities to practice.</p> <p>Strategy's Expected Result/Impact: Increase teacher capacity</p> <p>Staff Responsible for Monitoring: Principal, AP, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 6: Conduct follow up observations to monitor implementation of feedback within agreed-upon time frames.</p> <p>Strategy's Expected Result/Impact: Increase teacher capacity</p> <p>Staff Responsible for Monitoring: Principal, AP, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Reviews | | | |
| | Formative | | | Summative |
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|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 1: Increase the capacity of all stakeholders to support identified student needs.

Performance Objective 2: Continue to increase the reading fluency of students to make sure that 100% of students are reading on grade level.





Evaluation Data Sources: District Assessment Data, STAAR Results

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| <p>Strategy 1: Teachers will use nightly reading logs, requiring parents to initial. Strategy's Expected Result/Impact: Reading at home will increase the opportunity for students to be reading on or above grade level Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialists Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Provide homework incentives (positive reinforcement) to encourage students to complete homework. Strategy's Expected Result/Impact: Increase in student performance on all assessments Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialists Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: - Title 1 - \$2,500</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Monitor student growth in AR and reward students meeting goals with classroom parties each six weeks. Strategy's Expected Result/Impact: Increased reading time will help improve each student's chance at reading on or above grade level Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialist, Assistant Principal, Principal Title I Schoolwide Elements: 2.4, 2.5, 2.6 Funding Sources: - Title 1 - \$1,000</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 1: Increase the capacity of all stakeholders to support identified student needs.

Performance Objective 3: Continue with Guidelines for Success, and teacher/grade level team behavior guidelines for students.

Evaluation Data Sources: Classroom Observation Data

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| <p>Strategy 1: Create a consistent set of behavior expectations for students and post in classrooms for students to see. Teach expectations everyday for the first 2 weeks and then review them once a week for the entire year.</p> <p>Strategy's Expected Result/Impact: With a more consistent set of behavior expectations that are reviewed throughout the year, there will be more time focused on learning instead of behavior</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Classroom Teachers, Grade Level Teams</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Grade level teams will create incentive plans for students based on good behavior and/or hard work.</p> <p>Strategy's Expected Result/Impact: Improved student behavior, decreased office referrals</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 1: Increase the capacity of all stakeholders to support identified student needs.


Performance Objective 4: Build capacity to increase teacher and administrator knowledge and skills.

Evaluation Data Sources: Professional Development Records, Student Achievement Results, Survey Data

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| Strategy 1: Attend a Design Thinking Institute facilitated by the University of Texas. Strategy's Expected Result/Impact: Increased knowledge and skills to solve problems Staff Responsible for Monitoring: Principal, Assistant Principal, Teacher Leaders Title I Schoolwide Elements: 2.5, 2.6 | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 2: Identify ways to use the design thinking framework to solve complex campus issues. Strategy's Expected Result/Impact: Improved processes and systems to support student achievement and success Staff Responsible for Monitoring: Principal | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 3: Use process learned in DDI to work on instructional strategies with greatest leverage based on campus specific data. Begin with grades 3-5 in Reading, Math, and Science. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 4: Ensure that 100% of K-3 teachers and principals complete the Reading Academies prior to the start of the 2021-2022, as outlined in HB 3 by the 86th Texas Legislature. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 5: Attend professional development on Action Coaching to increase the use of effective observation and feedback cycles. Strategy's Expected Result/Impact: Specific feedback provided to teachers to improve instruction, increased student achievement Staff Responsible for Monitoring: Principal | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 6: Participate in training on the A-F accountability system and develop plans to meet individual student needs. Strategy's Expected Result/Impact: Increased knowledge of A-F system used to develop intervention plans, resulting in increased student achievement Staff Responsible for Monitoring: Principal, Leadership Team | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 7: Send two teachers to CASEL training and have them train the campus on a professional development day. Strategy's Expected Result/Impact: Build capacity in all employees to better recognize and understand the needs of all children Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture | Reviews | | | |
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 No Progress

 Accomplished

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 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 student attendance to 97.0% to meet the district goal for elementary schools. We will also decrease student discipline referrals by 10%.

