

Celina Independent School District

Celina Elementary School

2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

The mission of the District, as the primary educational entity, is to provide a safe, caring, structural learning environment where teachers educate and motivate students to become productive citizens of their community.

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Goals

Goal 1: Community

Performance Objective 1: Expand opportunities for involvement of all families.


Evaluation Data Source(s) 1: % of community satisfied with opportunities based on survey

of programs offered to ensure and increase per year at each campus

of communicated volunteer opportunities

of participants at family events

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Explore the possibility of servicing the parents criminal background checks digitally. (see Love Joy ISD)	6	Technology Department Central Administration Principal	Provide consistency across district without tracing paperwork, everything is digital.				
2) Encourage weekly communication between parents and staff about upcoming events and volunteer opportunities.	1	Teachers Campus Administration	E-mails, newsletters, feedback from parents				
3) Translate all communication in spanish for bilingual participation.	1	Campus Administration ESL/BI Teachers Director of Bilingual Education	Increase in bilingual parental involvement				
4) Continue to conduct a parent meeting communicating curriculum, campus needs, standards based reports cards, changes in intervention and master schedule and/or volunteer opportunities.	10	Campus Administration Specials Teachers Team Leads	Parent feedback from parental involvement survey, sign-in sheets				
5) Continue the use of providing a teacher/parent conference day in the district calendar to promote a positive rapport between school and home.	6	District Calendar Committee Campus Administration	Provide all teachers and parents a substantial amount of time to conference with parents, provide signification information, and have a two-way line of communication.				
							







Goal 1: Community

Performance Objective 2: Implement career exploration programs in partnership with the community.

Evaluation Data Source(s) 2: % of students involved in mentorships, internships, apprenticeships and shadowing

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Encourage and invite community sponsors responsible for the Garden of Oz for ongoing support and participation.	6	Garden Committee Campus Administration Grade level teachers	Increase in student and community support and participation.				
2) Counselor will implement and promote Career Day, which will provide opportunities for community involvement.	6	School Counselor Campus Administration Teachers	Increase in parent participation, increase in exploration of programs and careers				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: Community

Performance Objective 3: Build relationships between the district and community organizations.

Evaluation Data Source(s) 3: # of district personnel on city educational committees
of community organization volunteers at campuses

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Involve District Parent/Community Liaison in outreach to increase parental involvement participation and involvement in a variety of community outreach events.	6, 10	Campus Administration Parent/Community Liaison Teachers	Increase community satisfaction and participation with parents and community. Increase in family and community engagement in school functions and student academics. (PTA, Donuts with Dad, Muffins with Mom, Family Involvement Nights, Award Assemblies, Principal/Counselor Tea, Curriculum Nights, Bobcat Hearts)				
2) Include diverse groups of parents, faculty and community members in decision making through various committees. (CIP, SHAC, site-based committee, calendar)	6	Campus Administration	Agendas, sign-in sheets and communication regarding committees				
							

Goal 2: Excellence

Performance Objective 1: Develop high quality educators dedicated to continuous improvement.

Evaluation Data Source(s) 1: % increase of professional development opportunities


% of educator retention

% of teachers participating in PLCs

% of improvement in student growth index

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Tango app will be utilized to administer TPRI to all students in grades 1-3. Data will be disaggregated to establish students in need of intervention and measure academic growth.	2, 8	Principal, Team Leaders, Elementary Director of Instruction	Student increases in achievement (developed) and increase in levels of reading as demonstrated on TPRI reading assessment administered at BOY, MOY and EOY				
2) Expand the use of MobyMax as a school-wide web-based intervention and progress monitoring tool.	9	Principal Teacher Director of Curriculum & Instruction	Usage reports, progress monitoring report				
3) Require all certified staff to obtain their GT certification prior to Summer 2018.	5	Teacher Principal Assistant Superintendent	Certification of Completion				
4) Encourage and promote ESL endorsement for all certified employees.	5	Teacher Principal Assistant Superintendent	Certification of Completion				
5) Provide all core teachers 1/2 day planning time that would include horizontal and vertical alignment.	4, 8	Director of Curriculum & Instruction Campus Administration Team Leads	Alignment documents and data, sign in sheets, consistency between campuses				

