

Everman Independent School District
Bishop Elementary
2021-2022 Goals/Performance Objectives/Strategies

Mission Statement

Everman ISD, in partnership with parents and the community, will provide innovative instructional programs for students to inspire a passion for lifelong learning, to develop responsibility and character and to achieve academic excellence and college readiness enabling them to compete in an ever-changing global community.

Vision

One Goal: One Purpose, Student Success

Core Beliefs

1. Everman ISD manifests unity of vision and mission with goals for academic achievement.
2. Educators hold high expectations for all students to achieve through academic and behavioral support.
3. Everman ISD's culture of success depends on personal responsibility and accountability.
4. Continuous improvement occurs through sustained professional/earning, collaboration among all stakeholders and ongoing leadership development.
5. The District appreciates and embraces diversity and the resulting contributions to local and global communities.
6. The district actively encourages participation from all stakeholders.

Table of Contents

Goals	4
Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.	4
Goal 2: To build strong relationships with our clients...students, parents, community and business partners.	10
Goal 3: To maintain a safe and secure environment for all students and staff.	14
Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.	17
Goal 5: To provide and maintain facilities in a quality, cost-effective manner.	21
Goal 6: To recruit and retain outstanding faculty, staff and administrators.	23





Goals

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 1: To increase the percentage of all student groups meeting or exceeding proficiency incrementally to reach 90% success on state assessments.

Evaluation Data Sources: 90% passing rates on all State assessments.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Increase teacher efficacy during weekly PLC's. Strategy's Expected Result/Impact: 1. Evidence of implementation: Classroom Observations</p> <p>2. Evidence of impact: Improved student achievement Staff Responsible for Monitoring: Principal/Assistant Principal/Instructional Coach Title I Schoolwide Elements: 2.4, 2.6 Funding Sources: none - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Progress monitoring for all students through Amplify digital, MClass, DOLs, Minimarkers, and unit assessment. In addition, use data sources to form intervention groups. Strategy's Expected Result/Impact: 1. Evidence of implementation: Classroom observations, daily PLCs 2. Evidence of impact: 50% of students on grade level. Staff Responsible for Monitoring: Classroom Teachers</p> <p>SIS Principal Title I Schoolwide Elements: 2.4, 2.6</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Purchase supplemental materials to increase student achievement and enhance classroom instruction. Strategy's Expected Result/Impact: 1. Evidence of implementation: purchase orders, classroom observations</p> <p>2. Evidence of impact: 90% passing rates on all State assessments. Staff Responsible for Monitoring: Principal Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Continue extended day tutorial program for all grade levels.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Extra Duty Sign in sheets. 2. Evidence of impact: 90% passing rate on all state assessments.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Utilize supplemental certified, highly qualified tutor(s) during the school day to work with at-risk students.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Extra duty sign in sheets 2. Evidence of impact: 90% passing rate on assessments.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 2: To use SchoolCity as an assessment program that includes elements for student success in PK-12 and post secondary settings. This program will help dig deeper into the data to better form tiered groups for intervention.

Evaluation Data Sources: 90% passing rates on all State assessments.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide a sub for individual administration of assessments and subs for data digs. Strategy's Expected Result/Impact: 1. Evidence of implementation: AESOP. 2. Evidence of impact: AESOP report. Staff Responsible for Monitoring: Principal Comprehensive Support Strategy - Additional Targeted Support Strategy Funding Sources: subs - IDEA</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize early reading assessments to provide data for targeted instruction. Strategy's Expected Result/Impact: 1. Evidence of implementation: printed data 2. Evidence of impact: Provides data for targeted intervention , to help monitor improvement, leading to overall increase in student achievement. Staff Responsible for Monitoring: Instructional Coach Principal Assistant Principal Title I Schoolwide Elements: 2.5</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 3: To develop a menu of research based interventions to meet the needs of individual students.

