

Navasota Independent School District
High Point Elementary School
2018-2019 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



Mission Statement

Navasota Independent School District, in partnership with students, parents, and community members, dedicates its efforts to creating a passion for excellence. As a multi-cultural, professional community, the district provides equitable experiences for students to participate in a rigorous curriculum using the latest technology in quality facilities. With stability from the past and a vision for the future, students are prepared to excel in a progressive and changing world.

Motto

High Point Sidewinders:

Succeed

Through

Respect

Integrity

Kindness and

Encouragement

Table of Contents

Goals	4
Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas. . .	4
Goal 2: Navasota ISD students will be instructed by highly qualified teachers.	13
Goal 3: Navasota ISD will foster an environment that is enjoyable and safe to learn for students and staff.	16
Goal 4: At Navasota ISD, all parents and community members are welcomed and encourage to participate in all aspects of the education of the students.	17
Comprehensive Support Strategies	19

Goals





Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 1: 75% of all ELL students will achieve one language proficiency rating higher than the previous year in speaking, listening, writing, and reading not including the students that have already reached the highest level of advanced high.

Evaluation Data Source(s) 1: Improved progress shown on TELPAS ratings.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
<p>Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 5</p> <p>1) Bilingual interventionist to provide specific, targeted intervention to ELL students in need of interventions using district approved programs 150 minutes a week.</p>	2.4, 2.5, 2.6	Principal, Instructional Coach	F&P data, STAAR reading success, ELL Progress measure, TELPAS				
<p>Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) Differentiate instructional practices to meet the needs of LEP students specifically focusing on the ELPS.</p>		Classroom Teacher, Principal, Assistant Principal	VESTED Lesson plans, Progress Monitoring Document, Walkthroughs, ELL Progress Measure, TELPAS.				
<p>PBMAS Critical Success Factors CSF 1 CSF 5</p> <p>3) LEP Parents will participate in Latino Literacy Nights to learn reading strategies they can use with their children and attend 90% of the meetings.</p>	3.1	ELL growth committee and Principal	Increase Reading scores on local and state assessments.				
<p>Problem Statements: Parent and Community Engagement 1 Funding Sources: 199 Local Funds - 0.00</p>							

<p>Critical Success Factors CSF 1 CSF 7</p> <p>4) All teachers with EL students will possess their ESL certification.</p>		Principal	Increase in individual TELPAS scores from previous year.				
<p>Comprehensive Support Strategy PBMAS</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Teachers will attend LPAC committee meetings to learn about ELL teaching strategies and incorporate strategies into lesson plans 100% of the time.</p>	2.4, 2.5, 2.6	Stephanie Ingram and Melissa Boenker	Increased scores on formal assessments: unit tests, benchmarks, Istation, and MAP.				
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Performance Objective 1 Problem Statements:

Parent and Community Engagement

Problem Statement 1: Parents of ELL students need ways to become more active participants in their child's academics. **Root Cause 1:** They do not know about the many programs available to them and need more translators present.

Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 2: 90% percent of all Kindergarten through 5th grade students shall read at one year's growth by the end of the 2018-19 school year.

Evaluation Data Source(s) 2: Fountas & Pinnell reading assessment data

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) Teachers will assess students reading levels by completing Fountas and Pinnell reading benchmark assessments three times a year.		Teachers, Reading Specialist, and Principal.	90% of all Kindergarten - 5th grade students will be reading on grade level by May 2018.				
<p>Critical Success Factors CSF 1 CSF 2</p> 2) Kindergarten teachers will use district created assessments to diagnose, create small groups, and monitor student success.		Teachers and Principal	Decrease in kindergarten students retained when compared to the previous year.				
<p>Comprehensive Support Strategy</p> <p>Critical Success Factors CSF 1 CSF 4</p> 3) A Bilingual Interventionist will provide Reading tutoring for struggling ESL students for 3 hours a day in Kindergarten, 5 days a week.	2.4, 2.5, 2.6		Increased Istation Scores for selected students.				
<p>Critical Success Factors CSF 4 CSF 5 CSF 6</p> 4) We will open our library on Tuesdays during the summer for 3 hours to allow children to check out books, and to participate in reading activities.	2.5		Allow children more exposure and access to literature over the summer.				
	Funding Sources: 211 Title IA - 1050.00						
<p>Comprehensive Support Strategy</p> <p>PBMAS</p> <p>Critical Success Factors CSF 1 CSF 7</p> 5) We will implement Text Structures Strategies campus wide and work in partnership with Dr. Kay Wijekumar through Texas A&M FASCT Project.	2.4, 2.6	Melissa Boenker and Stephanie Ingram	Increased Reading STAAR scores in 3rd - 5th grade.				





