

Everman Independent School District
Dan Powell Early Learning Academy
2021-2022 Goals/Performance Objectives/Strategies

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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 percentage of tier 1 students in all student groups, including all ethnicities, in epic, TX KEA and CLI

Evaluation Data Sources: CLI, Report Cards and/or any other campus assessment such as DOL's

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide professional development on early literacy development. Strategy's Expected Result/Impact: Increase in student achievement, decrease Tier 2 and 3 level students. Staff Responsible for Monitoring: Principal, Instructional coach, AP, ECF's Title I Schoolwide Elements: 2.4, 2.5, 2.6 Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide professional development for all staff on social emotioanl support for all students. Strategy's Expected Result/Impact: Schedule and lesson plans Safe Space Improvement on state reporting assessments and Kindergarten Report Cards Staff Responsible for Monitoring: Principal Teachers Counselor AP's Title I Schoolwide Elements: 2.4 Funding Sources: - IDEA</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Proactively provide intervention strategies for students that come in behind grade level on all subjects including math, reading and writing. Strategy's Expected Result/Impact: Schedules of specialist and teacher interventions.</p>	Formative		
	Nov	Feb	May

Istation usage
Square Panda usage
Staff Responsible for Monitoring: Principal
Teachers
Instructional Specialist
Title I Schoolwide Elements: 2.4
Funding Sources: - Local, - Title I-A



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 develop an assessment program that includes elements for student success in PK-12 and post secondary settings

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





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide training Amplify, TX KEA and CLI as needed. Strategy's Expected Result/Impact: Teachers will assess students and interpret reports to determine student needs. Staff Responsible for Monitoring: Principal, Instructional Coach Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sustain use of EISD Curriculum documents. Strategy's Expected Result/Impact: Lesson plan alignment and improved delivery of instruction. Student will progress toward Tier 1. Staff Responsible for Monitoring: Principal, Instructional Coach Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue providing research-based intervention programs in reading and Math Strategy's Expected Result/Impact: Training Documents Data Reports 80% passing rate on benchmarks and state assessments Staff Responsible for Monitoring: Principals Instructional Specialist Curriculum Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Develop kindergarten report cards on School City that are aligned to district curriculum. Strategy's Expected Result/Impact: School City data analysis and increase in Tier 1 students Staff Responsible for Monitoring: Principal Instructional Coach</p>	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Identification needs in direct response to each student's performance based on data by standards.</p> <p>Strategy's Expected Result/Impact: Targetet whole group and small group lessons that address gaps in learning.</p> <p>Staff Responsible for Monitoring: SchoolCity CLI Amplify/ DOL's</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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: SIS and trained paraprofessionals to provide intervention for at risk students showing an achievement gap.</p> <p>Strategy's Expected Result/Impact: Schedule School City CLI/Istation reports</p> <p>Staff Responsible for Monitoring: Teachers Specialists Principals</p> <p>Funding Sources: - Local, - Title I-A, - SCE</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provided SIS materials to supplement Tier 1 instruction for students to gain proficiency in Reading and Writing.</p> <p>Strategy's Expected Result/Impact: Powell students will be reading and writing at or above grade level by the time the enter 1st Grade.</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide academic support that is culturally responsive for Dual language program</p> <p>Strategy's Expected Result/Impact: Schedule school City CLI/ istation</p> <p>Staff Responsible for Monitoring: Director of BE/ESL Principal Instructional Coach</p> <p>Funding Sources: - SCE</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: Internalize lesson aligned to district scope and sequence to increase effective lessons.





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

Strategy 1 Details	Formative Reviews		
Strategy 1: Continue to implement lesson planning in PLC process Strategy's Expected Result/Impact: Schedule Lesson plans State assessment data Report Cards Staff Responsible for Monitoring: All Teachers Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide more professional development of developmentally appropriate interventions for students. Strategy's Expected Result/Impact: schedule School City/isation/CLI data Staff Responsible for Monitoring: All teachers Funding Sources: - Local, - Title I-A	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide opportunities for teachers and paraprofessionals to learn from each other by modeling lessons and providing PD's for each other . Strategy's Expected Result/Impact: Lesson plans Agendas PLC Schedule Alignment to scope and sequence	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Provide teachers with necessary supplies/materials needed to impact instruction and increase student engagement in Math, Science, Social Studies, Reading and Writing. Strategy's Expected Result/Impact: Increase in student engagement and performance. Staff Responsible for Monitoring: IC Specialist ECF's Principal	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: Summative Evaluation: 90% passing rates on all State assessments