Evaluation Data Sources: 90% passing rates on all State assessments;





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide small group pull-outs for accelerated instruction. Strategy's Expected Result/Impact: 1. Evidence of implementation: Budget. 2. Evidence of impact: 90% passing rates on all State assessments. Staff Responsible for Monitoring: Teachers SIS Funding Sources: 1.0 FTE - Title I-A, .5 FTE - Title III, 2.0 FTE - SCE</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide after-school tutorials throughout the year for students who fail to make adequate progress; to accelerate student learning. Strategy's Expected Result/Impact: 1. Evidence of implementation: Budget; Extra Duty Sign In sheet 2. Evidence of impact: 90% passing rates on all State assessments. Staff Responsible for Monitoring: Principal Assistant Principal Funding Sources: teachers - SCE, teachers - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide identified dyslexic students a minimum of 90 minutes weekly. Strategy's Expected Result/Impact: 1. Evidence of implementation: schedule. 2. Evidence of impact: Dyslexic student scores commensurate with all student group. Staff Responsible for Monitoring: Principal Instructional Specialist Teachers Comprehensive Support Strategy - Additional Targeted Support Strategy Funding Sources: teacher - Local</p>	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Maintaining and expanding the outdoor learning center to establish an environment in which students can receive and apply real world experiences and enhance Project based learning.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Budget 2. Evidence of impact: 90% passing rate on all State Assessment.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Comprehensive Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: \$1000 for training - Title I-A - \$1,000</p>	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Hire retired/highly qualified teachers to work with all grades in reading, writing, math, and science.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Schedule of services. 2. Evidence of impact: 90% passing rate on all state assessments.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Comprehensive Support Strategy - Additional Targeted Support Strategy</p> <p>Funding Sources: - Title I-A - \$6,000</p>	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Use federal funds to fund educational TEKS-based field trips.</p> <p>Strategy's Expected Result/Impact: 1. Learning of Texas history is enhanced by visiting the state capital.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 4: To create a clearly articulated curriculum that is aligned with TEKS.





Evaluation Data Sources: 90% passing rates on all State assessments.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize district curriculum documents.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Daily PLCs</p> <p>2. Evidence of impact: High academic achievement on assessments</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Funding Sources: spiral math program - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Student reflective writing in all content areas for vertical alignment.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Grade level writing</p> <p>2. Evidence of impact: Improved grammar usage and sentence development across grades .</p> <p>Staff Responsible for Monitoring: Teachers Instructional Coach Principal</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 5: To implement instructional technology to support student learning.





Evaluation Data Sources: 90% passing rates on all State assessments; Title I:

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Purchase technology and apps to enhance student learning for all students in all subjects.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Purchase order, classroom observations</p> <p>2. Evidence of impact: Student engagement at 90%</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: technology - Title I-A</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 1: To develop and maintain open lines of communication using varied methods to reach all stakeholders.





Evaluation Data Sources: 150 average parent attendance

Strategy 1 Details	Formative Reviews		
Strategy 1: Monthly communication letters through Peachjar and Google Voice. Strategy's Expected Result/Impact: 1. Evidence of implementation: Peachar reports, Google Voice printout 2. Evidence of impact: Increase in parental involvement Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 2: To offer training/learning opportunities to all EISD families and community members.





Evaluation Data Sources: 2 training/learning opportunities per year

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Offer incentives to get parents to come to events</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation notice to parents.</p> <p>2. Evidence of impact 200+ parents per event.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: incentives - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 3: To develop measures and accountability between parent, teachers, students and administration to ensure student success





Evaluation Data Sources: One individualized parent teacher interaction per year

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Schedule full day conference times for parents. Each teacher receives 1 full day to schedule conferences. Strategy's Expected Result/Impact: 1. Evidence of implementation Calendar. 2. Evidence of impact 80% of parents attend a conference. Staff Responsible for Monitoring: Principal Funding Sources: subs - Title I-A - \$3,500</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Parent compact and parent involvement plan turned in to office and discussed at Grade Level Information Nights. Office will keep track of missing compacts. Strategy's Expected Result/Impact: 1. Evidence of implementation: SAMs. 2. Evidence of impact: 80% of parent compacts are signed. Staff Responsible for Monitoring: Principal Funding Sources: copies - Title I-A</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 4: To develop programs and services to ensure true partnerships with parents, families, businesses, and the community that support student success as well as parent involvement and participation.





