

# Hays Consolidated Independent School District

## Elm Grove Elementary School

2023-2024



ELM GROVE  
ELEMENTARY SCHOOL

**Board Approval Date:** November 28, 2023  
**Public Presentation Date:** November 13, 2023

# Mission Statement

Love to learn, learn to lead.

# Goals

**Goal 1:** Hays CISD believes in the achievement, growth, and success of every student.

**Performance Objective 1:** Through attention to individual student's needs, each campus will demonstrate continuous improvement by showing academic growth and student engagement, including intervention and enrichment. The campus will evaluate and address the individual needs of each student. Student performance will be evaluated in academics; college, career, and military readiness; and character and power skills education.

## High Priority

### HB3 Goal

**Evaluation Data Sources:** Student Advising: The district will utilize a career interest profiler to track academic advising beginning the spring semester of 5th grade based on student interest and academic achievement. In June 2024, the district will provide a comprehensive report showing evidence of the academic advising captured through a career interest profiler by campus and grade level.

**Student Achievement:** In February, a public hearing on TAPR will be held to summarize student academic performance/achievement and accessibility gaps, including the district's college, career, and military readiness counts. In August 2024, the superintendent will present the student growth goals addressing the Hays CISD approaches/meets/masters % vs. the state performance.

**College & Career Readiness:** The district will use data from PSAT8 and PSAT to track student progress toward college readiness. SAT and TSIA2 will be utilized to assess college readiness along with attainment of college credit through advanced placement exams, dual credit, and dual enrollment courses. Career readiness will be assessed through the attainment of industry-based certification through CTE courses. The district will monitor progress throughout the 2023-2024 school year and will provide an update on college readiness to the Board by January 2024 for the final 2022 CCMR results.

**Professional Development:** Campus staff will participate in differentiated Just-in-Time professional development offered by the District in all content areas to support our campus initiatives and student achievement goals. To inform campus professional development, campus administrators will conduct at least 60 minutes of walk-throughs per day. A focus on lesson design and delivery will amplify student learning experiences that will lead to mastery learning and improved student outcomes. Phonics instruction will be required in the primary grades.

### Strategy 1 Details

**Strategy 1:** Reading Language Arts: ELAR teachers will use a balanced literacy approach to reading including Open Court phonics, guided reading, shared reading, writing and word work. Teachers will incorporate writing across all disciplines.

**Strategy's Expected Result/Impact:** 80% of students will increase reading fluency and comprehension by one year's growth as determined by the end of the year MClass assessments given in May 2024.

**Staff Responsible for Monitoring:** Classroom Teachers, IC, Admin

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 5: Effective Instruction

**Problem Statements:** Student Learning 1

### Strategy 2 Details

**Strategy 2:** Math: Students and teachers will utilize Math STEMScopes lessons and resources to provide effective instruction in math.

**Strategy's Expected Result/Impact:** 85% of students will show expected growth on the MAPS assessment given in May 2024.

**Staff Responsible for Monitoring:** Classroom Teachers, IC, Admin

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

**Problem Statements:** Student Learning 2, 3

### Strategy 3 Details

**Strategy 3:** Science/STEM: Project Lead the Way will be implemented during Science specials rotation (STEM).

**Strategy's Expected Result/Impact:** Students meeting Masters on the 5th grade Science STAAR will increase by 10%.

**Staff Responsible for Monitoring:** Science teachers, IC, admin

**Problem Statements:** Student Learning 1

### Strategy 4 Details

**Strategy 4:** Social Studies: Teachers will incorporate research projects into social studies through the use of interactive journals and curriculum found in Content Resources.

**Strategy's Expected Result/Impact:** 95% of students in 4th and 5th grade will complete a research project based on grade level material.

**Staff Responsible for Monitoring:** 4th and 5th grade teachers, IC, admin

**Problem Statements:** Student Learning 1

### Strategy 5 Details

**Strategy 5:** Professional Learning Communities: Teachers will plan for and implement PLCs a minimum of three times a month.

