

DeSoto Independent School District

The Meadows Elementary School

2014-2015 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Reading/English Language Arts

Academic Achievement in Science



Mission Statement

The mission of DeSoto ISD is to prepare each student academically and socially to be a problem solver and productive citizen for a 21st century global society.

Campus Mission Statement: We provide experiences for young men and women so they learn and practice the values of high academic and professional achievement as well as wholesome individual and civic character.

Vision

By 2015, DeSoto ISD will have reached a level of full engagement. DeSoto ISD will be a culture of system unity and continuity where all stakeholders and systems work collectively for the good of all students.

CAMPUS VISION:

At The Meadows Elementary School --

We believe that excellence can be achieved if we:

Care more than others think is wise,

Risk more than others think is safe,

Dream more than others think is practical,

Expect more than others think is possible.

Culture of 7

We must raise our level of expectations for all. This requires having standards and norms, who we are and the nature of how we do business in DeSoto ISD. These are levers to building an exceptional district. We will only get better by habits of mind and action. We must know that our Vision and Mission define the purpose for which we exist. Our culture will ascertain the way we define ourselves, what our journey entails, what we are to accomplish, the required leadership and relationships for accomplishment, and the measure to let us know that we have arrived.

1. Organizational Core Beliefs

When there is a fork in the road, it is the core beliefs that will determine the decision and direction. We all must know them, embrace them, and employ them both inside and outside our institution.

1. Students First
2. Loyalty
3. Integrity and Mutual Respect
4. Accountable
5. Teamwork
6. Be the Best
7. No Excuses

2. Organizational Disciplines

Jim Collins in Great by Choice contends that it is not vision and creativity alone that cause an organization to outperform others. It is the ability of discipline. True discipline requires the independence of mind to reject pressure to conform in ways incompatible with values, performance standards, and long-term aspirations. Discipline is the art of consistency that involves faithfulness to the fixed principles adopted.

1. Change as Constant
2. Focus on *Our* Important(s)
3. Metric-Based Actions
4. Keeping Score
5. Accountability
6. Systemic Operations
7. Clear Communication

3. Organizational Goals

Clear, defined goals will yield clear, deliberate focus. The goals set forth by our district are the paradigm we must reach. These goals will help us determine how to spend our time and our resources as well as measure the return on our investments.

1. Academic Performance
2. Culture and Climate
3. Human Capital
4. Organizational Design and Delivery
5. Communication
6. Data Management
7. Family and Community Involvement

4. Organizational Leadership

Leadership is knowing the way, showing the way, and influencing others to go the way. Our leadership must be stronger than ever to get our students to the place of success that is even more challenging to achieve. As leaders in DeSoto ISD, we must create a sense of urgency to doing what we know it takes.

1. Visionary
2. Servant
3. Knowledgeable
4. Data Driven
5. Collaborative
6. Constructive Conservationist
7. Transformational

5. Organizational Development

Reinvention will oftentimes require growth and change. Organizational Development encompasses processes and activities which are oriented toward improving our organizational performance with a mandate to maximize organizational effectiveness. This will involve continually gathering data, responding to findings, and then implementing and managing necessary changes. It will require us to be strategic in our planning but more importantly accountable to fidelity in our implementations.

1. Continuous Training Opportunities
2. Creating New Programs/Initiatives
3. Pursuing Funding Opportunities
4. Building Teacher and Leader Capacity
5. Monitoring Systemic Diagnoses
6. Defined Process and Procedures
7. Systems of Support

6. *Organizational Involvement*

Organizational Involvement refers to the collaborative engagement of families and communities. DeSoto ISD will be more productive when there is support for advancement from the community. It is equally as important for us to give our time and presence to community projects and initiatives. Our community and society is the helm of where our students will thrive. We are stronger in unity. Together we will soar higher.