Evaluation Data Sources: Develop a community garden with parent support.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Eisslor / Alcon to provide vision screening and glasses. Strategy's Expected Result/Impact: 1. Evidence of implementation: Calendar. 2. Evidence of impact: Students receive vision care Staff Responsible for Monitoring: Nurse Funding Sources: planning - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: JPS Dental to provide screenings, sealants and toothbrushes. Strategy's Expected Result/Impact: 1. Evidence of implementation: Calendar. 2. Evidence of impact: Students receive dental care Staff Responsible for Monitoring: Nurse</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: School wide food and clothing pantry. Strategy's Expected Result/Impact: 1. Evidence of implementation: Calendar/food deliveries 2. Evidence of impact: Number of families utilizing the outreach Staff Responsible for Monitoring: AP Principal Counselor</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 1: To develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning





Evaluation Data Sources: 10% reduction on PEIMS 425 report

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Define bullying: share every 6 weeks when doing Character counts</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Lesson plans; classroom observations</p> <p>2. Evidence of impact: 20% of students report bullying on survey.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Counselor Behavior Interventionist</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: PBIS for positive behavior</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Points given to students</p> <p>2. Evidence of impact: Discipline referrals reduced by 20%.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teacher Counselor Behavior Interventionist</p> <p>Funding Sources: Continuing professional development - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implementation of daily SEL lessons and circle time.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Lesson plans, classroom observations</p> <p>2. Evidence of impact: The overall development of students; reduction in discipline referrals</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Behavior Interventionist</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 2: To provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens





Evaluation Data Sources: Less than 10% report bullying incidences on survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue Character Counts</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Morning announcements</p> <p>2. Evidence of impact: BI caseload reduction by 50%</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselors Teachers</p> <p>Funding Sources: Ongoing - Local</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 3: To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention

Evaluation Data Sources: All schools will report 100% compliance with these educational programs





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Train teachers in suicide prevention response; implement Hope Squad Program</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Calendar</p> <p>2. Evidence of impact: Development of the whole child</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Behavior Interventionist Counselor</p> <p>Funding Sources: trainer - Local, trainer - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Train staff in recognizing signs of child abuse and violence prevention</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Calendar</p> <p>2. Evidence of impact: Development of the whole child</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers Counselor</p> <p>Funding Sources: Compliance training videos - Local, trainer - Title I-A</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 1: To achieve a dropout rate of less than 1% for all populations.

Evaluation Data Sources: Attain a 1% or less dropout rate on AEIS report for all populations.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide supplemental instructional support to students with academic needs. Strategy's Expected Result/Impact: 1. Evidence of implementation Budget. 2. Evidence of impact 90% passing rates on all State assessments. Staff Responsible for Monitoring: Superintendent Principal Teachers Funding Sources: instructional support 2.0 FTE - SCE</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide supplemental instructional support to students with behavior needs (BI). Strategy's Expected Result/Impact: 1. Evidence of implementation Budget. 2. Evidence of impact 90% passing rates on all State assessments. Staff Responsible for Monitoring: Superintendent Principal Teachers Funding Sources: .75 FTE - SCE, .25 FTE - IDEA</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide supplemental instructional support to early childhood students with academic and behavior needs (ECF). Strategy's Expected Result/Impact: 1. Evidence of implementation Budget. 2. Evidence of impact 90% passing rates on all State assessments. Staff Responsible for Monitoring: Superintendent Principal Teachers Funding Sources: .5 FTE - SCE, .5 FTE - IDEA</p>	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
Strategy 4: Provide services to homeless students. Strategy's Expected Result/Impact: 1. Evidence of implementation Budget. 2. Evidence of impact 90% passing rates on all State assessments. Staff Responsible for Monitoring: Homeless Liaison Counselors Funding Sources: supplies - SCE, planning - Title I-A - \$1,000	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Provide campus Instructional Coach to improve initial teach in all grade levels. Strategy's Expected Result/Impact: 1. Evidence of implementation budget. 2. Evidence of impact 90% passing on all State assessments. Staff Responsible for Monitoring: Superintendent Principal Funding Sources: - SCE	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 2: To maintain 96% or higher attendance rate in all student populations.





Evaluation Data Sources: Maintain a 96% or higher attendance rate on AEIS report for all student populations.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Attendance incentives for each daily, weekly and 6 weeks periods; encourage punctuality with Beat the Bell</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Attendance reports</p> <p>2. Evidence of impact: Student and teacher attendance rate of 96% or higher.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Office Staff</p> <p>Funding Sources: incentives - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Use Blackboard Connect system for attendance each day adding text messages.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation Daily print out reports of absences.</p> <p>2. Evidence of impact Student absences reduced by 30%.</p> <p>Staff Responsible for Monitoring: Principal Office Staff</p> <p>Funding Sources: training - Title I-A</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 3: To increase communication among district stakeholders in identifying and aiding at-risk students.





