

Hays Consolidated Independent School District

Elm Grove Elementary School

2021-2022



ELM GROVE
ELEMENTARY SCHOOL

Mission Statement

Love to learn, learn to lead.

Goals

Goal 1: Hays CISD believes in the achievement of every student.

Performance Objective 1: Elm Grove staff will evaluate and address the individual needs of each student. Students and parents/guardians will receive consistent feedback regarding their child's progress throughout the school year. Our staff believes in the education of the whole child and believes that success is based on more than the results of a single test, including social and emotional learning, strong interpersonal skills, and the development of positive members of society.

T-PESS Standard 1- Instructional Leadership: The principal is responsible for ensuring every student receives high-quality instruction.

Evaluation Data Sources: Grade 5-12 Student Advising: Elm Grove will utilize a career interest profiler to track academic advising beginning the spring semester of 5th grade based on student interest and academic achievement. The campus will provide a report showing evidence of the academic advising captured through a career interest profiler by campus and grade level.

Student Achievement: The campus will prepare a report to summarize student academic performance/achievement and accessibility gaps. The campus will also include data on student growth goals addressing the approaches/meets/masters performance levels for the STAAR Assessment.

College & Career Readiness: The campus principal will provide a summary of college and career readiness activities offered during the school year.

Professional Development: The campus will participate in continuous differentiated just-in-time professional development in all content areas to support the campus initiatives and student achievement goals. Campus administrators will conduct at least 60 minutes of walk-throughs per day.

Social Emotional Learning: Elm Grove will implement Social Emotional Learning (SEL) strategies with fidelity. The campus will track and monitor student data related to participation in extra-curricular/club participation, discipline, and attendance on an on-going basis.

Strategy 1 Details
<p>Strategy 1: Reading: PreK-2 teachers will use a balanced literacy approach to reading including Open Court phonics, guided reading, shared reading, writing and word work.</p> <p>Strategy's Expected Result/Impact: Students will increase by at least one grade level in reading fluency and comprehension by the end of the year MClass assessment.</p> <p>Staff Responsible for Monitoring: PreK - 2 teachers, administration, Instructional Coaches, Reading Interventionist</p> <p>TEA Priorities: Build a foundation of reading and math</p>

Strategy 2 Details

Strategy 2: Reading: 3-5 teachers will utilize a balanced literacy approach to reading instructions to include phonics review, silent sustained reading, guided reading, word work, writing and vocabulary.

Strategy's Expected Result/Impact: 90% of students will increase reading fluency and comprehension by at least one year's growth on the end of the year MClass composite score.

Staff Responsible for Monitoring: 3-5 teachers, administration, ICs, Interventionist (RTI facilitator)

TEA Priorities: Build a foundation of reading and math

Strategy 3 Details

Strategy 3: Writing: Teachers will incorporate writing across all disciplines.

Strategy's Expected Result/Impact: Student performance on district writing tasks will increase by 10% from the fall to spring assessments.

Staff Responsible for Monitoring: Teachers, administration, ICs

TEA Priorities: Build a foundation of reading and math

Strategy 4 Details

Strategy 4: Math: Students and teachers will utilize Greg Tang strategies to introduce and reinforce math concepts in PreK - 5.

Strategy's Expected Result/Impact: 85% of students will be at or above benchmark on the end of the year MClass composite (K-3) or on level at the end of the year Coppell assessment.

Staff Responsible for Monitoring: Teachers, admin, ICs

TEA Priorities: Build a foundation of reading and math

Strategy 5 Details

Strategy 5: Math: Teachers and students will utilize Dreambox to reinforce skills and to monitor progress on goals.

Strategy's Expected Result/Impact: 85% of students will be at or above benchmark on the end of the year MClass composite (K-3) or on level at the end of the year Coppell assessment.

Staff Responsible for Monitoring: Teachers, administration, ICs

Strategy 6 Details

Strategy 6: Science: Students will engage in Project Lead the Way modules through the Science Enrichment special area.

Strategy's Expected Result/Impact: Average score on district CBAs will increase by 5% on each assessment.

Staff Responsible for Monitoring: Classroom teachers, Science Enrichment teacher, admin

ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

Strategy 7 Details

Strategy 7: Social Studies: Teachers will incorporate writing response journals in social studies.

Strategy's Expected Result/Impact: 100% of all social studies lessons will incorporate writing responses in an interactive journal.