Strategy 1 Details	Formative Reviews		
Strategy 1: Integrate Student centered technology into 3 out of 5 lessons in Lesson design PLC. Strategy's Expected Result/Impact: Lesson plans PLC's Staff Responsible for Monitoring: Principal Instructional Coach Teachers Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide professional development in technology integration (make sure training has hands-on opportunities) Strategy's Expected Result/Impact: Certificates improvement in state assessment data and kinder report cards Staff Responsible for Monitoring: Principal Funding Sources: - Local, - Title I-A	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide professional development and resources of virtual learning platforms. Strategy's Expected Result/Impact: Lesson plans Curriculum State Assessment Data	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 1: To develop and maintain open lines of communication using varied methods to reach all stakeholders

Evaluation Data Sources: Parent Survey's/Feedback/Social Media

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Schedule information meetings (AYP, PI, compact and annual meeting) in English and Spanish</p> <p>Strategy's Expected Result/Impact: Agendas Sign in sheets Surveys increase in participation by parents/stakeholders at events</p> <p>Staff Responsible for Monitoring: Principal Parent Liaison AP's</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Use call-out system twice a month for general communications in English and Spanish(other optional programs such as google,Remind, Blackboard, Peachjar, Social Media)</p> <p>Strategy's Expected Result/Impact: Call-out summary Survey's Increase of participation at events</p> <p>Staff Responsible for Monitoring: Principal AP's</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement Parent Involvement Committees/groups requiring one teacher per committee for parental involvement activities.</p> <p>Strategy's Expected Result/Impact: agendas PTA or PTO</p> <p>Staff Responsible for Monitoring: SBDM Principals</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Have an events to help parents navigate learning platforms and other technology.</p> <p>Strategy's Expected Result/Impact: Increased parent survey participation</p> <p>Staff Responsible for Monitoring: SBDM</p>	Formative		
	Nov	Feb	May

Funding Sources: - Local, - Title I-A



No Progress



Accomplished



Continue/Modify







Discontinue

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: 3 training /learning opportunities per year

Strategy 1 Details	Formative Reviews		
Strategy 1: Hold at least one curriculum night with student performances Strategy's Expected Result/Impact: Meeting SAM Staff Responsible for Monitoring: Principal Funding Sources: - Local, - Title I-A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Hold Reading/Math night/events for parents participation. Strategy's Expected Result/Impact: Meeting SAM Staff Responsible for Monitoring: Principal Funding Sources: - Local, - Title I-A	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Plan and implement at least one parental involvement activity per month. Staff Responsible for Monitoring: Principal	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 3: To develop measures and accountability between parent, teachers, students and administration to ensure student success





Evaluation Data Sources: One parent teacher conference per semester. BOY and EOY

Strategy 1 Details	Formative Reviews		
Strategy 1: Schedule beginning and end of year meetings to discuss parent/ school compact and parental involvement plan Strategy's Expected Result/Impact: Meeting SAM parents attend event Staff Responsible for Monitoring: Principal Funding Sources: - Local, - Title I-A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Beginning of year Open house/Meet the teacher event Strategy's Expected Result/Impact: sign in sheet Staff Responsible for Monitoring: Principal Funding Sources: - Local, - Title I-A	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: Established PTO or PTA

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue partnership with organizations such as Pathway Church and Headstart</p> <p>Strategy's Expected Result/Impact: Schedule Master Schedule SAM Increased Community Interaction</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement additional mentoring programs for students</p> <p>Strategy's Expected Result/Impact: Schedule</p> <p>Increased Community Interaction</p> <p>Staff Responsible for Monitoring: Counselor, Principal and Teachers</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Hold an Annual Parental Engagement Event to discuss specific topics while showing the parents how important their involvement with their student and the school is for everyone involved.</p> <p>Strategy's Expected Result/Impact: Increased parental involvement. We will be showing the parents how much we appreciate them and their students. It is our hope that the parents will become more involved with their student and the school.</p> <p>Staff Responsible for Monitoring: Prinicpal's</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: Use of BI and Safe Spaces and Conscious discipline SEL daily

