

Waco Independent School District
Provident Heights Elementary School
2023-2024 Improvement Plan



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Goals





Goal 1: Increase student achievement.

Performance Objective 1: By June 2024, 65% of all 3rd, 4th, and 5th-grade students will score approaches or above on the STAAR reading and math test. 70% of K, 1st, and 2nd-grade students will show one year's growth on Renaissance Reading and BAS reading levels.

Evaluation Data Sources: 2024 STAAR Results, TAPR, Eduphoria Reports, Renaissance Reading, and BAS Reading Reports

Strategy 1 Details	Formative Reviews		
<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), tutors, teachers, multi-classroom leaders, teacher residents, the student intervention teachers, 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, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: 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 as compared to 2022-2023 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement student 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: Multi-Classroom Leaders, Classroom Teachers</p>	Formative		
	Jan	May	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Improve access and usage of technology by purchasing computers, iPads, equipment, and licenses to increase student achievement of at risk-students; repair broken iPads and laptops as needed to ensure technology is not interrupted; and plan a technology fair to showcase project-based learning.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets indicate parent attendance and student participation. Usage reports from software show that teachers are using programs to increase student achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Classroom Teachers</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: 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>	Formative		
	Jan	May	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: 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 as compared to 2022-2023 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Continue to implement a one-way dual language program for students in grades PK-5 for students whose first language is Spanish.</p> <p>Strategy's Expected Result/Impact: Students will become proficient in Spanish and English, becoming bi-literate</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, bilingual teachers</p>	Formative		
	Jan	May	May
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Fund Instructional Specialist to provide teachers with support, coaching, and mentoring.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments as compared to 2022-2023 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: - Title 1 - \$84,132</p>	Formative		
	Jan	May	May





Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Fund Opportunity Culture stipends and positions to provide teachers and students with support, coaching, and mentoring.</p> <p>Strategy's Expected Result/Impact: Student improvement by 10% on district and campus assessments as compared to 2022-2023 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: - Title 1 - \$80,261</p>	Formative		
	Jan	May	May
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Fund SIT teachers to provide intense intervention and support.</p> <p>Strategy's Expected Result/Impact: Student improvement for TIER 2 and TIER 3 students by 10% on district and campus assessments as compared to 2022-2023 cohort data.</p> <p>Funding Sources: - State Compensatory Education - \$131,600</p>	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Increase student achievement.

Performance Objective 2: Ensure 1.25 years of growth in reading and math for sub groups.

Evaluation Data Sources: STAAR Data, Reading Renaissance Data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Increase the performance of high achieving and gifted students through rigorous, high-yield instructional strategies in pull out GT services and differentiated tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Identify and celebrate elementary scholars, encouraging them to continue to advance their academic achievement. Students identified for the 5th grade Baylor TIP program</p> <p>Staff Responsible for Monitoring: Principal, GT Specialist</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Build confidence in students who are taking the TELPAS assessment through oral language development and practice with headphones and oral speech.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on TELPAS assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Classroom Teachers</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<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.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on campus and district assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Campus SIT Teachers</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Create and implement a DDI schedule that targets analyzing data for each sub group.</p> <p>Strategy's Expected Result/Impact: Improve student performance for all sub pops by 10% on campus and district assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Multi Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Utilize Action Coaching to support instruction and learning of subgroups.</p> <p>Strategy's Expected Result/Impact: Improved student performance by 10% on campus and district assessments as compared to 2022 cohort data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative		
	Jan	May	May

Strategy 6 Details	Formative Reviews		
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, Multi-Classroom Leaders	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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: Walkthrough tracker, T-TESS Results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Plan and implement professional development on Data-Driven Instruction to improve student achievement. Strategy's Expected Result/Impact: Improved performance by 10% on campus, district, and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<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, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provided job-embedded professional learning through PLCs to develop effective lessons. Strategy's Expected Result/Impact: Improved TIER 1 instruction will result in stronger achievement and growth outcomes for students. Staff Responsible for Monitoring: Principal, Assistant Principal, Multi-Classroom Leaders</p>	Formative		
	Jan	May	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Ensure 100% of K-3 teachers and school leaders complete state mandated Reading Academies throughout the 2023-2024 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</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: Increase current teacher retention rates.





Evaluation Data Sources: Walkthrough Reports, Lesson Plans

Strategy 1 Details	Formative Reviews		
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 by 2%. Staff Responsible for Monitoring: Principal, Trained Mentors, First Year Teachers	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
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	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide time during weekly PLC meetings to work with the campus administration 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, Multi-Classroom Leaders	Formative		
	Jan	May	May
 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 3% for the 2023-2024 school year.





Evaluation Data Sources: TEAMS Discipline Data Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement campus behavior plan with support of behavior aides to reduce behavior incidents and increase learning time for all students.</p> <p>Strategy's Expected Result/Impact: Reduction in behavior referrals by 3% as evidenced by the six-week discipline reports and decrease assignments to ISS by 3%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>Funding Sources: - State Compensatory Education - \$29,000</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide professional development utilizing the campus behavior team, and implement positive behavior interventions such as Conscious Discipline, CHAMPS, First Step Next, and PBIS.</p> <p>Strategy's Expected Result/Impact: Walkthrough evidence will show that Conscious Discipline and PBIS components are being implemented with fidelity throughout the building.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participate in the No Place For Hate program and and implement school-wide activities in 2023-2024.</p> <p>Strategy's Expected Result/Impact: Greater respect of individual differences will be evident amongst students.</p> <p>Staff Responsible for Monitoring: Assistant Principal, RESET Teacher, Counselor</p>	Formative		
	Jan	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 2: Maintain attendance at 94%.





Evaluation Data Sources: ADA Reports

Strategy 1 Details	Formative Reviews		
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 94%. Staff Responsible for Monitoring: PCL, PEIMS Clerk, Assistant Principal	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Establish an attendance committee that focuses on creating structures/plans that helps increase attendance. Strategy's Expected Result/Impact: Student average daily attendance exceeds 94%. Staff Responsible for Monitoring: PCL, PEIMS Clerk, Assistant Principal	Formative		
	Jan	May	May
 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: Parent Survey

Strategy 1 Details	Formative Reviews		
<p>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.</p> <p>Strategy's Expected Result/Impact: Increase stakeholder engagement and participation by 5%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Offer students additional opportunities to participate in UIL events.</p> <p>Strategy's Expected Result/Impact: Increase participation rate for UIL activities by 5%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, GT Teacher</p>	Formative		
	Jan	May	May
 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 participation rates on parent surveys from 30% to 45%.





Evaluation Data Sources: Parent Survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Host at least two family academic events throughout the school year that focus on improving student achievement and performance.</p> <p>Strategy's Expected Result/Impact: Student academic performance will increase by 10%.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Funding Sources: - Title I Parent Involvement - \$1,633</p>	Formative		
	Jan	May	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Purchase take-home and homework folders for all students to improve communication between school and home.</p> <p>Strategy's Expected Result/Impact: Improved communication between parents/guardians and the school.</p> <p>Staff Responsible for Monitoring: Principal, Secretary, Classroom Teachers</p>	Formative		
	Jan	May	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Mail information to parents as needed.</p> <p>Strategy's Expected Result/Impact: Improved communication between parents/guardians and the school.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative		
	Jan	May	May
 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: Number of college and career readiness activities

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop a culture of language around college and career readiness through school wide strategies and activities. Strategy's Expected Result/Impact: Increase students' awareness on the importance of high school graduation. Staff Responsible for Monitoring: Counselor	Formative		
	Jan	May	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			