Evaluation Data Sources: Weekly Attendance Data, Six Weeks Reports, Discipline Data





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| <p>Strategy 1: Have teachers place a list of student names who are not at school by 8:45 on the outside of their door so we can start making personal phone calls.</p> <p>Strategy's Expected Result/Impact: Weekly attendance rate of 97%</p> <p>Staff Responsible for Monitoring: Principal, PEIMS, Office Staff</p> <p>Title I Schoolwide Elements: 2.6, 3.1 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Use School messenger for excessive absences and tardies</p> <p>Strategy's Expected Result/Impact: Weekly attendance rate of 97%</p> <p>Staff Responsible for Monitoring: Principal, PEIMS</p> <p>Title I Schoolwide Elements: 2.6, 3.1 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Use the district PCL to make home visits and use the appropriate deterrents for students who have 3+ absences in a 30 day period or 7+ for the year.</p> <p>Strategy's Expected Result/Impact: Increase in daily attendance rate and meet the daily 97% goal set by the district</p> <p>Staff Responsible for Monitoring: Principal, PEIMS</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 4: Conduct parental involvement activities for parents, students, and staff.</p> <p>Strategy's Expected Result/Impact: Increase in parent involvement should also help increase student attendance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Funding Sources: - Title I Parent Involvement - \$1,200</p> | Reviews | | | |
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| <p>Strategy 5: Provide extra instructional support for students who are in RTI for behavior with a RESET teacher and RESET aide.</p> <p>Strategy's Expected Result/Impact: AIP, RTI, Conscious Discipline, PASS will help lead to a decrease in referrals by 10%</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p> <p>Funding Sources: - State Compensatory Education - \$86,299</p> | Reviews | | | |
| | Formative | | | Summative |
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| <p>Strategy 6: Through the RESET program we will continue with the Brotherhood and Sisterhood programs. These programs will target students on Tier II and Tier III for behavior. We will meet each Friday and have discussions on the importance of decision making, being a good person, and working hard. We will bring in guest speakers and also participate in service projects.</p> <p>Strategy's Expected Result/Impact: The Brotherhood and Sisterhood programs will provide another layer of support for our Tier II and III students leading to more success in the classroom</p> <p>Staff Responsible for Monitoring: RESET Teacher, Assistant Principal, Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p> | Reviews | | | |
| | Formative | | | Summative |
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| <p>Strategy 7: Each week, we will post the attendance rate for each grade level in the cafeteria. The grade levels are responsible for providing rewards when they win the weekly award.</p> <p>Strategy's Expected Result/Impact: Increase daily attendance rate and meet the district goal of 97%</p> <p>Staff Responsible for Monitoring: PEIMS, Office Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p> | Reviews | | | |
| | Formative | | | Summative |
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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: Increase teacher-based incentives to ensure that 100% of teachers are implementing programs to increase student attendance.

Evaluation Data Sources: Attendance Data by Classroom





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| <p>Strategy 1: Teachers will identify and implement strategies to celebrate student attendance. Strategy's Expected Result/Impact: Increase student attendance rate to 97% Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Add the following line to the West Avenue Creed: "I will come to school everyday." Students will recite each morning. Strategy's Expected Result/Impact: Increase daily attendance to 97% Staff Responsible for Monitoring: Principal, Office Staff Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Provide opportunities for parents to get more involved in the classroom and/or school programs and support their child maintaining a 97% or better attendance rate. Strategy's Expected Result/Impact: Meet the district goal of 97% Staff Responsible for Monitoring: Classroom Teachers, Music Teacher, Principal Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  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: Continue to use Guidelines for Success along with CHAMPS campus wide.

Evaluation Data Sources: Discipline Referral Reports





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| <p>Strategy 1: Classroom teachers teach and model expectations for students everyday for the first week and review them when needed.</p> <p>Strategy's Expected Result/Impact: Improved student behavior and campus culture</p> <p>Staff Responsible for Monitoring: Principal, AP</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |

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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: Provide opportunities to involve and inform parents about student academic success.





Evaluation Data Sources: Seesaw Reports, Branching Minds, Teacher logs

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| <p>Strategy 1: Teachers will inform parents about student achievement success and failures through seesaw as well as documenting every parent contact in Branching Minds.</p> <p>Strategy's Expected Result/Impact: Increased parent involvement</p> <p>Staff Responsible for Monitoring: Principal, AP</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 3: Increase student achievement for all student populations.

Performance Objective 1: Increase the percentage of students who master and meet grade level on STAAR to meet the requirements set by TEA. Focus on increasing the success rate of all subpopulations.