Staff Responsible for Monitoring: Classroom teachers

Strategy 8 Details

Strategy 8: Instructional Planning: Teams will engage in weekly PLCs to plan effective instruction through collaboration and to review student work and assessment results.
Strategy's Expected Result/Impact: Student average score on district CBAs will increase by a minimum of 5 percentage points each time they are given.
Staff Responsible for Monitoring: Instructional Coaches, classroom teachers

Strategy 9 Details

Strategy 9: Progress Monitoring: Teachers will monitor student progress using components of MClass.
Strategy's Expected Result/Impact: 100% of students will show progress from the BOY assessments to the MOY and EOY assessments.
Staff Responsible for Monitoring: Classroom teachers

Strategy 10 Details

Strategy 10: Data and Assessment: Teachers will utilize district assessments, MClass, Dreambox, and Reading Plus to monitor student progress and make predictions for probability of student achievement on the STAAR test.
Strategy's Expected Result/Impact: Student achievement on the STAAR assessments will increase by 2% approaches, 3% meets and 3% masters.
Staff Responsible for Monitoring: classroom teachers, Interventionist, ICs and admin

Strategy 11 Details

Strategy 11: RTI: Students not showing progress will be identified early through monthly "Kid Talks" and campus watch lists.
Strategy's Expected Result/Impact: 95% of students will be on grade level in reading and math proficiency by the end of their second grade year.
Staff Responsible for Monitoring: Classroom teachers, Interventionist, ICs, admin

Strategy 12 Details

Strategy 12: EL: Teachers will utilize Sheltered Instruction strategies to increase vocabulary with our EL students.
Strategy's Expected Result/Impact: All EL students will increase at least one level on the state TELPAS assessment.
Staff Responsible for Monitoring: EL teachers, LPAC facilitator

Strategy 13 Details

Strategy 13: Closing the Gap: Students in our lowest performing groups, special education and economically disadvantaged, will be consistently monitored to determine progress and the need for intervention.
Strategy's Expected Result/Impact: Student achievement for students receiving special education services and students identified as economically disadvantaged will increase by 15% in approaches, 5% in meets and masters on all STAAR assessments.

Strategy 14 Details

Strategy 14: Special Education: Campus will utilize the least restrictive environment for all students receiving special education services, including the co-teach model in fifth grade math and reading.

Strategy's Expected Result/Impact: 100% of special education students will show growth from fall assessments to spring assessments.

Staff Responsible for Monitoring: Co-teach teams, classroom teachers, special education teachers and paraprofessionals, admin

Strategy 15 Details

Strategy 15: PLC: Teachers will participate in weekly PLCs to analyze student data and student work to identify strengths and weaknesses in instruction.

Strategy's Expected Result/Impact: 100% of teachers will participate in the PLC process and will collaborate to create and submit weekly lesson plans.

Staff Responsible for Monitoring: classroom teachers, IC, admin

Strategy 16 Details

Strategy 16: Dyslexia Services: Students with dyslexia will be identified through the RTI process.

Strategy's Expected Result/Impact: The number of students identified by the end of second grade for dyslexia service will increase by 5%.

Staff Responsible for Monitoring: RTI Facilitator, Interventionist, classroom teachers

Strategy 17 Details

Strategy 17: 504 Services will be provided for all students that qualify and will be monitored each year.

Strategy's Expected Result/Impact: 100% of students identified as needing services through a 504 plan or IEP will have access to services.

Staff Responsible for Monitoring: classroom teachers, administration, special education teachers

Strategy 18 Details

Strategy 18: Accelerated Instruction: Students that are identified as at risk will be served through the RTI process.

Strategy's Expected Result/Impact: 100% of students served in RTI and HB4545 intervention will show at least one year's growth by end of year MClass and/or the STAAR assessment.

Staff Responsible for Monitoring: Interventionist, classroom teachers, admin

Strategy 19 Details

Strategy 19: Gifted and Talented Services: GT students will be clustered into classes.

Strategy's Expected Result/Impact: 100% of GT students will collaborate with other GT students and will participate in an ongoing project that will be showcased by the end of the year.

Staff Responsible for Monitoring: GT Cluster teachers, GT Lead teacher

Strategy 20 Details

Strategy 20: College and Career: Students in the 4th and 5th grade will participate in a college and career fair.

Strategy's Expected Result/Impact: Students will be introduced to new careers and college choices during two spring events.

Staff Responsible for Monitoring: Counselors, admin

Strategy 21 Details

Strategy 21: Instructional Technology: Students will participate in a blended learning approach appropriate at each grade level.

Strategy's Expected Result/Impact: 100% of students will utilize technology as a learning tool.

Strategy 22 Details

Strategy 22: Pre-Kindergarten: Students in PreK will participate in stations and small group learning experiences to reinforce math and reading readiness.

Strategy's Expected Result/Impact: At least 90% of students attending Pre K will be on or above level at the beginning of the year assessments in Kindergarten.

Goal 2: Hays CISD is dedicated to the safety of all students and staff.

