

Bastrop Independent School District

Colony Oaks Elementary

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

Colony Oaks Elementary School ensures high levels of learning for all students and staff in a safe and secure environment so that all students are able to be successful at or above grade level.

Vision

Colony Oaks Elementary School will be known for ensuring high levels of academic achievement in that all students make at least one year's growth from year to year.

Table of Contents

Goals 4

Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence. 4

Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners. 10

Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections. 16

Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders. 22





Goals

Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 1: By May 2025, increase the percentage of students at Meets Grade Level on STAAR math from (24% to 34%) and STAAR Reading from (38% to 48%)

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will continue to internalize lessons in weekly and bi-weekly CBLs and deliver on grade level Tier 1 instruction using our district curriculum, Amplify & Eureka.</p> <p>Strategy's Expected Result/Impact: Teachers will become more knowledgeable with the Amplify and Eureka curriculum and ensure that all students are being exposed to on grade level Tier 1 instruction.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 2 Details	Reviews		
<p>Strategy 2: Teachers will have regular meetings with campus leaders and will be given class rosters, identifying what services their students receive to include SPED, Dyslexia, Academic Rtl, HB 1416, Summit K12, and GT and those that are economically disadvantaged, high focus, and their race/ethnicity.</p> <p>Strategy's Expected Result/Impact: This will ensure that teachers know who their students are, what services they receive, and how they are tied to accountability.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: Grade Level/Content data meetings will be held within one week of all Screeners, Unit Tests, and District Tests.</p> <p>Strategy's Expected Result/Impact: We will be able to identify and support students who are not making progress as well as supporting our teachers in ensuring that all students make growth.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Principal, Assistant Principals</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr
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Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 2: By May 2025, implement High-Quality Instructional Materials aligned to Math, Literacy, and Science Frameworks with 85% fidelity.

Evaluation Data Sources: BISD Walkthrough Form, CBPL agendas, coaching cycles

Strategy 1 Details	Reviews		
<p>Strategy 1: Admin & Instructional Coaches will conduct at least 5 walkthroughs a week in core content classrooms. Teachers are tiered and key instructional components are tracked and monitored.</p> <p>Strategy's Expected Result/Impact: We will be able to monitor for the use of High Quality Instructional Materials and appropriate pacing.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Principal, Assistant Principals</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 3rd-5th Grade CBPLs have been moved from 1x per week for 45 during conference to 1x every two weeks for 90 minutes from 2:15-3:45.</p> <p>Strategy's Expected Result/Impact: This will ensure less interruptions and a longer duration of time for collaboration. This will also open up conference periods for data reviews.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Principal, Assistant Principals</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: We will provide training and follow-up coaching on High-Quality Instructional Material lesson internalization and lesson execution.</p> <p>Strategy's Expected Result/Impact: We will be able to monitor that High-Quality Instructional Materials are being implemented along with our Amplify and Eureka curriculum.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr










Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 3: By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by (10%).

Evaluation Data Sources: NWEA MAP Growth Data

Strategy 1 Details	Reviews		
<p>Strategy 1: Intervention minutes will be intentionally planned for based on individual student need and monitored for fidelity and student progress.</p> <p>Strategy's Expected Result/Impact: All students will receive the interventions they need in order to make growth or progress.</p> <p>Staff Responsible for Monitoring: RTI Lead Teacher</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Admin will have one-on-one conversations with teachers who have more than 25% of their students not showing progress/going backwards on any screener, unit test, or district test.</p> <p>Strategy's Expected Result/Impact: There will be increased accountability but students, teachers, and Admin.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Principal, Assistant Principals</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: Grade Level/Content data meetings will be held within one week of all Screeners, Unit Tests, and District Tests.</p> <p>Strategy's Expected Result/Impact: We will be able to identify and support students who are not making progress as well as supporting our teachers in ensuring that all students make growth.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Principal, Assistant Principals</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Superintendent Goals: SG 1</p>	Formative		Summative
	Nov	Feb	Apr
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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 1: By May 2025, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading.