1. Parent and Community Engagement
2. Participation in District and Campus Activities
3. Post-Secondary and Business Partnerships
4. Civic Involvement
5. Shared Decision Making
6. Resources
7. Learning Exchange

7. *Organizational T.A.R.G.E.T.S.*

Organizational T.A.R.G.E.T.S. will enable us to measure the progress towards our stated objectives. Keeping an eye on the targets is what will get us the prize - Full Engagement!

1. Talent
2. Academics
3. Rigor
4. Growth
5. Evaluation
6. Timelines
7. Support

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Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI), Grades 5 and 8, data
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data

- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Teacher STaR Chart Technology Data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Increase student achievement

Performance Objective 1: To increase our Science % met on the STAAR Test to 70% in the areas of All students, African American, and Econ Disadvantage.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
<p>System Safeguard Strategies</p> <p>1) Students will be given systematic diagnostic test, common assessments, and be-weekly tests to determine mastery level.</p>	1, 2, 9	Principal; Assistant Principal; Instructional Coordinator; Teachers	Data; Tests				
<p>System Safeguard Strategies</p> <p>2) Review statistical analysis of common assessments and raw STAAR data, dis-aggregating data by subgroups and individual students by Student Expectations.</p>	1, 2, 8, 9	Principal; Assistant Principal; Instructional Coordinator; Teachers	Data				
<p>System Safeguard Strategies</p> <p>3) Teachers will use data from common assessments to identify areas for re-teach, tutoring and intervention.</p>	1, 3, 4, 8, 9	Principal; Assistant Principal; Instructional Coordinator; Teachers	Data; Lesson Plans				
<p>System Safeguard Strategies</p> <p>4) The TEKS Resource System will be utilized.</p>	2, 7, 8, 9, 10	Instructional Coordinator; Teachers	Lesson Plans				
<p>System Safeguard Strategies</p> <p>5) Students will track own progress with charts and graphs. Students will take home goal page to present to parent and complete with parents. Home-school connection</p>	1, 3, 4, 8, 9	Instructional Coordinator; Teachers; Principal; Assistant Principal	Charts and Graphs, student portfolios, teacher-student conferences				
<p>System Safeguard Strategies</p> <p>6) Students are being targeted for intervention with specific Student Expectations that were missed. Teachers will collaborate and plan for these interventions with their team and the coaches.</p>	1, 2, 3, 4, 5, 7, 9, 10	Instructional Coordinator; Teachers; Principal; Assistant Principal	Intervention Plans				

<p>System Safeguard Strategies</p> <p>7) Teachers will provide student centered instruction which includes a high level of engaged time where student-teacher interactions are the major mode.</p>	3, 5, 7, 10	Principal; Assistant Principal; Instructional Coordinator; Teachers	Lesson Plans; Lessons	
<p>System Safeguard Strategies</p> <p>8) Teachers will use a variety of instructional strategies to keep students actively engaged in learning.</p>	2, 3, 5, 7, 8, 9, 10	Principal; Assistant Principal; Instructional Coordinator; Teachers	Lesson Plans; Lessons	
<p>System Safeguard Strategies</p> <p>9) The teacher will use STAAK format in the class on a regular basis as based on information released from TEA. Looking at the released questions and information with instructional coaches.</p>	2, 9	Principal; Assistant Principal; Instructional Coordinator; Teachers	Lesson Plans; Lessons	
<p>System Safeguard Strategies</p> <p>10) Teachers will use hands-on, manipulative activities and labs in the classroom on a regular basis.</p>	2, 9	Principal; Assistant Principal; Instructional Coordinator; Teachers	Lesson Plans; Lessons	
<p>System Safeguard Strategies</p> <p>11) I Station, Penda, and various other educational computer programs (Stemscopes) will be utilized to increase student achievement.</p>	2, 9, 10	Principal; Assistant Principal; Instructional Coordinator; Teachers	Lesson Plans; Lessons	
<p>System Safeguard Strategies</p> <p>12) Students will use appropriate laboratory equipment.</p>	2	Instructional Coordinator; Teachers	Lesson Plans; Lessons	
<p>System Safeguard Strategies</p> <p>13) Students will be practicing appropriate laboratory safety procedures on a regular basis.</p>	2	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lessons; Lesson Plans	
<p>System Safeguard Strategies</p> <p>14) Students will utilize journals and note taking in every grade level.</p>	2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Journals	
<p>System Safeguard Strategies</p> <p>15) Counselor will meet with students for guidance and encouragement for academic studies.</p>	6, 10	Counselor; Teachers; Principal; Assistant Principal	Counselor Log	
<p>16) Incorporate a reward system for all students who achieve academic goals</p>		PBIS	goal sheet signed by parent	