 = Accomplished  = Continue/Modify  = No Progress  = Discontinue

Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 3: Teachers will individually and collaboratively analyze unit assessments, MAP and Istation data in order to improve instruction, and also to contribute to the decision-making regarding assessment design and administration in order to improve individual student achievement and the overall instructional program during PLCs and other campus designated times.

Evaluation Data Source(s) 3: Data meeting agendas, sign in sheets, teacher satisfaction surveys, unit assessment grades, Istation reports and MAP assessment reports.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Teachers will individually and collaboratively analyze academic assessments in order to improve instruction, and also to contribute to the decision-making regarding assessment design and administration in order to improve individual student achievement and the overall instructional program.		Principal	Increased test scores, increased teacher satisfaction with the instructional program.				
Funding Sources: 211 Title IA - 450.00							
PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 2) Teachers will maintain a student progress tracking spreadsheet to closely monitor student progress in core subject areas.	2.4, 2.6	Kelli Lara, Melissa Boenker and Stephanie Ingram	Increased student achievement and increased Closing the Gaps ratings.				
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Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 4: 4th and 5th grade special education students will achieve a growth measure of 1 or more on the STAAR reading and math assessment.


Evaluation Data Source(s) 4: STAAR reading and math data

Summative Evaluation 4:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
<p>Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Special Education students will be grouped based on ability levels and provided research based interventions to increase assessment scores.</p>	2.4, 2.5, 2.6	Special Education teachers, regular education teachers, reading interventionist and Principals.	90% of special education students will achieve a progress growth measure of 1 or higher on STAAR assessments.				
<p>Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) Special Education teachers and Regular Education teachers will monitor student math assessment data to ensure 33% of special education students meet grade level expectations.</p>	2.4, 2.6	Special Education and Regular Education Teachers.	Increased number of special education students reaching Met Standards on local assessments as well as the STAAR assessment.				
<p>Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>3) Special Education teachers and Regular Education teachers will monitor student reading assessment data to ensure 40% of special education students meet grade level expectations.</p>	2.4, 2.6	Special Education and Regular Education Teachers.	Increased number of special education students reaching Met Standards on local assessments as well as the STAAR assessment.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 5: 70% of 4th grade writing students will achieve approaching standard on the STAAR writing assessment.

Evaluation Data Source(s) 5: STAAR writing data

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
1) 4th grade writing teacher will utilize the Gretchen Bernabei writing curriculum to increase student success on the writing STAAR assessment.		Vicki Dunlap and Principal	70% of the 4th grade students will achieve approaching standard on the STAAR writing assessment.				
Funding Sources: 199 Local Funds - 860.00							

Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 6: Teachers will use district approved Science Curriculum to ensure 40% of all students will meet standard or higher on the Science STAAR test.

Evaluation Data Source(s) 6: Local assessments and STAAR results

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
<p>Critical Success Factors CSF 1</p> <p>1) Teachers will utilize STEM Scopes lessons to prepare differentiated lessons.</p>		Teachers and Principal	75% of students will achieve approaching standard on unit assessments.				
Funding Sources: 211 Title IA - 7699.00							
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) We will host a STEM night to encourage parents and students to interact with teachers to complete scientific experiments and activities.</p>		Parent Involvement Committee	Parents will have a better understanding of our state science standards.				
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) Teachers will analyze performance data from local assessments and the WMAP program to increase scores and decrease performance gaps.</p>		Teachers and principals	Increased scores on assessments and close gaps between ethnicity groups.				
Funding Sources: 211 Title IA - 5900.00							
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) Children will be provided hands on experiences to enhance the learning of Science TEKS at Camp Allen.</p>	2.5	Julie Horn, Christina Gutierrez and Melissa Boenker	Increased quality of provided Scientific experiences.				

Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 7: 50% of students in grades 3 - 5 will meet expectation on the STAAR math assessment.

Evaluation Data Source(s) 7: STAAR Math Scores

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
PBMAS Critical Success Factors CSF 1 CSF 4 1) An interventionist will provide 30 minute tutorials to students in grades 3 - 5 four days a week.	2.4, 2.5, 2.6		70% of children in the groups will pass the state STAAR math test.				
Funding Sources: 211 Title IA - 0.00							
Comprehensive Support Strategy Critical Success Factors CSF 1 2) Teachers and tutors will utilize the Marilyn Burns Do The Math intervention modules for grades 4 & 5.			70% of the children receiving the Do the Math Intervention will meet standards on the STAAR math test.				
Funding Sources: 211 Title IA - 3410.00							
Comprehensive Support Strategy Critical Success Factors CSF 1 3) Teachers and tutors will utilize the Marilyn Burns Do The Math intervention modules for grades 4 & 5.			70% of the children receiving the Do the Math Intervention will meet standards on the STAAR math test.				

Goal 1: Navasota ISD students will be instructed using curriculum established by the district to meet or exceed state standards in all content areas.

Performance Objective 8: High Point Elementary will meet each of the 16 targets for Domain 3 in each subgroup.

Evaluation Data Source(s) 8: Benchmark assessments.





Summative Evaluation 8:

Goal 2: Navasota ISD students will be instructed by highly qualified teachers.

Performance Objective 1: Maintain a highly qualified staff with minimal turnover.

Evaluation Data Source(s) 1: 85% of High Point staff will return for the 2018 -19 school year.

Summative Evaluation 1:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Critical Success Factors CSF 7 1) All new teachers will be assigned a mentor through the campus mentoring program.		Principal, Assistant Principal, Mentors	Monthly mentoring information forms submitted				
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Goal 2: Navasota ISD students will be instructed by highly qualified teachers.

Performance Objective 2: Provide high quality professional development opportunities.

Evaluation Data Source(s) 2: Vertical pod agendas, walk through evaluations, and teacher surveys

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Weekly Professional Learning Community meetings to encourage teachers to grow by learning and working together as a grade level team.		Principal, Assistant Principal, Instructional Coach	Data in PLC binders				
Critical Success Factors CSF 1 CSF 3 CSF 7 2) Weekly PD Learning Meetings based on walk-through data or by teacher request.		Principal and Assistant Principal	Walk-through data				
Critical Success Factors CSF 1 CSF 6 CSF 7 3) Create vertical alignments pods to allow teachers to increase knowledge of subject specific skills and classroom strategies used in other grade levels.		Principal and Assistant Principal	Teacher knowledge and use of classroom strategies and teaching techniques used by different grades will improve.				
Critical Success Factors CSF 1 CSF 7 4) New teachers will attend subject specific workshops and conferences to increase their content knowledge.			New teachers will be able to plan effective content specific strategies learned from the workshops and conferences.				
Funding Sources: 211 Title IA - 326.00							
							

Goal 2: Navasota ISD students will be instructed by highly qualified teachers.

Performance Objective 3: Using Title IA or State Comp Ed funds, the campus will hire Supplementary staff including Classroom teachers, and Instructional Aides in order to improve instruction.

Evaluation Data Source(s) 3: FTE: Supplementary staff rosters in place

Summative Evaluation 3:





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 6 1) Provide Supplementary or improve instruction	2.6	Deputy Superintendent	Improves student success				

Goal 3: Navasota ISD will foster an environment that is enjoyable and safe to learn for students and staff.

Performance Objective 1: We will decrease the number of behavior referrals by 10% when compared to the previous year.