Emergent Bilingual: Math-69% & Reading-62%





Special Education: Math-58% & Reading-50%

Economically Disadvantaged: Math-65% & Reading-60%

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details	Reviews		
<p>Strategy 1: Implement Dual Language program model with fidelity.</p> <p>Strategy's Expected Result/Impact: Our Emergent Bilingual students will meet our closing the gaps target for STAAR Math & Reading</p> <p>Staff Responsible for Monitoring: District Multilingual Specialist, District Instructional Coaches, Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Intervention and enrichment groups will be monitored for progress to ensure gaps are being closed.</p> <p>Strategy's Expected Result/Impact: All students will begin to close the gaps in their learning.</p> <p>Staff Responsible for Monitoring: RTI Lead, Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: Ensure that Teachers, Administrators, and Instructional Coaches know who our Emergent Bilingual, Special Education, and Economically Disadvantaged students are, specifically when looking at data.</p> <p>Strategy's Expected Result/Impact: We will ensure that our Emergent Bilingual, Special Education, and Economically Disadvantaged students are making growth and closing learning gaps.</p> <p>Staff Responsible for Monitoring: RTI Lead Principal</p> <p>Title I: 2.6</p> <ul style="list-style-type: none"> - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 2 	Formative		Summative
	Nov	Feb	Apr





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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 2: By May 2025 Increase the percentage of Emergent Bilingual students showing growth on Texas English Language Proficiency Assessment System (TELPAS) to 30%.

Evaluation Data Sources: 2025 Accountability data, ECR/SCR data, Summit K-12 data

Strategy 1 Details	Reviews		
<p>Strategy 1: Ensure all Intermediate and Advance High Emergent Bilingual students use the Summit K-12 program to include at least 45 minutes of practicing English listening and or speaking skills a week.</p> <p>Strategy's Expected Result/Impact: Students' TELPAS composite scores will increase by at least one composite level.</p> <p>Staff Responsible for Monitoring: Assistant Principal, RTI Lead</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: Students will complete an ECR 1X per week in at least one content (Reading, Math & Science/Social Studies) using the CCC Strategy.</p> <p>Strategy's Expected Result/Impact: Our Emergent Bilingual students will show growth in their writing TELPAS scores.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches Principal Assistant Principals</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
	Nov	Feb	Apr





Strategy 3 Details	Reviews		
<p>Strategy 3: Teachers will provide specific (verbal or written) feedback on every ECR using the CCC Strategy before the students' next ECR.</p> <p>Strategy's Expected Result/Impact: Students and Teachers will be able to monitor their writing process throughout the year.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 3: By May 2025, 85% of staff members engaged in BISD professional development sessions will be prepared to apply new learning in a short time frame.

Evaluation Data Sources: Professional Learning Plan evaluation data gathered at district- or campus-based professional learning sessions.

Strategy 1 Details	Reviews		
<p>Strategy 1: One faculty meeting a month will be designated for professional development and learning based on the needs of our faculty and staff.</p> <p>Strategy's Expected Result/Impact: Our teachers will be receiving training in the areas they need to grow in.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: We will ensure that all staff attend portfolio required professional development on designated professional learning days.</p> <p>Strategy's Expected Result/Impact: All staff will receive all necessary training needed to implement the curriculum and HQIM strategies.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Assistant Principals, Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: Create a structure for campus based peer observation of HQIM and strategy implementation, to include debrief and action planning.</p> <p>Strategy's Expected Result/Impact: We will increase the proficiency level of HQIM strategy implementation across the campus.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 2</p>	Formative		Summative
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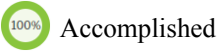
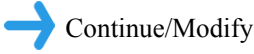

Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 1: By May 2025, increase student attendance from (94% to 95%).

Evaluation Data Sources: PEIMS Attendance Data

Strategy 1 Details	Reviews		
<p>Strategy 1: We will implement a school-wide attendance incentive program by grade level to track the number of students who arrive on time and do not leave early each month.</p> <p>Strategy's Expected Result/Impact: We will increase the amount of instructional time students are receiving.</p> <p>Staff Responsible for Monitoring: Attendance Clerk, Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: We will use various modes to inform parents about our attendance policies (fliers at Meet the Teacher, info session at Open House, One-pager in new family welcome packets, and our family newsletter).</p> <p>Strategy's Expected Result/Impact: We will increase our families' attendance awareness and increase our daily attendance rate.</p> <p>Staff Responsible for Monitoring: Attendance Clerk, Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: We will hold attendance meetings every three weeks throughout the school year to track attendance and follow up with any attendance concerns.</p> <p>Strategy's Expected Result/Impact: We will be able to closely monitor student absences and help families make a plan for ensuring their students come to school.</p> <p>Staff Responsible for Monitoring: Attendance Clerk, Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		Summative
	Nov	Feb	Apr










Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 2: By May 2025, the percentage of students who receive disciplinary actions resulting in loss of classroom time will decrease by 5%.