= Accomplished



= Considerable



= Some Progress



= No Progress








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Goal 1: Increase student achievement

Performance Objective 2: To increase our Reading and Writing % met on the STAAR Test to 70% and 70% in the areas of All students, African American, and Econ Disadvantage.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Students will be given systematic diagnostic test, common assessments, and be-weekly tests to determine mastery level.	1, 2, 9	Teachers: Instructional Coordinator; Principal; Assistant Principal	Data; Tests				
2) Review statistical analysis of common assessments and raw STAAR data, dis-aggregating data by subgroups and individual students by Student Expectations.	1, 2, 8, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal					
3) Teachers will use data from common assessments to identify areas for re-teach, tutoring and intervention.	1, 3, 4, 8, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Data; Lesson Plans				
4) The TEKS Resource System will be utilized for academic vocabulary. All teachers will have academic vocabulary word walls.	2, 7, 8, 9, 10	Instructional Coordinator; Teachers, administrative team	Lesson Plans, word walls				
5) Students will track own progress with charts and graphs. Students will take home goal page to present to parent and complete with parents. Home-school connection	1, 3, 4, 8, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Charts and Graphs				
6) Students are being targeted for intervention with specific Student Expectations that were missed. Teachers will collaborate and plan for these interventions with their team and the coaches.	1, 2, 3, 4, 5, 7, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Intervention Plans				

7) Teachers will provide student centered instruction which includes a high level of engaged time where student-teacher interactions are the major mode.	3, 5, 7, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons					
Critical Success Factors CSF 1 8) Teachers will use a variety of instructional strategies to keep students actively engaged in learning including centers, literature circles with classroom novels, interactive bulletin boards.	2, 3, 5, 7, 8, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons, novels					
9) The teacher will use STAAR format in the class on a regular basis as based on information released from TEA. Looking at the released questions and information with instructional coaches.	2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons					
10) Teachers will use hands-on, manipulative activities and labs in the classroom on a regular basis.	2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons					
Critical Success Factors CSF 1 11) Station, Accelerated reader, and various other educational computer programs will be utilized to increase student achievement and student growth.	2, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons					
12) Students will utilize journals and note taking in every grade level.	2, 9	Instructional Coordinator; Teachers	Journals					
13) Counselor will meet with students for guidance and encouragement for academic studies.	6, 10	Counselor; Teachers; Principal; Assistant Principal	Counselor Log					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue								

Goal 1: Increase student achievement

Performance Objective 3: To increase our Math % met on the STAAR Test to 71% in the areas of All students, African American, and Econ Disadvantage.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Students will be given systematic diagnostic test, common assessments, and be-weekly tests to determine mastery level.	1, 2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Data; Tests				
2) Review statistical analysis of common assessments and raw STAAR data, dis-aggregating data by subgroups and individual students by Student Expectations.	1, 2, 8, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Data; Tests				
3) Teachers will use data from common assessments to identify areas for re-teach, tutoring and intervention.	1, 3, 4, 8, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Data; Lesson Plans				
4) The TEKS Resource System will be utilized for academic vocabulary.	2, 7, 8, 9, 10	Instructional Coordinator; Teachers	Lesson Plans				
5) Students will track own progress with charts and graphs. Students will take home goal page to present to parent and complete with parents. Home-school connection	1, 3, 4, 8, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Charts and Graphs				
6) Students are being targeted for intervention with specific Student Expectations that were missed. Teachers will collaborate and plan for these interventions with their team and the coaches.	1, 2, 3, 4, 5, 7, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Intervention Plans				
7) Teachers will provide student centered instruction which includes a high level of engaged time where student-teacher interactions are the major mode.	3, 5, 7, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons				