Evaluation Data Source(s) 1: Reduced behavior referrals

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
<p>Critical Success Factors CSF 6</p> <p>1) Teachers will communicate student behavior concerns during RTI meetings, develop and monitor behavior interventions.</p>		Teachers, Principals and Assistant Principal	reduced behavior referrals when compared to previous year's data				
<p>Critical Success Factors CSF 6</p> <p>2) We will create and implement a common behavior program incorporating CHAMPS strategies the the classrooms and common areas.</p>		Campus Climate Committee, Principal and Assistant Principal	Reduced behavior referrals when compared to previous year's data				
<p>Critical Success Factors CSF 6</p> <p>3) Students will participate in character, safety, drug prevention and cultural education programs led by our counselor and other local professionals.</p>		Counselor	student surveys and events calendar				
<p>4) Students will complete specific social skills lessons with our behavior interventionist.</p>		Jessica Aurin	Reduced referrals for tier 3 behavior students				
Funding Sources: 211 Title IA - 0.00							
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Goal 4: At Navasota ISD, all parents and community members are welcomed and encourage to participate in all aspects of the education of the students.

Performance Objective 1: We will provide opportunities for parents to be involved in student learning.

Evaluation Data Source(s) 1: sign in sheets and parent surveys

Summative Evaluation 1:





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 5 1) Provide learning nights for parents: Academic Night, STEM Night, STAAR Night, 5th Grade Meeting		Parent Involvement Committee	Parent attendance				
Critical Success Factors CSF 1 CSF 5 2) Teachers will hold conferences with parents to discuss student progress in the Fall and Spring semester.		Principal	Increase parent's knowledge of student progress				
Critical Success Factors CSF 5 CSF 6 3) 3) Provide a monthly newsletter to our parents with upcoming school wide events.		Principal and Asst. Principal	Increase parental involvement				

Goal 4: At Navasota ISD, all parents and community members are welcomed and encourage to participate in all aspects of the education of the students.

Performance Objective 2: The campus will jointly develop with and distribute to parents and family members of participating children a written family and engagement policy.

Evaluation Data Source(s) 2: Revised policy and sign in sheet

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Apr	June
Targeted Support Strategy Critical Success Factors CSF 5 1) The campus will jointly develop with and distribute to parents and family members of participating children a written family and engagement policy.	3.1	Principal	Improved Family involvement and participation.				
Problem Statements: Parent and Community Engagement 2							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Performance Objective 2 Problem Statements:

Parent and Community Engagement
Problem Statement 2: More parents need to become involved in campus decision making. Root Cause 2: Parents do not know about the Campus Improvement Planning Process and how to become involved in that process.

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	Differentiate instructional practices to meet the needs of LEP students specifically focusing on the ELPS.
1	1	5	Teachers will attend LPAC committee meetings to learn about ELL teaching strategies and incorporate strategies into lesson plans 100% of the time.
1	2	3	A Bilingual Interventionist will provide Reading tutoring for struggling ESL students for 3 hours a day in Kindergarten, 5 days a week.
1	2	5	We will implement Text Structures Strategies campus wide and work in partnership with Dr. Kay Wijekumar through Texas A&M FASCT Project.
1	3	1	Teachers will individually and collaboratively analyze academic assessments in order to improve instruction, and also to contribute to the decision-making regarding assessment design and administration in order to improve individual student achievement and the overall instructional program.
1	4	1	Special Education students will be grouped based on ability levels and provided research based interventions to increase assessment scores.
1	4	2	Special Education teachers and Regular Education teachers will monitor student math assessment data to ensure 33% of special education students meet grade level expectations.
1	4	3	Special Education teachers and Regular Education teachers will monitor student reading assessment data to ensure 40% of special education students meet grade level expectations.
1	7	2	Teachers and tutors will utilize the Marilyn Burns Do The Math intervention modules for grades 4 & 5.
1	7	3	Teachers and tutors will utilize the Marilyn Burns Do The Math intervention modules for grades 4 & 5.
2	3	1	Provide Supplementary or improve instruction
4	1	1	Provide learning nights for parents: Academic Night, STEM Night, STAAR Night, 5th Grade Meeting