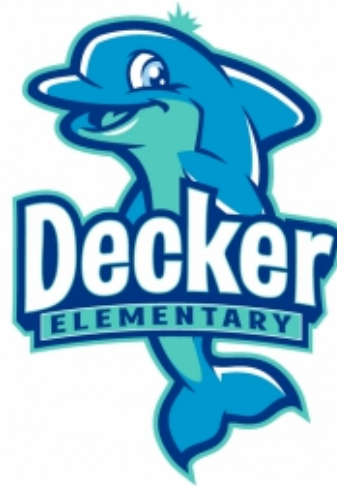


Manor Independent School District

Decker Elementary

2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



Mission Statement

Manor ISD will ensure the social, emotional, and academic development of every student through innovative opportunities.

Vision

Manor ISD strives for excellence through strong partnerships and a culture of continuous improvement resulting in innovative, proficient, empowered, forward-looking students.

Motto

We are accountable for every student's success.

All hands on deck!

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Goals

Goal 1: Be a district of choice in this Texas Region based on student success

Performance Objective 1: The school attendance rate will increase by at least 1% for the year by bring the Fine Arts Academy to the Community.

Evaluation Data Source(s) 1: weekly ADA

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) All students will be able to participate in extra curricular activities if present.	1.0	Principal Fine Arts Director Fine Arts Teachers	Students who are Tier 3 and 2 will be invited to participate in the Fine Arts Academy enrichment activities.				
Problem Statements: Curriculum, Instruction, and Assessment 1, 2							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:









Curriculum, Instruction, and Assessment
Problem Statement 1: Lack of horizontal and vertical alignment in literacy instruction. Root Cause 1: Resources are not aligned to the district scope and sequence. Teachers need to improve collaborative practices. Additional teacher capacity needed to deliver effective, aligned, rigorous literacy instruction using the available resources.
Problem Statement 2: Inconsistent use and practice of culturally relevant curriculum and pedagogy. Root Cause 2: It is not explicitly articulated in campus or district plan, PD has not been available to address it.

Goal 1: Be a district of choice in this Texas Region based on student success

Performance Objective 2: Student achievement will increase by at least 2% in every tested area for all tested groups by third administration.

Evaluation Data Source(s) 2: STAAR data

Summative Evaluation 2:








Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) All students will be able to participate in extra curricular activities and perform in at least on Fine Arts Showcase.	1.0	Fine Arts Teachers Principals.					
2) Students will participate in activities that aren't traditionally offered in public elementary schools.		Principal Fine Arts Teachers Fine Arts Director	Student achievement will increase due to the incentive to be able to participate in nontraditional school enrichment activities.				
3) Teachers will provide intense interventions after school.		Teachers Instructional Coachs	Students achievement will increase by receiving intense interventions.				
Funding Sources: State Compensatory Education - \$8,046.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Be a district of choice in this Texas Region based on student success

Performance Objective 3: Students will increase their writing performance by 2% on STAAR Writing.

Evaluation Data Source(s) 3: STAAR Data

Summative Evaluation 3:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Students will participate in Fine Arts Enrichment while enhancing their writing skills.	1.0	Fine Arts Teachers Classroom Teachers Principal Coaches	4th Grade writing scores will increase by at least 2%. Students in non Writing STAAR grade levels will increase their writing abilities measurable by CFA and CBA data.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Be a district of choice in this Texas Region based on student success

Performance Objective 4: Provide rigorous and intensive interventions with AVID and best practices embedded in instruction and PLCs.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Hire a Academic/AVID Interventionist		Principal Assistant Principal	The Interventionist will participate in PLCs, pull small groups and to help close the achievement gaps in grade 3-5.	✓	✓	✓	
Funding Sources: Title I, Part A - \$58,094.00							

Goal 2: Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference

Performance Objective 1: 100% of the DES teachers will have the opportunity to receive professional development weekly to grow professionally and meet the needs of DES students.

Evaluation Data Source(s) 1: student attendance rates, student discipline infractions, student academic achievement.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Goal 2: Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference

Performance Objective 2: 100% of the DES teachers will receive SEL training to increase student self awareness, positive behavior, reduce misconduct, and reduce emotional distress.

Evaluation Data Source(s) 2: 5% decrease in student referrals.

Summative Evaluation 2:

Goal 2: Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference

Performance Objective 3: 100% of the DES teachers will participate in monthly Family Nights and Performances to show support to the students and families of DES.