8) Teachers will use a variety of instructional strategies to keep students actively engaged in learning including math centers.	2, 3, 5, 7, 8, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons				
9) The teacher will use STAAR format in the class on a regular basis as based on information released from TEA. Looking at the released questions and information with instructional coaches.	2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons				
10) Teachers will use hands-on, manipulative activities and labs in the classroom on a regular basis.	2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons				
11) Think through math, Penda, and various other educational computer programs will be utilized to increase student achievement.	2, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Lesson Plans; Lessons				
12) Students will utilize journals and note taking in every grade level.	2, 9	Teachers; Instructional Coordinator; Principal; Assistant Principal	Journals				
13) Counselor will meet with students for guidance and encouragement for academic studies.	2, 9	Counselor; Teachers; Principal; Assistant Principal	Counselor Log				
14) Incorporate a reward system for all students who achieve academic goals	1, 2, 6	PBIS	goal sheet signed by parent				



= Accomplished



= Considerable



= Some Progress



= No Progress



= Discontinue

Goal 1: Increase student achievement

Performance Objective 4: To increase our attendance by 10% in order to elevate participation and success in academics.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Students are required to be prompt to class. Tardies and attendance will be addressed as follows: Tardy Bell-8:10 3&5 tardies or absences -parents notification by letter or call 10 tardies or absences-Parents notified by Certified Letter Excessive tardies or absences refer to District	9	Teachers; Assistant Principal;Principal; PEIMS Clerk; Attendance Committee	Attendance Data				
2) An awards assembly will be held each six weeks for each grade level	6	Teachers; Assistant Principal; Principal; Counselor	Awards Assembly Calendar				
3) School wide pep rallies will be held to encourage participation and high achievement on testing days.	9	Teachers; Assistant Principal; Principal; Counselor	School Calendar				
4) An active student council will promote high academic and behavior through leadership activities.	2, 9	Counselor; Teachers; Principal; Assistant Principal	Student Council Activities and Calendar				
5) Extra-curricular clubs will be established to promote high academic and good behavior through leadership activities.	2, 9	Teachers; Counselor; Principal; Assistant Principal	Club Meeting Calendar				
6) Absence letter to parents sharing the importance of daily attendance.	1, 2, 6	PEIMS, teachers	attendance letters				

✓ = Accomplished

● = Considerable

● = Some Progress

● = No Progress

X = Discontinue

Goal 1: Increase student achievement






Performance Objective 5: To increase the effective usage of technology by teachers and students by 10% in order to increase academic achievement.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Technology hardware and/or software will be purchased to increase academic achievement in students.	1, 2, 3, 9, 10	Teachers; Instructional Coordinator; Principal; Assistant Principal	Hardware/Software in Classrooms				
2) Create calendar for classes in the two computer labs to ensure students are working on Technology TEKS	1, 3, 5, 8, 9, 10	Technology Teacher; Principal; Assistant Principal	Calendar				
3) Provide time for Campus Technology Coordinator to help other teachers with technology needs.	1, 3, 5, 8, 9, 10	Technology Teacher; Principal; Assistant Principal	Calendar				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: Increase student achievement

Performance Objective 6: To incorporate/support elementary literacy initiative to increase the number of students reading on grade level as measured by IStation reports