**Strategy's Expected Result/Impact:** 10% of students who scored Meets on the Reading and/or Math STAAR in 2023 will score in the Masters level on the 2024 STAAR assessments.

**Staff Responsible for Monitoring:** Classroom teachers, PLC facilitators, IC, admin

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 5: Effective Instruction

**Problem Statements:** School Processes & Programs 1

### Strategy 6 Details

**Strategy 6:** Progress Monitoring: Classroom teachers will meet with admin, IC and intervention teachers to monitor student progress.

**Strategy's Expected Result/Impact:** 100% of students receiving Tier 2 and Tier 3 intervention will be progress monitored weekly or biweekly.

**Staff Responsible for Monitoring:** Classroom teachers, admin, IC, intervention

**TEA Priorities:**

Build a foundation of reading and math

**Problem Statements:** Student Learning 1

### Strategy 7 Details

**Strategy 7:** College, Career, and Military Readiness: Campus will implement career day activities into every grade level. The counselor will incorporate career day activities into classroom lessons.

**Strategy's Expected Result/Impact:** 100% of students will participate in career day activities planned in the Spring.

**Staff Responsible for Monitoring:** Counselor, Admin

### Strategy 8 Details

**Strategy 8:** Multilingual (EBs): Teachers will utilize multiple vocabulary strategies with our EB students served in our ESL classrooms.

**Strategy's Expected Result/Impact:** 85% of our EB students will show growth on the TELPAS assessment.

**Staff Responsible for Monitoring:** Classroom teachers, admin

**Problem Statements:** Student Learning 2, 3

### Strategy 9 Details

**Strategy 9:** Special Education: Teachers will use Reading by Design instructional lessons and resources for special education students with deficiencies in reading.

**Strategy's Expected Result/Impact:** 85% of students receiving special education instruction for ELAR will show a minimum of one year's growth as determined by the end of year MClass assessments.

**Problem Statements:** Student Learning 1

### Strategy 10 Details

**Strategy 10:** Highly Mobile and At-Risk: Students identified as at risk will be monitored monthly to determine need for MTSS tiered intervention.

**Strategy's Expected Result/Impact:** 100% of classroom teachers will implement Tier 2 instruction including progress monitoring biweekly.

**Problem Statements:** Student Learning 1, 2, 3

### Strategy 11 Details

**Strategy 11:** Writing: Students will add entries to a response journal a minimum of twice a week.

**Strategy's Expected Result/Impact:** 85% of students will show growth in writing fluency of responses by May 2024.

**Staff Responsible for Monitoring:** Classroom teachers, IC, admin

**Problem Statements:** Student Learning 1

### Strategy 12 Details

**Strategy 12:** Teachers will engage in collaboration across grade levels in math and ELAR.

**Strategy's Expected Result/Impact:** Teachers will engage in vertical teaming a minimum of three times a year.

**Staff Responsible for Monitoring:** admin, IC

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

**Problem Statements:** Student Learning 1, 2, 3

**Goal 2:** Hays CISD is dedicated to the safety, mental health, and engagement of all students and staff.

**Performance Objective 1:** A safe environment must include secure facilities, staff and student training, access to mental health supports, opportunities for all students to be engaged in their school community, and our adopted standard response protocol. The district and each campus will partner with local, state, and federal entities to ensure preparedness related to School Safety and Security.

**Evaluation Data Sources:** Safety and Security: The Board will receive a brief narrative posted in the Board Blog addressing the updated EOP, including plans for a cybersecurity coordinator along with an overview of district safety protocols and training by the end of September.

Social Emotional Learning: All campuses will implement Social Emotional Learning (SEL) strategies with fidelity and embed SEL best practices across all academic areas. The district will capture information about the SEL Program implemented at each campus. Campuses will track and monitor student participation in extracurricular/club participation, and the district will track discipline and attendance on an ongoing basis. SEL information will be presented in December 2023 to provide a district-wide update.

