

Comal Independent School District

Bill Brown Elementary

2018-2019 Strategic Priorities/Performance Objectives/Strategies



Mission Statement

Provide a safe, nurturing, engaging environment, which inspires children to become life-long learners.

Vision

Empower reflective learners and problem solvers.

Motto

We have vision, we have grit - we are TRAILBLAZERS.

Culture and Commitments

Culture and Commitments

Learn and perform your job with high expectations.

Deliver exceptional customer service.

Work for the team.

Own our student performance.

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Strategic Priorities

Strategic Priority 1: Maximize academic performance.

Performance Objective 1: 90 % of K-5 students will be on grade level in Reading by the end of the year per MAP results.

Evaluation Data Source(s) 1: BOY MAP


MOY MAP

EOY MAP

Learning Continuum Report

Student Profile Report

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
Targeted Support Strategy 1) Increase the effectiveness tier 1 instruction through intentional feedback and planning with the Reading Instructional Specialist.	Principal CIC's	Increased rigor of tier 1 instruction will result in increased performance on Common Assessments and MAP testing.				
2) The CTC's will meet each Tuesday to analyze reading data. The teams will follow the CTC cycle and use trending data to impact student learning.	CIC Teachers Administration	Fill in student gaps, increase student fluency and comprehension.				
3) First grade students selected after reviewing MAP data will meet with RSVP tutors weekly to work on filling skill gaps.	CIC's Teachers Administration	Students will improve skills needed to on grade level performance.				
						







Strategic Priority 1: Maximize academic performance.

Performance Objective 2: 90 % of K-5 students will be on grade level in Math by the end of the year per MAP results.

Evaluation Data Source(s) 2: BOY MAP
 MOY MAP
 EOY MAP
 Learning Continuum Report
 Student Profile Report

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
Targeted Support Strategy 1) Increase the effectiveness of tier 1 instruction through intentional feedback and planning with the Math Instructional Specialist.		Increased rigor of tier 1 instruction will result in increased performance on Common Assessments and MAP testing.				
2) 2) The CTC's will meet each Tuesday to analyze math data. The teams will follow the CTC cycle and use trending data to impact student learning.	CIC's Teachers Administration	Fill in student gap and improve critical thinking skills				


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

Strategic Priority 1: Maximize academic performance.

Performance Objective 3: At October parent teacher conferences, parent/teacher teams will co-create student academic goals based on current data. Parents will commit to work with their student at home and monitor the progress of the goal. Teachers will provide additional resources as needed.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Student MAP data will be shared with parents and reviewed during conferences.	Teachers Administration	There will be shared ownership of student progress between the teacher, parent, and student.				
2) Student CA data will be shared with parents and reviewed during conferences.	Teachers Administration	There will be shared ownership of student progress between the teacher, parent, and student.				
						

Strategic Priority 1: Maximize academic performance.

Performance Objective 4: Increase STAAR performance for Reading Master's

3rd Grade to 45%

4th Grade to 50%

5th Grade to 50%

Evaluation Data Source(s) 4: BOY MAP


MOY MAP

EOY MAP

Learning Continuum Report

Student Profile Report

Summative Evaluation 4:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Vertical teams will meet K-5 to discuss strategies across campus that will support student growth in Reading.	Teachers Administration CIC's	Students will grow in areas of need based on skill gaps.				
2) Reading teachers will meet weekly for CTC meetings to assess student needs and discuss strategies to change instruction to improve student performance.	Teachers CIC's Administration	Students will improve in areas of need which will impact student growth for Reading.				
						

Strategic Priority 2: Prepare classrooms and facilities for learning.

Performance Objective 1: Students and staff will foster and maintain a safe and secure learning environment measured by parent, student, staff feedback/surveys and school safety documentation results.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Maintain secure check-in procedures for all campus visitors.	Administration Front office staff	Documentation of all campus visitors, volunteers are approved via a background check report.				
2) Provide instruction/programs to promote safety, such as Anti-Bullying/Victimization Prevention, Playground Safety, Red Ribbon Week, DARE, Fire Prevention, and Bus Safety activities.	Administration Counselor Teachers	Fewer office referrals and bullying allegations Fewer clinic visits due to less injuries on the playground				
3) Provide staff training on child abuse prevention, suicide prevention, prevention of sexual harassment, AED use, CPR and First Aid.	Counselor Nurse	Ability of staff to respond quickly and accurately in emergency situations				
						

Strategic Priority 3: Embrace choice.

Performance Objective 1: Continue campus Student council to develop student leadership and community involvement.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Student Council will be selected and meet monthly.	Principal Student Council Sponsor					
						

Strategic Priority 3: Embrace choice.

Performance Objective 2: During the school year, 100% of BBES students will participate in enrichment programs and community service activities to promote social/emotional wellness, quality character, and strong citizenship traits.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Counselor will implement a state-mandated guidance program to include classroom lessons and small groups and share Words of Wisdom daily on school announcements.	Counselor	Student ownership of choices regarding behavior and academics Fewer discipline referrals Students modeling appropriate behavior and good character				
2) Students will participate in a character education program based on Comal Commitment, First Tee Nine Core Values, leadership skills, and goal setting.	Teachers PE Teacher Counselor Staff Administration	Student ownership of choices regarding behavior and academics Fewer discipline referrals Students modeling appropriate behavior and good character				
3) Students will apply, tryout, and participate in the First Lego League	Staff Sponsors Administration	Increase awareness of STEM Value of teamwork and character				
4) All students will be provided the opportunity to learn and play chess in the mornings before school. Mon-Advance Tuesday - Beginner Wed, Thurs-Open Play	Parent Volunteer 3rd Grade Teachers GT Teacher	Increase critical thinking and problem solving Character				
5) Social skills are explicitly taught step-by-step with a Skill of the Week introduced on the morning announcements and follow-up in the classroom with teachers.	Counselor Teachers Administration	Increased examples of good character demonstrated by students. Decrease in office referrals/bulling reports.				
						

Strategic Priority 4: Recruit, develop, and coach talent.

Performance Objective 1: Throughout the school year, BBES administration will utilize effective systems to recruit, develop, and retain exceptional staff as measured by hiring, professional development, mentoring, coaching, and certification records.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) Utilize a uniform screening process for all applications to ensure an exceptional, quality staff that follow district guidelines.	Principal	Staff Retention Student Academic growth and progress				
						

Strategic Priority 4: Recruit, develop, and coach talent.

Performance Objective 2: Throughout the school year, 100% of BBES staff members will participate in continuous professional development with a focus on quality instruction and leadership while implementing strategies/activities into classroom lessons to be measured by professional development records, lesson plans, and classroom observations.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Nov	Mar	May
1) The counselor will attend at least one professional development conference related to public school counseling program.	Counselor Principal	New information and resources will be brought back to campus to be utilized with students and staff.				
2) Assistant Principal will attend CESD 504 conference to gain up to date leadership techniques and school improvement strategies.	Principal Assistant Principal	New information and resources will be brought back to campus to be utilized with students and staff.				
3) Assistant Principal will participate in Trinity University's Assistant Principal Cohort for the 2018-2019 school year.	Principal Assistant Principal	Enhance leadership skills and student progress.				