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
<p>Critical Success Factors CSF 1</p> <p>1) Ensure reading teachers in grade 2-5 complete literacy training</p>	1, 2, 3, 4	Administrative team	completion certificate				
<p>Critical Success Factors CSF 1</p> <p>2) Sponsor curriculum nights prompting literacy and having free book-give away</p>	1, 2, 6	administrative team	meeting agenda				
<p>Critical Success Factors CSF 1</p> <p>3) Communicating with parents their child's reading level and providing strategies that can be used at home to increase literacy via IStation reports</p>	1, 2, 6	Librarian, Teachers, administrative team	IStation reports, parent letter				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Improve the Quality of Instruction

Performance Objective 1: To improve the quality of instruction for all students to show academic growth in each reporting category






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
Critical Success Factors CSF 1 CSF 7 1) Provide staff development focused on increasing rigor and relevance.	3, 4	teachers, principal, assistant principal, instructional coordinator	Eduphoria, certificates				
Critical Success Factors CSF 1 CSF 2 2) Ensure that data drives instruction and educational decisions.	1, 8	teachers, principal, assistant principal, instructional coordinator	Data meetings, data wall, response to intervention log				
3) Provide weekly opportunities for vertical and horizontal planning.	1, 2, 4	principal, assistant principal, instructional coordinator	team meeting notes, lesson plans, staff meeting agendas				
Critical Success Factors CSF 1 4) Administrative team will conduct weekly walk throughs to address evaluating the quality of instruction.	2, 4, 8	principal, assistant principal, instructional coordinator	Eduphoria				
5) Ensure that students receive daily, targeted daily instruction during Response to Intervention time.	2, 9	teachers, principal, assistant principal, instructional coordinator	RTI lesson plan, student portfolios				
Critical Success Factors CSF 7 6) Allow teachers to observe high performing teachers.	2, 4	teachers, administrative team	observation report				
7) Administrators will model and coach teachers in delivering high quality instruction.	3, 4	administrative team	observations, schedule				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: Create a technology-enriched school district that transforms the delivery of instruction and prepares students for the competitive workplace.

Performance Objective 1: To increase the effective usage of technology by teachers and students by 10% in order to increase academic achievement. Opportunities to attend technology-based staff developments

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Provide opportunities to attend technology-based professional developments.	1, 4	teachers, administrative team	certificates				
2) Campus technology representative will attend district trainings and report to the staff.	1, 4	technology rep, principal, assistant principal	PD certificates, agenda				
3) Students will be given the opportunity to provide homework/class assignments using technology such as power points and word documents.	1, 9	teachers, administrative team	student work				
4) Use district technology representative to do offer students learning opportunities in technology during clubs i.e. basic keyboarding, creating power points	3, 9	technology rep, teachers, administrative team	lesson plans, agenda				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 4: Improve communication, implementation and monitoring of district initiatives and ensure intentional transformational engagement of all Desoto ISD employees

Performance Objective 1: To increase campus communication, implementation and monitoring of district initiative for all staff members

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Administrators will communicate with staff during weekly staff meetings and via emails.	1, 2	administrative team	emails, agendas				
2) Administrators will monitor district initiatives using campus compliance logs and tracking devices.	1, 2	administrative team	staff meeting agendas, certificates				
3) Ensure that staff members are familiar with the district initiatives through administrative newsletters, emails, staff meetings	1, 2	administrative team	agendas				
4) Communicate district initiatives to parents via monthly curriculum nights	1, 2, 6	administrative team	agendas				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Ensure intentional transformational engagement of all DeSoto ISD employees