Evaluation Data Source(s) 3: Teacher sign in sheets.

Summative Evaluation 3:


Goal 2: Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference

Performance Objective 4: Leadership team will attend Professional Development to increase knowledge on how to build capacity and retain teachers.

Evaluation Data Source(s) 4: teacher retention rate

Summative Evaluation 4:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May








1) Leadership team will attend Model Schools Conference and turn the PD around to the conference.		Principal	PD turn around				
Funding Sources: Title I, Part A - \$4,294.00							
							

Goal 3: Serve internal and external customers in partnership to support the highest levels of student success

Performance Objective 1: 100% of the DES families will be provided the opportunity to increase their knowledge of AVID strategies through parent workshops bi-monthly.

Evaluation Data Source(s) 1: number of participants in parent workshops.

Summative Evaluation 1: Exceeded Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) There will be a monthly parent night that will offer workshops for parents to become more involved in their students' education.	1.0, 6.0	Principal Parent Liaison AVID Coordinator					
Problem Statements: Family and Community Involvement 1							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:


Family and Community Involvement
Problem Statement 1: PTA is not functioning. This is reflective of the failure to integrate student families and community into the daily life of the school, and negatively affects student achievement. Root Cause 1: Frequent changes in school leadership. Inconsistent relationship building between teachers and parents.

Goal 3: Serve internal and external customers in partnership to support the highest levels of student success

Performance Objective 2: Partnership with CIS to provide wrap-around services to 5% of all students.

Evaluation Data Source(s) 2: number of students receiving services

Summative Evaluation 2:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Students will be better equipped to deal with obstacles that are effecting their education.		CIS Staff Counselor					
Problem Statements: Family and Community Involvement 1							
							

Performance Objective 2 Problem Statements:

Family and Community Involvement
Problem Statement 1: PTA is not functioning. This is reflective of the failure to integrate student families and community into the daily life of the school, and negatively affects student achievement. Root Cause 1: Frequent changes in school leadership. Inconsistent relationship building between teachers and parents.

Goal 3: Serve internal and external customers in partnership to support the highest levels of student success

Performance Objective 3: AVID components will be implemented in grade all classrooms daily grades K-5: Binders, SWAG, Costa's questioning, and Interactive Notebooks.

Evaluation Data Source(s) 3: binder checks, walkthrough data for level of questioning.

Summative Evaluation 3:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Teachers will teach best practices (AVID Strategies) to prepare students for success.		AVID Coach Principal Teaches Parents	Students will be equipped with a plethora of tools for success.				
Problem Statements: Curriculum, Instruction, and Assessment 1							
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Performance Objective 3 Problem Statements:


Curriculum, Instruction, and Assessment
Problem Statement 1: Lack of horizontal and vertical alignment in literacy instruction. Root Cause 1: Resources are not aligned to the district scope and sequence. Teachers need to improve collaborative practices. Additional teacher capacity needed to deliver effective, aligned, rigorous literacy instruction using the available resources.

Goal 3: Serve internal and external customers in partnership to support the highest levels of student success

Performance Objective 4: Teachers will attend AVID Summer Institute to sharpen their knowledge of AVID Strategies to better support the students.

Evaluation Data Source(s) 4: Survey of teacher knowledge of AVID best practices.

Summative Evaluation 4:











Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) At least one teacher per grade level will attend AVID Summer Institute.	1.0	Principal Academic interventionist					
Funding Sources: Title I, Part A - \$5,000.00							
							

Goal 4: Engage Students in a variety of individualised and flexible learning opportunities inside and outside the classroom.

Performance Objective 1: Students in grades 2-5 will be offered tutorial to close achievement gaps in reading and increase all tested scores by at least 2%.

Evaluation Data Source(s) 1: decrease of tier 2 and 3 students and increase in STAAR Reading scores.