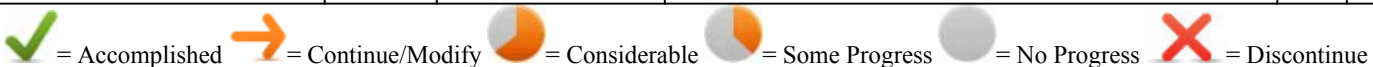
6) Implement ESGI in grade 1 to measure academic growth in all core subjects.	9	Teachers Team Leads Campus Administration Director of Instruction & Curriculum	Usage report, progress monitoring data				
	Funding Sources: 211-Title I - 0.00						
7) Continue following Empowering Writers in accordance with the district writing plan to ensure high expectations for student performance.	3	Director of Curriculum & Instruction Principal	Staff development sign-in sheets or certificates, agenda from professional development events, lesson plans, campus walk-through data, increase in academic performance of students on local and state assessments.				
8) Provide professional development opportunities and resources needed for instructional leaders to write exemplar lessons.	4	Director of Curriculum & Instruction Campus Administrators	sign-in sheet, schedule of professional development, teacher feedback				
9) Expand the Mentor Text that are available for staff to use as an instructional tool.	9	Campus Administration Librarian Director of Curriculum and Instruction	Evidence of student's making connections to text, growth in comprehension scores, increase in student vocabulary.				
	Funding Sources: 211-Title I - 0.00						
10) Continue to schedule site visits to surrounding districts of comparable size to collaborate with other professionals on classroom instruction, design and best practice.	4	Campus Administration Director of Curriculum & Instruction	Teacher feedback, implementation/discussion/presentation of information gained from site visit.				
11) Provide necessary professional development and expand the use of our guided reading library and strategy group among struggling students.	4	Campus Administration Director of Curriculum & Instruction	Measure of student growth by objective and reading level				
	Funding Sources: 211-Title I - 0.00						
12) Expand the use of Leveled Literacy Intervention program amongst struggling readers.	8, 9	Teachers Campus Administration Reading Specialist	Student increases in achievement and increase in reading fluency and comprehension based on BOY, MOY and EOY TPRI and DRA assessments.				
	Funding Sources: 211-Title I - 0.00						
							

Goal 2: Excellence

Performance Objective 2: Promote extra curricular activities and events to maximize student education, development and wellness.

Evaluation Data Source(s) 2: % increase of participation in extracurricular activities
 # increased of extra-curricular activities offered

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Inquire the possibility of extra curricular opportunities for students, such as, chess club, spanish club or Lego Robotics.	1	Campus Administration Sponsor Teachers	% increase in participation				
2) Provide a campus-wide assembly with secondary mentors or public speakers.	6, 10	Campus Principal Campus Counselor	Office or counselor referrals, decrease in bullying reports				
							

Goal 2: Excellence


Performance Objective 3: Provide CTE opportunities and support for all students to ensure student success.

Evaluation Data Source(s) 3: % of graduation rate

% increase of enrollment in CTE courses

% of students receiving certifications

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Implement a STEAM lab utilizing the library/media center.	2	Campus Administration Campus Librarian District Librarian	Observation, Student participation				
2) Teachers will model the use of academic vocabulary and increase the depth an complexity of instruction with the implementation of the interactive word wall.	3	Director of Curriculum & Instruction Principals	Teacher lesson plans, campus walk-through data, student performance on local and state assessments				
							

Goal 2: Excellence

Performance Objective 4: Ensure systems and supports are designed to equip students with the soft skills necessary for college and career awareness.

Evaluation Data Source(s) 4: # of systems and supports implemented
% of students indicating preparedness

Summative Evaluation 4:







Goal 3: Innovation

Performance Objective 1: Expand technological opportunities.

Evaluation Data Source(s) 1: % increase in courses offered
% increase in enrollment/participation
increase in device to student ratio
increase in teachers participating in quality training

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Integrate instructional technology use for students and teachers.		Instructional Technologist Teachers Principal Director of Curriculum and Technology	Scheduled professional development with staff, sign in sheets				
2) Offer after school tech training for all elementary staff to increase teacher and student instructional technology use, and continue to expand instructional technology use for teachers and students.	4	Instructional Technologist Principal Director of Curriculum and Technology	Sign-in data, teacher feedback				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: Innovation

Performance Objective 2: Create collaborative learning spaces.