Evaluation Data Sources: STAAR Results

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| <p>Strategy 1: Track each 4th and 5th grade student's progress towards meeting individual growth targets. Students will earn rewards for meeting or exceeding targets.</p> <p>Strategy's Expected Result/Impact: Students should continue to show growth throughout the year</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</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Use retired teachers to provide additional small group instruction for 4th and 5th grade students not meeting targeted growth measures.</p> <p>Strategy's Expected Result/Impact: Close the gaps for struggling students with small group instruction</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialists</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</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Provide after school tutorials on Tuesday and Thursday for students in grades 3-5 who need support to meet targeted growth measures.</p> <p>Strategy's Expected Result/Impact: Another opportunity for struggling students to close the learning gaps with small group instruction</p> <p>Staff Responsible for Monitoring: Principal, AP, Instructional Specialists</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</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 4: Provide six additional opportunities for Saturday tutorials leading up to STAAR exams for students who need support to meet targeted growth measures.</p> <p>Strategy's Expected Result/Impact: Increased achievement on STAAR</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists</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</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |





Goal 3: Increase student achievement for all student populations.

Performance Objective 2: Improve STAAR scores by 10% across all grades and all subjects and reach a 50% passing rate on special education students for all tests taken and 70% for all tests taken for ELL students.

Evaluation Data Sources: TAPR Report

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| <p>Strategy 1: Use Mentoring Minds and Measuring Up at expected relevance and rigor levels. Strategy's Expected Result/Impact: Increase in student performance on the STAAR exam by at least 10% across the board in all grade levels/subjects Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: - Title 1 - \$12,100</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Provide two Instructional Specialists to support all teachers/students in PK-5. Strategy's Expected Result/Impact: Added support to teachers and students will help lead to the 10% increase in all test scores Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.4, 2.5 Funding Sources: - Title 1 - \$65,779, - State Compensatory Education - \$65,025</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Provide targeted intervention (Tier II and Tier III) for all student groups who are at risk of failing or below grade level as determined by DBAs, STAAR, checkpoints, and TELPAS. Strategy's Expected Result/Impact: Increase each grade level/subject by 10% on all assessments as well as STAAR Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialists Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 4: Cluster GT and high achieving students at each grade level to provide opportunities for differentiated instruction and increased rigor/acceleration. Strategy's Expected Result/Impact: Increase by 10% the number of students meeting proficiency on common assessments, local and state (STAAR) Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.5</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |





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| <p>Strategy 5: Provide three part-time, certified tutors and/or college tutors to assist with small group interventions of students who have failed STAAR, been retained at least once, or are failing in classroom academic work especially in areas of reading, language arts, and math.</p> <p>Strategy's Expected Result/Impact: 10% increase across all grades/subjects on local and state assessments</p> <p>Staff Responsible for Monitoring: Principal, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - Title 1 - \$19,249, - State Compensatory Education - \$9,653</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 6: Provide after-school tutoring for all students at risk during the first and second semester, focusing on students in the 4th/5th grade who are not meeting growth measures. Third grade will focus on the bubble students.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</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</p> <p>Funding Sources: - Title 1 - \$6,000</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 7: Purchase a site license for Education Galaxy, IXL, Measure Up and Mentoring Minds for use with our students at risk in Math, Reading, and Science.</p> <p>Strategy's Expected Result/Impact: Can be used for progress monitoring and to help increase students scores 10% across all grades/subjects</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Funding Sources: - Title 1 - \$11,000</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 8: Continue offering a Math spooky night in the fall, STEM-A-Day of Science, and Reading Night in the Spring.</p> <p>Strategy's Expected Result/Impact: Increased student achievement as well as parent involvement and attendance</p> <p>Staff Responsible for Monitoring: Counselor, Principal, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>Funding Sources: - Title I Parent Involvement - \$800</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 9: Provide professional development for teachers, staff and administrators, such as TEPSA, TAIR, RTI, Safe School, CAMT, Conscious Discipline, and Instructional Support.</p> <p>Strategy's Expected Result/Impact: Increased training for admin, teachers, and staff lead to an increase in student achievement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Funding Sources: - Title 1 - \$525</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |

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| Strategy 10: Purchase technology to increase instructional delivery with the use of Mobi dock stations, iPads, Smart Boards, classroom computers, laptops, printers and supplies, in addition to work-space software, projectors, projector lamps, headphones, and document cameras in order to meet the learning needs of our at-risk students, IS, and for our faculty and staff. Strategy's Expected Result/Impact: Increased student achievement through more hands on activities with technology Staff Responsible for Monitoring: Principal, Instructional Specialists Title I Schoolwide Elements: 2.5, 2.6 Funding Sources: - State Compensatory Education - \$3,000 | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 11: Attend professional development on growth mindset. Strategy's Expected Result/Impact: Principal will use information from training to implement strategies to support and encourage teachers to focus on a growth mindset Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.4, 2.5, 2.6 | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 3: Increase student achievement for all student populations.