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Students who may be struggling academically in Reading grades 2-5 will participate in additional interventions to increase their success and motivation.	1.0, 10.0	Principal Instructional Coaches Teachers	Students will increase STAAR Reading scores by at least 2%.				
	Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 2 Funding Sources: Title I, Part A - \$3,644.00						
2) Students who may be struggling academically in Math grades 2-5 will participate in additional interventions to increase their success and motivation.	1.0	Principal Instructional Coaches Teachers	Students will increase STAAR Math scores by at least 2%.				
	Funding Sources: Title I, Part A - \$5,644.00						
3) Students who may be struggling academically in Writing grades 2-5 will participate in additional interventions to increase their success and motivation.		Principal Instructional Coaches Teachers	Students will increase STAAR Writing scores by at least 2%.				
	Funding Sources: Title I, Part A - \$3,644.00						
4) Students who may be struggling academically in Science grades 2-5 will participate in additional interventions to increase their success and motivation.		Principal Instructional Coaches Teachers	Students will increase STAAR Science scores by at least 2%.				
	Funding Sources: Title I, Part A - \$3,644.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 1: The number of bilingual students reading on or above grade level has decreased in kinder by 20%, 1st by 17%, and 2nd by 42%. This leads to students falling behind early on and failing to meet grade level expectations later in their elementary careers and beyond. Root Cause 1: A new universal screener implemented in 2016-2017 is more rigorous and better aligned to grade level expectations. There is not adequate vertical or horizontal alignment of bilingual literacy curriculum and instruction in bilingual lower elementary classes.</p>
Curriculum, Instruction, and Assessment

Problem Statement 2: Inconsistent use and practice of culturally relevant curriculum and pedagogy. **Root Cause 2:** It is not explicitly articulated in campus or district plan, PD has not been available to address it.

Goal 4: Engage Students in a variety of individualised and flexible learning opportunities inside and outside the classroom.

Performance Objective 2: Increase family activities for parents/families by 20%.

Evaluation Data Source(s) 2: School Event Calendar Sign in sheets

Summative Evaluation 2:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Hire Parent Liaison		Parent Liaison District Parent Liaison Coordinator	Increase parent involvement by 20%	✓	✓	✓	
Funding Sources: Title I, Part A - \$30,685.00							

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success

Performance Objective 1: Data meetings will be held with all grade levels after screeners, CFAs, and CBAs to determine what extra resources are needed to ensure the success of 100% of the students.

Evaluation Data Source(s) 1: Increase the number of Tier 1 students.

Summative Evaluation 1:

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success

Performance Objective 2: Interventionist will be hired to increase the number of tier 1 students in Reading and Math.

Evaluation Data Source(s) 2: The increase the number of Tier 1 students in reading and Math.

Summative Evaluation 2:








Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Hire Interventionist to facilitate smaller groups of instruction to help close the achievement gaps.		Principal Assistant Principal Instructional Coaches Academic Interventionist	Increase the number of Tier 1 Students in Reading and Math.	✓	✓	✓	
Funding Sources: State Compensatory Education - \$16,081.00, Title III, Part A - \$3,000.00							

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success

Performance Objective 3: Dreambox Math will assist in increasing the number of students by at least 2% who are performing on or above grade level.

Evaluation Data Source(s) 3: Aimsweb scores, STAAR Math scores

Summative Evaluation 3:








Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Student will use Dreambox math as a way to apply what has been taught by the teacher.	1.0	Teacher Academic interventionist	Students STAAR Math Scores will increase.				
Funding Sources: Title I, Part A - \$6,830.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success

Performance Objective 4: Reflex Math will assist in increasing the number of students by at least 2% who are performing on or above grade level.

Evaluation Data Source(s) 4: Aimsweb scores, STAAR Math scores, CFAs, CBAs

Summative Evaluation 4:








Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Student will use Reflex math as a way to apply what has been taught by the teacher.	1.0	Teacher Academic interventionist	Students STAAR Math Scores, CBAs,CFAs will increase.				
Funding Sources: Title I, Part A - \$3,295.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success

Performance Objective 5: Teachers will use Reading A-Z as a resources to provide students with appropriate reading material to increase the ability and love for reading.

Evaluation Data Source(s) 5: CFAs, CBA, STAAR data

Summative Evaluation 5:








Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Teachers will be able to provide students with appropriate reading in class and at home with Reading A-Z.	1.0	Teachers Academic Interventionist	Increase in CFA, CBA, STAAR data				
Funding Sources: Title I, Part A - \$2,889.15							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 5: Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success

Performance Objective 6: 4th Grade Students will use Education Galaxy as a way to apply what has been taught by the teacher to increase their writing scores and ability.

Evaluation Data Source(s) 6: Increase in CFA, CBA, STAAR data

Summative Evaluation 6:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	May
1) Students will be able to apply their learned writing skills while also enhancing them.	1.0						
Funding Sources: Title I, Part A - \$112.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							