Performance Objective 1: To increase teacher knowledge and skills so at least 90% of teachers are rated "Proficient" or above on the T-TESS teacher evaluation system.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
<p>System Safeguard Strategies</p> <p>1) Provide staff development focused on methods to increase the effectiveness of instruction, differentiated instruction and building relationships in classrooms.</p>	1, 4, 10	Principal: Assistant Principal; Instructional Coordinator; Teachers	Faculty Meeting Agenda and Sign in Sheet				
<p>System Safeguard Strategies</p> <p>2) Provide staff development on maintenance of procedures, technology, PBIS, and parent communication.</p>	1, 4, 10	Principal: Assistant Principal; Instructional Coordinator; Teachers	Faculty Meeting Agenda and Sign in Sheet				
<p>System Safeguard Strategies</p> <p>3) Weekly Grade level meetings will be held to plan horizontally ensuring clear understanding and implementation of the TEKS. PLC Document will be developed to be filled out by grade level team each week.</p>	2, 3, 5, 8, 9	Principal: Assistant Principal; Instructional Coordinator; Team Leaders; Teachers	PLC Documents and Notes				
<p>System Safeguard Strategies</p> <p>4) Each teacher whose student's scores are below 70% passing with Common Assessments will write a plan of growth for their instruction to be presented to the principals.</p>	2, 8, 9	Principal: Assistant Principal; Instructional Coordinator; Teachers	Growth Plans				
<p>System Safeguard Strategies</p> <p>5) Administrative Team will conduct multiple walkthroughs to monitor teacher delivery and content knowledge and give the feedback to the teachers.</p>	1, 2, 3, 4, 5, 7, 8, 9, 10	Principal: Assistant Principal; Instructional Coordinator	Observation Data				
<p>6) Instructional coach will provide model lessons for teachers and bring important information about the STAAR to the teachers.</p>	1, 3, 4, 5, 7, 8, 9, 10	Principal: Assistant Principal; Instructional Coordinator; Teachers	Instructional Coach Log				
<p>7) Teachers will observe highly rated teachers on this or other campuses and have these teachers available as a resource.</p>	3, 4	Principal: Assistant Principal; Instructional Coordinator; Teachers	Teacher Visits				
<p>8) Principal will improve employee capacity by assigning growth plans to employees who fall below expectations or unsatisfactory on PDAS measures</p>	1, 3, 4	Principal; Assistant Principal; Teachers	Growth Plans				



= Accomplished



= Considerable



= Some Progress



= No Progress



= Discontinue

Goal 6: Maintain a positive, orderly and safe learning climate

Performance Objective 1: To create a safe and positive learning environment so office behavior referrals are decreased by 10% and student achievement is increased.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Students will be recognized for good behavior and grades through assemblies, honor roll of good behavior bulletin board, etc.	2, 4, 5, 7, 10	Principal; Assistant Principal; Counselor; Teachers; PBIS	Calendar; Awards; Bulletin Boards				
2) The Positive Behavior Support Initiative will continue.	2, 4, 5, 7, 10	Principal; Assistant Principal; Counselor; Teachers; Staff	Decrease of Office Referrals from previous year				
3) Increase time on task by maintaining structure and procedures in the classroom.	2, 4, 5, 7, 10	Principal; Assistant Principal; Counselor; Teachers; Staff	Decrease of Office Referrals from previous year				
4) Positive rewards will be awarded for students through the classroom, classroom and school stores, Extended Recess, etc.	2, 4, 5, 7, 10	Principal; Assistant Principal; Counselor; Teachers; Staff	Decrease of Office Referrals from previous year				
5) Individualized Behavior Intervention Plans will be developed for students with behavior difficulties.	2, 4, 5, 7, 10	Principal; Assistant Principal; Counselor; Teachers; Staff	BIPS				
6) Student Review Teams will discuss interventions and strategies for students struggling with behavior, and teachers will implement interventions	2, 4, 5, 7, 10	Principal; Assistant Principal; Counselor; Teachers; Staff	RTI Meeting notes				
7) PALS Program will be fostered for positive time	5, 6, 8, 9, 10	Counselor	PALS Schedule				
8) Student Council will be involved in Leadership Workshops and activities, such as the parades, Green Team.	2, 9	Counselor; Student Council Sponsor	Calendar of Events				
9) Guidance Lessons on Prevention of Bullying and Safety and Drug Awareness will be covered during the year.	6, 7	Counselor; Teachers	Lesson Plans, assemblies				
10) Red Ribbon Week will cover Drug Free, Bully Free, and Healthy Lifestyles	2, 3, 9, 10	Counselor; Teachers; Principals	Red Ribbon Week Activities and Materials				
11) Assemblies and activities for anti-drugs/anti bullying campaign Red Ribbon Week, Counselor lessons.	2, 3, 9, 10	Counselor; Principals	Calendar and Materials				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 6: Maintain a positive, orderly and safe learning climate