Evaluation Data Sources: Attain a 1% or less dropout rate on AEIS report for all populations.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Utilize MClass and School City data to communicate with stakeholders.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Meeting SAMS Copies of communication; parent conference logs</p> <p>2. Evidence of impact: 75% of First graders are reading on level.</p> <p>Staff Responsible for Monitoring: Principal Federal & State Program Director Teachers</p> <p>Funding Sources: community relations - Title I-A</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: To provide and maintain facilities in a quality, cost-effective manner.

Performance Objective 1: To pursue discretionary funding through avenues such as grant writing, business/community partnerships and corporate underwriting employee.





Evaluation Data Sources: Secure 1 discretionary grant funding source

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Apply for grants for supplemental resources.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: Grant application.</p> <p>2. Evidence of impact: Additional resources.</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 5: To provide and maintain facilities in a quality, cost-effective manner.

Performance Objective 2: To effectively utilize the district's resources including budget and facilities.





Evaluation Data Sources: Maintain a superior FIRST rating from TEA.

Strategy 1 Details	Formative Reviews		
Strategy 1: Constantly review classroom needs and budget.	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 1: To recruit outstanding faculty, staff and administrators.





Evaluation Data Sources: Maintain 100% HQ instructional staff

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Partner with local colleges and universities to increase number of student teachers serving at our campus.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation: SAMs.</p> <p>2. Evidence of impact: Recruitment of quality educators.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: help ticket - Local</p>	Formative		
	Nov	Feb	May
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 2: To provide the opportunity for job embedded research-based professional development for every campus employee that aligns with the state's challenging academic standards.

Evaluation Data Sources: Less than 20% turn-over rate





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue training in best practices that encourage Student Engagement, such as Kagan strategies and project based learning. Strategy's Expected Result/Impact: 1. Evidence of implementation Certificates.</p> <p>2. Evidence of impact Student engagement scores at 50%. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coach Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Training - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize PBIS and restorative discipline practices to improve Classroom management and monitor and provide training . Strategy's Expected Result/Impact: 1. Evidence of implementation Certificates.</p> <p>2. Evidence of impact Student engagement scores at 50%. Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Region 11 - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participants will attend math/reading/writing professional development and campus vertical planning to decrease achievement gaps between student groups and increase student success with the assistance of campus support staff. Strategy's Expected Result/Impact: 1. Evidence of implementation Certificates.</p> <p>2. Evidence of impact 90% passing rates on all state assessments. Staff Responsible for Monitoring: Principal, Assistant Principal Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Funding Sources: professional development - Title I-A, - Title II-A</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 3: To develop a plan to increase employee performance.

Evaluation Data Sources: 90% passing rates on all State assessments.





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Daily PLC meetings and collaborative planning. Strategy's Expected Result/Impact: 1. Evidence of implementation Agendas. 2. Evidence of impact Student engagement scores at 50%. Staff Responsible for Monitoring: Principal Funding Sources: professional development - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Observe other teachers to gain insight on different teaching styles and strategies. Strategy's Expected Result/Impact: 1. Evidence of implementation Certificates. 2. Evidence of impact Student engagement scores at 50%. Staff Responsible for Monitoring: Principal Funding Sources: planning - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Classroom management that allows students to remain in class. Strategy's Expected Result/Impact: 1. Evidence of implementation Certificates. 2. Evidence of impact Student engagement scores at 50%. Staff Responsible for Monitoring: Principal Funding Sources: Region 11 - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Increase student engagement through the use technology and best practices. Strategy's Expected Result/Impact: 1. Evidence of implementation Certificates. 2. Evidence of impact Student engagement scores at 50%. Staff Responsible for Monitoring: Principal Funding Sources: data walks - Local, professional development - Title I-A</p>	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
Strategy 5: Provide opportunities for teachers to attend professional content-based conferences.	Formative		
	Nov	Feb	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 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 4: To develop a plan to increase employee retention rates.

Evaluation Data Sources: Turn-over rate for teachers of less than 15%.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue the Mentoring Program.</p> <p>Strategy's Expected Result/Impact: 1. Evidence of implementation Visitations/ Workshops.</p> <p>2. Evidence of impact 12% or less turn-over rate.</p> <p>Staff Responsible for Monitoring: Director of Professional and Community Development</p> <p>Funding Sources: mentor - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			