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide social skills training to students with frequent discipline referrals.</p> <p>Strategy's Expected Result/Impact: Schedule increase of expected behavior from students decrease use of BI</p> <p>Staff Responsible for Monitoring: Teachers Counselor Behavior Interventionist</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Mid-year Discipline conference with teams</p> <p>Strategy's Expected Result/Impact: reduce needed BI intervention</p> <p>Staff Responsible for Monitoring: Principals Teachers AP's BI's Counselor</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue Classroom Management professional development to address behavior to improve academic gaps (PBIS)</p> <p>Strategy's Expected Result/Impact: Session SAMs Continued decrease in discipline referrals</p> <p>Staff Responsible for Monitoring: Principals Teacher BI's 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 2: To provide multiple opportunities for learn appropriate social emotional responses.

Evaluation Data Sources: Decrease in use of BI/AP for behavior

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Facilitate communication among colleagues to help build positive relationships by doing team-building activities.</p> <p>Strategy's Expected Result/Impact: Survey Results</p> <p>Improved communication among faculty</p> <p>Staff Responsible for Monitoring: Principal Instructional Specialist Lead Teacher</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Set team meeting days for increased communication include AP monthly</p> <p>Strategy's Expected Result/Impact: Improved communication among faculty Reduce OSS placements to 80 or less Procedures</p> <p>Staff Responsible for Monitoring: Assistant Principal Teachers</p> <p>Funding Sources: - Local</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 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		
Strategy 1: Counselor meets with students to address substance abuse, suicide prevention and violence prevention, including dating violence Strategy's Expected Result/Impact: Calendar 10% reduction in bullying referrals Staff Responsible for Monitoring: Counselor Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Schedule staff meetings to address child abuse and discipline management Strategy's Expected Result/Impact: Calendar 10% reduction in bullying referrals Staff Responsible for Monitoring: Principals Counselor Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide speakers on topics of gangs, violence, and conflict resolution for parents and students Strategy's Expected Result/Impact: Calendar 10% reduction in bullying referrals Staff Responsible for Monitoring: Principal Counselor Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Increase awareness to Bulldog Take A Stand for teachers, students and parents. Strategy's Expected Result/Impact: Calendar	Formative		
	Nov	Feb	May

10% reduction in bullying referrals

Staff Responsible for Monitoring: Principal
Counselor



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: Provide support needed to parents and students in order to improve attendance.





Evaluation Data Sources: Increase attendance to 98%

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide services to homeless students Strategy's Expected Result/Impact: Purchase orders benchmark scores commensurate with all student group Staff Responsible for Monitoring: Teachers Counselors Funding Sources: - Local, - SCE, - Title I-A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide transition activities for entering 1st graders Strategy's Expected Result/Impact: Meeting SAMs Staff Responsible for Monitoring: Principals Counselor Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Maintain additional intervention at risk students Strategy's Expected Result/Impact: Schedule benchmark scores commensurate with all student group Staff Responsible for Monitoring: Teachers Reading interventionist ECF Inst coach principal Funding Sources: - Local	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 98% or higher attendance rate in all student populations





Evaluation Data Sources: Maintain a 98% or higher attendance rate on AEIS report for all student populations

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Attendance Committee Strategy's Expected Result/Impact: SAM</p> <p>Maintain Attendance Rate Staff Responsible for Monitoring: Principal Teachers Attendance Clerk Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Maintain Attendance Incentives jean day's , t shirt day's , attendance parties Strategy's Expected Result/Impact: PO's</p> <p>Maintain/Increase Attendance Rate Staff Responsible for Monitoring: Principal Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Attendance conferences with parents with excessive absences Strategy's Expected Result/Impact: Record of Conferences</p> <p>Maintain/Increase Attendance Rate Staff Responsible for Monitoring: Principal Asst. Principal Counselor Attendance Clerk Funding Sources: - Local</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 incentives for students to be at school on a daily basis





Evaluation Data Sources: Increase of attendance rate for all grade levels.