Strategy 1 Details
<p><b>Strategy 1:</b> Student Safety: Classroom doors will remain locked throughout the day and perimeter checks will be done daily.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus will have zero incidents of unauthorized people entering the building.</p> <p><b>Staff Responsible for Monitoring:</b> administration</p> <p><b>Problem Statements:</b> Demographics 2</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Social Emotional Learning: Campus will continue to integrate the Leader In Me process throughout the environment and instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Discipline referrals will decrease by 10% from the 2023 data.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Admin</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 3</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Mental Health: Counselor will hold "lunch bunch" groups with students struggling with friendships and social interactions.</p> <p><b>Strategy's Expected Result/Impact:</b> Number of "bullying" incidents will decrease by 15% from the previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, teacher for referrals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 3</p>

#### Strategy 4 Details

**Strategy 4:** Increasing Student Attendance: Classrooms with perfect attendance for the week will be recognized weekly over announcements and on website.

**Strategy's Expected Result/Impact:** Increase attendance to 97.0% by the end of the school year.

**Staff Responsible for Monitoring:** Attendance Clerk

**ESF Levers:**

Lever 3: Positive School Culture

**Problem Statements:** School Processes & Programs 2

#### Strategy 5 Details

**Strategy 5:** Student Engagement: Students will participate in Fall and Spring Club Days that will allow them to explore interest and passions. After school clubs academic clubs will be implemented.

**Strategy's Expected Result/Impact:** 100% of students will participate in a chosen club during the 2023-24 school year.

**Staff Responsible for Monitoring:** Admin, Lighthouse Team, classroom teachers

**Problem Statements:** School Processes & Programs 2, 3



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

**Performance Objective 1:** The campus will foster a welcoming culture of positive engagement and public service. Our campus is committed to customer service with timely and effective communication. Our campus is committed to increasing customer service and client engagement, both internally and externally.

**Evaluation Data Sources:** The Board will receive timely updates on community and staff outreach. An employee engagement survey will be given and the Board will see the results AND how they will be addressed.

Staff will receive targeted training, after a process review, in the areas of customer service and community relations. HCISD will develop strategies and systems to make this the best place to work, and the plan will be presented to the Board in November.

During the December and June Board meetings, the board will receive a report of the recommendations made to Dr. Wright by the Diversity Advisory Council.

Strategy 1 Details
<p><b>Strategy 1:</b> School Community Involvement: EGE will host two parent and community events, Habit Hunt and STREAM Night.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent participation in community events will increase by 10%.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Lighthouse Team, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Family Engagement/ Parent Involvement: All students will hold a student led conference with a parent or other designated adult.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of students will participate in a student led conference with an adult.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, support staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Demographics 1</p>

# State Compensatory

## Budget for Elm Grove Elementary School

**Total SCE Funds:** \$3,471.00

**Total FTEs Funded by SCE:** 2

### Brief Description of SCE Services and/or Programs

EGES will use its SCE funds to split fund its reading intervention program - Reading Plus.

## Personnel for Elm Grove Elementary School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Cristin Hopkins	Interventionist	1
Dianne Turner	Instructional Coach	1

# 2023-2024 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Kathryn Faulks	Principal
Administrator	Patty Manco	Assistant Principal
Classroom Teacher	Kimberly Ware	Kinder Teacher
District Leadership Team Member	Kristen Lander	PreK Teacher
Business Representative	Denise Hernandez	Business Rep
Community Representative	Amanda Fuqua	Community Rep
Specials Teacher	Shelly Allen	Technology Teacher
District-level Professional	Michael Watson	DAO
Parent	Sarah Miller	Parent
Classroom Teacher	Dawn Pucci	3rd grade teacher
Paraprofessional	Karan Ratliff	Library Tech
Non-classroom Professional	Cristi Hopkins	Intervention