Performance Objective 2: To ensure the safety of 100% of the staff and students.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) The campus crisis plan will be updated and reviewed with the faculty and staff.	2, 4, 10	Principal; Assistant Principal; Staff	Faculty Meeting Agenda				
2) Campus crisis plan ensures that communications to the central office is always notified if a situation arises.	2, 4, 10	Principal; Assistant Principal; Staff	Campus Crisis Plan				
3) Use of the Raptor System in front office for all incoming visitors.	2, 4, 10	Principal; Assistant Principal; Staff	Raptor System				
4) Maintain a current and trained Crisis Prevention Intervention Team.	2, 4, 10	Principal; Assistant Principal; Staff	CPI Team Training Dates				
5) Monthly Fire Drills.	2, 4, 10	Principal; Assistant Principal; Staff	Fire Drill Log				
6) Scheduled Tornado Drills, Shelter In Place, and Lockdown drills in the Fall and Spring.	2, 4, 10	Principal; Assistant Principal; Staff	Calendar, drill log				
7) Duties will be assigned for increased safety of the campus before and after school.	2, 4, 10	Principal; Assistant Principal; Staff	Duty Posts				



= Accomplished



= Considerable



= Some Progress



= No Progress



= Discontinue

Goal 7: Build partnership with parents, community, local colleges and universities

Performance Objective 1: To increase parent involvement by 25% through communication and activities.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Maintain a Parent Assistance Center	2, 6, 10	Principal; Assistant Principal; Staff	Parent Assistance Center				
2) Parent conferences will be held to discuss grades and behavior during the year and after the first and fourth report card.	1, 2, 6, 9, 10	Principal; Assistant Principal; Staff	Calendar and Sign in Sheet				
3) STAAR/Curriculum Night monthly .	1, 2, 6, 9, 10	Principal; Assistant Principal; Staff	Calendar; Sign in Sheet				
4) A PTA will be continued and meetings and programs will be held monthly.	6, 9, 10	Principal; Assistant Principal; Staff	Calendar; Sign in Sheets				
5) Bring your Dad to school Day in the fall.	6, 9, 10	Principal; Assistant Principal; Counselor; Staff	Calendar; Sign in Sheets				
6) Marquee will be utilized to inform during the year and encourage student participation on STAAR days.	6, 9	Principal; Assistant Principal; Staff	Calendar; Sign in Sheets				
7) Parent Information and Training at PTA meetings on Bullying, Safety and Drug Awareness	6	Counselor, Principal	PTA Agenda; Sign in Sheets				
8) Utilize School Messenger System to call parents about school events or communication and campus website including informing parents that parent portal is available.	6, 9	Principal; Assistant Principal	School Messenger Log				
9) Train staff and volunteers in properly providing volunteer services for students.	1, 2, 6	Counselor	agenda				