Strategy 1 Details	Formative Reviews		
Strategy 1: Distribute At-Risk list to all teachers Strategy's Expected Result/Impact: Teachers have lists benchmark scores commensurate with all student group Staff Responsible for Monitoring: Principals Counselors Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Training on at risk guidelines Strategy's Expected Result/Impact: Teachers have lists of guidelines benchmark scores commensurate with all student group Staff Responsible for Monitoring: Principals Counselor Funding Sources: - Local	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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





Evaluation Data Sources: Apply for mini grants (at least 3 a year) and reach out to community partners

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Pursue partnerships with business/community members. Strategy's Expected Result/Impact: Completed application for one additional funding source</p> <p>One additional funding source Staff Responsible for Monitoring: Principal Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement community resources on campus. Strategy's Expected Result/Impact: Development of food pantry partnerships to begin food pantry/clothes closet. etc. Survey's Staff Responsible for Monitoring: Counselor Principals</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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





Evaluation Data Sources: Maintain a superior FIRST rating from TEA

Strategy 1 Details	Formative Reviews		
Strategy 1: Review budget monthly Strategy's Expected Result/Impact: Calendar Stay in budget Staff Responsible for Monitoring: Principal Funding Sources: - Local	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 Principals





Evaluation Data Sources: Maintain 100% HQ instructional staff

Strategy 1 Details	Formative Reviews		
Strategy 1: Hire more highly effective special education staff Strategy's Expected Result/Impact: Class Roster teacher certifications Staff Responsible for Monitoring: Principal HR Director Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Improve campus culture by relationship building through committees and special events Strategy's Expected Result/Impact: Increased retention of teachers Staff Responsible for Monitoring: Principal Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Continue to recruit highly qualified bilingual teachers for bilingual/dual program Strategy's Expected Result/Impact: Teacher qualifications Assessment Data	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 district employee





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

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Maintain PLC process to analyze data and internalize lesson plans</p> <p>Strategy's Expected Result/Impact: Schedule Lesson Plans Interventions</p> <p>Staff Responsible for Monitoring: Principals Instructional Coach ECF's Teachers</p> <p>Funding Sources: - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Attend conferences to help with addressing math, reading and science</p> <p>Strategy's Expected Result/Impact: PD's provided by campus staff Improved Tier levels for all populations on state assessments</p> <p>Staff Responsible for Monitoring: Principals Content Specialists Teachers</p> <p>Funding Sources: - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide PD for analysis, planning and implementation of guidelines/TEKS-based lessons for reading</p> <p>Strategy's Expected Result/Impact: High-yield instructional strategies will be implemented and observed in classrooms. Formative and summative assessment scores will increase over the course of the school year.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - Title I-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: State assessment data
 Bullseye coaching reports
 Kinder report cards

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct data digs to improve academic performance and close achievement gap for ALL student groups. Strategy's Expected Result/Impact: Lesson plans Staff Responsible for Monitoring: Content specialists Funding Sources: - Local, - Title I-A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Effective use of Bullseye data to inform PD needed for staff Strategy's Expected Result/Impact: Bullseye reports Improvement in instructional techniques Staff Responsible for Monitoring: Principal/Asst. Principal Instructional Coach Coaching administrative team Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: More training in differentiated instruction, engagement of students, critical thinking, and technology Strategy's Expected Result/Impact: Certificates from training Improvement in instructional techniques Staff Responsible for Monitoring: Principal Instructional Support Teachers Funding Sources: - Title I-A	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

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: Provide mentoring support to new or new to campus staff</p> <p>Strategy's Expected Result/Impact: Meeting agenda between mentor and mentee</p> <p>Decreased turn over in new faculty</p> <p>Staff Responsible for Monitoring: Dir. of Prof Development Principals Instructional Coach</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Increase training for new staff members on existing programs and classroom management.</p> <p>Strategy's Expected Result/Impact: implementation of Get Better Faster strategies</p> <p>Staff Responsible for Monitoring: Principal Instructional Coach AP's ECF's Testing Coordinator</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			