Evaluation Data Sources: Skyward Discipline Reports

Strategy 1 Details	Reviews		
<p>Strategy 1: We will collaborate with the admin team, teachers, and counselors to assign alternative disciplinary actions other than ISS/OSS.</p> <p>Strategy's Expected Result/Impact: We will decrease the amount of lost instructional time due to negative behaviors.</p> <p>Staff Responsible for Monitoring: Assistant Principals</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: We will implement campus-wide expectations and policies to ensure that classroom routines and procedures are clear and understood by all staff and students.</p> <p>Strategy's Expected Result/Impact: We will see less negative behavior and therefore less lost instructional time.</p> <p>Staff Responsible for Monitoring: Teachers Assistant Principals</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: We will conduct campus investigations that will promote and support a safe and orderly learning environment.</p> <p>Strategy's Expected Result/Impact: We will see less disproportionality among student discipline referrals and assigned actions.</p> <p>Staff Responsible for Monitoring: Assistant Principals</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		Summative
	Nov	Feb	Apr
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Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 3: By May 2025, 80% of classrooms will regularly use at least three district-approved educational technology tools.

Evaluation Data Sources: Digital Learning aligned walkthrough data, BISD Walkthrough Form, CBPL Agendas

Strategy 1 Details	Reviews		
<p>Strategy 1: We will implement blended learning strategies to include a studio rotation model, goal setting, and conferencing</p> <p>Strategy's Expected Result/Impact: We will be able to have just in time reteach in reading and math and increase student accountability.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches Assistant Principals Principal</p> <p>Title I: 2.4</p> <ul style="list-style-type: none"> - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 3 	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: We will provide ongoing professional learning for teaching staff to effectively integrate technology into their instruction.</p> <p>Strategy's Expected Result/Impact: We will see an increase in the use of educational technology tools by our staff.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches</p> <p>Title I: 2.4</p> <ul style="list-style-type: none"> - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning - Superintendent Goals: SG 3 	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details

Reviews

Strategy 3: We will develop digital learning ambassadors where experienced teachers support their peers in technology integration.

Strategy's Expected Result/Impact: We will grow our leadership capacity at the campus level.

Staff Responsible for Monitoring: Technology Assistant Principal

Title I:

2.4

- TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 1: Strong School Leadership and Planning

- Superintendent Goals:

SG 3

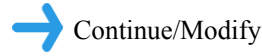
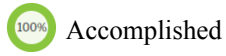
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Feb

Apr



Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 1: By May 2025, reduce teacher turnover to (15%).

Evaluation Data Sources: Human Resources and Texas Performance Reporting System (TPRS) retention data

Strategy 1 Details	Reviews		
<p>Strategy 1: We will provide ongoing support for teacher leaders in classroom management, curriculum, and research based instructional strategies.</p> <p>Strategy's Expected Result/Impact: Teachers will be prepared and confident in their classroom roles.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Assistant Principals</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 4</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: We will provide Teachers with timely observation feedback that includes high-leverage, bite-sized, clear, and actionable feedback.</p> <p>Strategy's Expected Result/Impact: Teachers will continue to grow in their craft and be successful.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches, Assistant Principals, Principals</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 4</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details

Reviews

Strategy 3: We will make decisions that are best for students and that align to our mission and vision.

Strategy's Expected Result/Impact: We will retain teachers whose academic beliefs align with our campus mission and vision.

Staff Responsible for Monitoring: Assistant Principals, Principals

Title I:

2.4

- TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 3: Positive School Culture

- Superintendent Goals:

SG 4

Formative

Summative

Nov

Feb

Apr



No Progress



Accomplished



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Discontinue

Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 2: By May 2025, survey data will show a 10% increase in participation of parent and family engagement opportunities.

Evaluation Data Sources: Volunteer platform registration, campus sign-in sheets

Strategy 1 Details	Reviews		
<p>Strategy 1: We will administer customized surveys for parents and families to determine specific engagement needs.</p> <p>Strategy's Expected Result/Impact: We will be able to provide our families with engagement opportunities that align to their wants and needs.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 4</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: We will collaborate with our campus PTA to provide support and increase parent engagement efforts.</p> <p>Strategy's Expected Result/Impact: We will increase parent engagement and have more parents volunteering to help with events verses just attending the events.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 4</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: We will integrate multiple communication strategies with families into teacher roles and responsibilities</p> <p>Strategy's Expected Result/Impact: We will increase the exposure of school related information to parents and families.</p> <p>Staff Responsible for Monitoring: Assistant Principals Principal</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 4</p>	Formative		Summative
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