Performance Objective 1: A safe environment must include secure facilities, staff and student training, and the implementation of our district standard response protocol. Elm Grove staff will work together to ensure the physical and emotional well-being of all of our students. Specific areas addressed are physical and cybersecurity, data privacy, campus access, detecting and reporting possible threats, COVID19 safety/prevention planning/reporting, and maintaining an environment of trust between adults and all students. Our Emergency Operations Plan will be updated annually and all drills will be conducted. We will include parents and students in the monitoring of our safety protocols.

Evaluation Data Sources: The campus will provide a report to the Area Deputy Academic Office including an overview of campus safety protocols, the safety and preparedness training completed by the campus, and an overview of student and staff character development, including extra-curricular/club participation and social/emotional supports (discipline, attendance, counseling strategies) that are in place on the campus.

Strategy 1 Details
<p>Strategy 1: Campus COVID-19 team will continue to monitor implementation of the campus COVID-19 Safety Plan.</p> <p>Strategy's Expected Result/Impact: Campus provides a safe environment for students to return to school.</p> <p>Staff Responsible for Monitoring: Administration, Nurse Joy, Campus COVID-19 Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>
Strategy 2 Details
<p>Strategy 2: Utilize campus safety team to monitor the EGE Safety plan which includes safety drills and practices implemented for student and staff safety.</p> <p>Strategy's Expected Result/Impact: 100% of safety drills will be administered throughout the school year.</p> <p>Staff Responsible for Monitoring: Administration, Jeri Skrocki</p>
Strategy 3 Details
<p>Strategy 3: Campus will continue to implement the Leader In Me process as per the Franklin Covey model.</p> <p>Strategy's Expected Result/Impact: All classrooms will incorporate the 7 habits through visuals, leadership roles and implementation of study guides.</p> <p>Staff Responsible for Monitoring: Lighthouse Facilitator, Lighthouse team, admin</p>
Strategy 4 Details
<p>Strategy 4: Attendance: Campus will monitor attendance weekly and recognize classes and students with perfect attendance.</p> <p>Strategy's Expected Result/Impact: Campus will maintain the district distinction of Highest Attendance.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk</p>

Strategy 5 Details

Strategy 5: Student Engagement: Campus will engage in professional development to implement a blended learning model to increase student engagement.

Strategy's Expected Result/Impact: 100% of teachers will participate in the district blended learning professional development.

Staff Responsible for Monitoring: Classroom teachers, ICs, admin

Strategy 6 Details

Strategy 6: Teachers will utilize positive behavior contracts with students that struggle with behavior.

Strategy's Expected Result/Impact: Negative behaviors documented in discipline referrals will decrease by 15%. Positive referrals will be utilized by all teachers.

Staff Responsible for Monitoring: classroom teachers, admin

Goal 3: Hays CISD is dedicated to treating everyone with respect and dignity.

Performance Objective 1: Cultivating a culture of positive engagement and public service requires empathy, visibility, trust, and communication. Communication is the foundation of a positive culture. Communication through all appropriate avenues is a priority, and staff will receive training in these areas. Our campus is committed to increasing client engagement both internally and externally.

Evaluation Data Sources: Staff will receive targeted training after a process review, in the areas of customer service and community relations. An employee engagement survey will be given and the results will be utilized to address needs as identified. Elm Grove Elementary School will develop strategies and systems to make this the best place to work.

Strategy 1 Details
<p>Strategy 1: Office staff will engage in customer service professional development. Strategy's Expected Result/Impact: Community satisfaction will be 90% or above according to the District Community Survey. Staff Responsible for Monitoring: front office staff, admin</p>
Strategy 2 Details
<p>Strategy 2: Lighthouse Team and Hospitality Team will provide frequent, ongoing activities to boost campus morale such as monthly "snack days", a "Brag Board" and weekly staff celebrations. Strategy's Expected Result/Impact: Staff satisfaction will increase 5% on K-12 Insight. Staff attendance will remain at same level for the 21-22 school year.</p>
Strategy 3 Details
<p>Strategy 3: School Community Involvement: Campus will engage in two community service projects each year. Strategy's Expected Result/Impact: At least 50% of students will engage in each community service project and will reflect on the importance of community involvement. Staff Responsible for Monitoring: Lighthouse Team, admin, PTA</p>
Strategy 4 Details
<p>Strategy 4: All staff will model goal setting for students by displaying and tracking their own goal. Strategy's Expected Result/Impact: 100% of students will be engaged in setting one academic and one personal goal. Staff Responsible for Monitoring: classroom teachers, staff</p>
Strategy 5 Details
<p>Strategy 5: Teachers will utilize Schoology and Parent Portal to communicate student progress to parents. Strategy's Expected Result/Impact: Parent engagement will increase by at least 20% on K-12 Insight. Staff Responsible for Monitoring: classroom teachers, PEIMS clerk</p>