= Accomplished



= Considerable



= Some Progress



= No Progress



X = Discontinue

Goal 8: Improve financial status of district

Performance Objective 1: To spend local, state, and federal funds in expenditures that address the needs of students and teachers.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Jan	Mar	May	July
1) Campus monies and funds from federal and state programs will be used to address instructional programs and needs of students and teachers.	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Principals, teachers, secretary	materials, programs, and technology				
2) The expectations for student attendance will be discussed at the beginning of the year and reviewed throughout the year.	1, 2, 6	Principals, PEIMS, counselor, teachers	attendance reports				
3) Parents will be notified of attendance regulations and the importance of daily attendance.	6, 9	Principals, PEIMS, attendance committee, teachers	attendance reports, school messenger report				
4) An attendance certificate and/or prizes will be given at the end of each six weeks.	1, 2, 9	Principals, PEIMS, attendance committee, PBIS	assemblies, reports				
5) Staff will pursue grants for various programs.	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Principals, counselor, teachers	grants				



= Accomplished



= Considerable



= Some Progress



= No Progress



= Discontinue

System Safeguard Strategies

Goal	Performance Objective	Strategy	Description
1	1	1	Students will be given systematic diagnostic test, common assessments, and be-weekly tests to determine mastery level.
1	1	2	Review statistical analysis of common assessments and raw STAAR data, dis-aggregating data by subgroups and individual students by Student Expectations.
1	1	3	Teachers will use data from common assessments to identify areas for re-teach, tutoring and intervention.
1	1	4	The TEKS Resource System will be utilized.
1	1	5	Students will track own progress with charts and graphs. Students will take home goal page to present to parent and complete with parents. Home-school connection
1	1	6	Students are being targeted for intervention with specific Student Expectations that were missed. Teachers will collaborate and plan for these interventions with their team and the coaches.
1	1	7	Teachers will provide student centered instruction which includes a high level of engaged time where student-teacher interactions are the major mode.
1	1	8	Teachers will use a variety of instructional strategies to keep students actively engaged in learning.
1	1	9	The teacher will use STAAR format in the class on a regular basis as based on information released from TEA. Looking at the released questions and information with instructional coaches.
1	1	10	Teachers will use hands-on, manipulative activities and labs in the classroom on a regular basis.
1	1	11	I Station, Penda, and various other educational computer programs (Stemscofes) will be utilized to increase student achievement.
1	1	12	Students will use appropriate laboratory equipment.
1	1	13	Students will be practicing appropriate laboratory safety procedures on a regular basis.
1	1	14	Students will utilize journals and note taking in every grade level.
1	1	15	Counselor will meet with students for guidance and encouragement for academic studies.
5	1	1	Provide staff development focused on methods to increase the effectiveness of instruction, differentiated instruction and building relationships in classrooms.
5	1	2	Provide staff development on maintenance of procedures, technology, PBIS, and parent communication.
5	1	3	Weekly Grade level meetings will be held to plan horizontally ensuring clear understanding and implementation of the TEKS. PLC Document will be developed to be filled out by grade level team each week.

Goal	Performance Objective	Strategy	Description
5	1	4	Each teacher whose student's scores are below 70% passing with Common Assessments will write a plan of growth for their instruction to be presented to the principals.
5	1	5	Administrative Team will conduct multiple walkthroughs to monitor teacher delivery and content knowledge and give the feedback to the teachers.

2014-2015 Campus Advisory Committee

Committee Role	Name	Position
Non-classroom Professional	Shana Hawthorne	Principal
Business Representative	Oscar Epps	Community Missionary Baptist Church
Classroom Teacher	Julie Adames	Special Education Teacher/Lead
Classroom Teacher	Alyson Lewis	1st grade teacher
Classroom Teacher	Christopher Polk	3rd grade math teacher
Classroom Teacher	Marquita Rawlins	Science teacher
Community Representative	Tem Youngblood	High Meadows HOA
District-level Professional	Dr. Becky Sheppard	Executive Dir. Assessment and Accountability
Non-classroom Professional	Rose Anderson	Counselor
Non-classroom Professional	Leah Malone	Instructional Coordinator
Non-classroom Professional	David Paraham	Assistant Principal
Non-classroom Professional	Shay Smith	Librarian
Paraprofessional	Sherrie Henry	Secretary
Parent	Henry Charlton	parent

Addendums