Evaluation Data Source(s) 2: % increase in implementation of flexible classrooms

Summative Evaluation 2:

Goal 3: Innovation

Performance Objective 3: Develop each student to be a creative and critical thinker.







Evaluation Data Source(s) 3: % increase of project/problem-based lessons

% increase in test scores for AP, SAT, & advanced levels on STAAR

% increase in teachers trained in PBL

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Provide PLC professional development for instructional staff and implement the PLC format during weekly team meetings.	4	Campus Administration Teachers Director of Curriculum & Technology	sign-in sheets, increase in teacher participation and feedback, student growth				
2) Implement initial and ongoing training of instructional staff in project based lessons.	4	Director of Curriculum and Instruction Campus Administration	Student growth, teacher feedback, observation, professional development sign-in sheets				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 4: Leadership

Performance Objective 1: Diversify opportunities for students to develop leadership skills.

Evaluation Data Source(s) 1: % increase of students involved in leadership opportunities/activities on each campus

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Implement Youth Leadership Team with grades 4 and 5.	6, 10	Campus Administration Teachers Sponsor Campus Counselor	Increase of student participation, feedback from students, staff and parents				
2) Counselor will provide guidance lessons to all students.	10	Campus Counselor Teachers	Guidance Curriculum, decrease in student discipline, teacher and student feedback				
3) Continue to promote and encourage the positive behavior support system that will be used on campus to recognize positive behaviors exhibited by students. Charts in classroom will denote positive efforts made by students. (CHAMPS)	3	Campus Administrators Campus Counselor Teachers	Decrease office referrals, increase student motivation, feedback from parental involvement survey, teacher feedback				
							

Goal 4: Leadership

Performance Objective 2: Develop a plan to build educator capacity for leadership.

Evaluation Data Source(s) 2: % of district employees participating in the plan
% increase of involvement in districts leadership academy

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Provide leadership opportunities for experienced, well-versed staff interested in pursuing a leadership position for the following: Instructional Coach, Administration or Curriculum.	4	Principal Lead Teachers Assistant Superintendent	Staff feedback, sign-in sheets, observation				
							

Goal 4: Leadership

Performance Objective 3: Design a detailed plan to address organizational structures and adequately prepare for projected growth.

Evaluation Data Source(s) 3: % of detailed plan implemented

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Continue to utilize campus mentoring for new staff.	4	Campus Administration Team Leads Teachers	Agenda from meetings, teacher feedback				
2) Implement new teacher monthly meetings with campus administration.	4	Campus Administration New teachers	Agenda from meetings, sign-in sheets				
							

Goal 5: Stewardship

Performance Objective 1: Provide equitable distribution of financial resources throughout the district.

Evaluation Data Source(s) 1: # of top financial ratings and recognitions
 % of financial resources spent on instruction and student activities

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Establish a committee to meet quarterly to be an advocate for instructional resources and expenditures, which will ensure transparency within the campus.	10	Campus Administration Secretary Campus Counselor Team Leads	Agenda from meetings, fiscal responsibility and use of funds				

Goal 5: Stewardship

Performance Objective 2: Meet fast growing needs of our student population by anticipating and preparing for enrollment gains.

- Evaluation Data Source(s) 2:** % of class size ratio
 % use of existing facilities
 % increase in supplemental funding from non-traditional sources

Summative Evaluation 2:

Goal 5: Stewardship

Performance Objective 3: Preserve existing culture while providing supports that meet the physical, emotional, and behavioral needs for all students.

- Evaluation Data Source(s) 3:** % of students and parents indicating satisfaction
 # of supports provided based on counselor reports

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Nov	Mar	June
1) Continue annual training/instruction on campus crisis and emergency plans.	10	Campus administration School Counselor SRO	Scheduled trainings/meetings, staff sign in sheets from trainings, staff knowledge and implementation of code of conduct.				