Performance Objective 3: Provide opportunities for all stakeholders to play an integral part in creating the interrelated conditions within campus culture.





Evaluation Data Sources: Employee Surveys

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| <p>Strategy 1: Create opportunities for staff members to show appreciation for the work everyone contributes, such as potluck luncheons or an after-school social gathering that replaces a faculty meeting.</p> <p>Strategy's Expected Result/Impact: Improved campus morale, increased student achievement</p> <p>Staff Responsible for Monitoring: Counselor, Lead Teacher</p> <p>Title I Schoolwide Elements: 2.6</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Provide activities outside of school to help build relationships among all staff members and increase morale campus-wide.</p> <p>Strategy's Expected Result/Impact: Improve the overall morale of the campus which in turn will lead to higher student achievement</p> <p>Staff Responsible for Monitoring: Counselor, Lead Teacher</p> <p>Title I Schoolwide Elements: 2.6</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Incorporate more team-building activities into campus professional development sessions and faculty meetings. A grade level team will be assigned to create a 5-10 minute activity at each faculty meeting for team building.</p> <p>Strategy's Expected Result/Impact: Improve the overall morale of the campus which in turn will lead to increased student achievement</p> <p>Staff Responsible for Monitoring: Principal, Counselor, RESET Teachers, Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 3: Increase student achievement for all student populations.

Performance Objective 4: Assist 5th grade students with the transition to the 6th grade.

Evaluation Data Sources: Student Survey Results





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| Strategy 1: Take 5th grade students to Indian Spring for an orientation in May. Strategy's Expected Result/Impact: Students feel more comfortable beginning the 6th grade Staff Responsible for Monitoring: Assistant Principal Title I Schoolwide Elements: 2.5, 2.6 | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| Strategy 2: Provide behavior training and counseling services for students struggling with social and behavioral issues. Strategy's Expected Result/Impact: Improve social and behavior in at-risk students to increase the amount of time spent in class Staff Responsible for Monitoring: RESET Teacher, Counselor Title I Schoolwide Elements: 2.6 | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 4: Retain effective, well supported teachers by strategically recruiting, selecting, assigning, and building professional capacity of teachers so that all students have access to high-quality educators.

Performance Objective 1: Recruit, select, assign, induct, and retain a full staff of highly qualified educators.

Evaluation Data Sources: Retention Rate Data, Staffing Rosters, TAPR

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| <p>Strategy 1: Assign new teachers a campus mentor who will coordinate activities for support and induction. Strategy's Expected Result/Impact: Support new employees in such a way to increase the retention rate by the desired 13% Staff Responsible for Monitoring: Principal, Assistant Principal, Mentor Coordinator Title I Schoolwide Elements: 2.4, 2.5</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 2: Provide district driven and campus specific professional development: PLC, Grade level, Faculty meetings, Achieve 3000, reading strategies, effective teaching, and best practices. Strategy's Expected Result/Impact: Increased teacher knowledge and skills Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Specialist Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 3: Attend recruiting trips when needed. Strategy's Expected Result/Impact: Help identify and hire quality teachers earlier in the year Staff Responsible for Monitoring: Principal Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 4: Implement the district's new teacher induction program. Strategy's Expected Result/Impact: Increase new teacher capacity and retention Staff Responsible for Monitoring: Assistant Principal Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Problem Statements: Staff Quality, Recruitment, and Retention 1 - Perceptions 2</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
| <p>Strategy 5: Assign teachers based on student need and teacher strengths. Strategy's Expected Result/Impact: Grade level and content area teams have strong, supported teacher leaders trained in adult learning facilitation and team dynamics Staff Responsible for Monitoring: Principal, AP, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |

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| <p>Strategy 6: Use clear selection criteria, protocols, hiring, and induction processes that are aligned with the schools vision, mission, values, and goals.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Principal, AP, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Reviews | | | |
| | Formative | | | Summative |
| | Nov | Jan | Mar | June |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Performance Objective 1 Problem Statements:

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| Perceptions |
| <p>Problem Statement 2: When positions do become available at West Avenue, it is a challenge to attract the top tier candidates with experience. Root Cause: There is a need for continued instructional and behavioral support systems.</p> |