

Marble Falls Independent School District

Colt Elementary

2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster

Distinction Designations:

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

Board Approval Date: November 16, 2020

Mission Statement

We Love. We Inspire. We Achieve. We are Colt. Living 212° is what we do!

Vision

Colt Elementary School will remain committed to providing a loving environment that inspires students to explore, learn, and achieve. #RiseUp

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Goals

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 1: Based on the power objectives determined at the beginning of the year and individual student goal setting/tracking throughout the year, Colt Elementary students who meet March expectations in math and reading, as evidenced through Star Renaissance and CLI will increase in progress from previous year.

Evaluation Data Sources: Star Renaissance, CLI and end of year STAAR will show growth and meeting of TEA distinctions

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: Colt Elementary teachers will be guided by the priority performance objectives for every grade level. These will be revisited to become the power objectives that will guide goal-setting and progress monitoring throughout the year.

Strategy's Expected Result/Impact: Teachers will have a shared understanding of where our students need to go and will result in an increase in students meeting or exceeding progress as measured by Star Renaissance, CLI, and STAAR.

Staff Responsible for Monitoring: Admin, IC, Specialists, Team Leaders, Teachers

Strategy 2 Details

Strategy 2: Colt Elementary teachers will facilitate students' goal-setting, monitoring, to assist them in achieving their specific academic goals.

Strategy's Expected Result/Impact: Students will meet their specific academic goals that will meet or exceed the power objectives for that specific grade level. Teachers will become more efficient and effective at scaffolding each student's progress toward mastery of goals.

Staff Responsible for Monitoring: Classroom Teachers

Strategy 3 Details

Strategy 3: Colt Elementary PLC discussions will serve as a way to monitor student progress towards the power objectives (as a grade level, by sub-population, and by student).

Strategy's Expected Result/Impact: Teachers will hold each other accountable (and able) by focusing on student progress and needs.

Staff Responsible for Monitoring: Admin, IC, Specialists, Classroom Teachers

Strategy 4 Details

Strategy 4: Colt Elementary will utilize their instructional coach to support teachers in improving Tier 1 instruction in the classroom with a focus on mastery of skills in reading, writing, and mathematics by increasing alignment of the written, taught, and tested curriculum.

Strategy's Expected Result/Impact: Increased student performance

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

Goal 1: Marble Falls ISD will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

Performance Objective 2: Based on STAAR, all Colt Elementary sub-populations will meet their academic targets for the 2021 STAAR testing year; our ELLs will grow at least one proficiency level as measured by TELPAS.

Evaluation Data Sources: TELPAS and STAAR

Strategy 1 Details
<p>Strategy 1: Teachers will track the progress of their students based on subpopulation.</p> <p>Strategy's Expected Result/Impact: All STAAR subpopulation academic targets will be met.</p> <p>Staff Responsible for Monitoring: Classroom teachers, IC, Admin, Specialists</p> <p>Results Driven Accountability</p>
Strategy 2 Details
<p>Strategy 2: Colt Elementary teachers will identify the TELPAS beginning level of their EL students.</p> <p>Strategy's Expected Result/Impact: All ELLs will grow one categorical level in at least one area as measured by TELPAS.</p> <p>Staff Responsible for Monitoring: Classroom teachers, IC, DL Reading Specialist</p>
Strategy 3 Details
<p>Strategy 3: Professional Learning Communities will evaluate and monitor targeted students on their campus and make recommendations for additional services and supplies as necessary.</p> <p>Strategy's Expected Result/Impact: Additional student supports provided</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coach, Counselor</p> <p>Results Driven Accountability</p>
Strategy 4 Details
<p>Strategy 4: Campus counselor will identify students that are homeless and utilize district resources (T1 reservations and TEHCY funds), in coordination with the district homeless liaison, to provide emergency instructional supplies, hygiene products and clothing as needed.</p> <p>Strategy's Expected Result/Impact: Increased attendance rate and connection to school. Fewer behavioral incidents</p> <p>Staff Responsible for Monitoring: Counselor</p>

Goal 2: Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

Performance Objective 1: Colt Elementary teachers will feel empowered to share their strengths with others in PLC and after school PD; which will result in a 10% increase on how teachers feel about collaboration with their peers.

Evaluation Data Sources: Staff Survey

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: At Back to School In-Service, Colt Elementary will define collaboration to have a shared understanding.</p> <p>Strategy's Expected Result/Impact: Shared belief and shared actions.</p> <p>Staff Responsible for Monitoring: Admin</p>
Strategy 2 Details
<p>Strategy 2: At the beginning of the year, Colt Elementary teachers will share areas that they feel confident to share with others. Campus leadership will then create a "bank" of staff who others can go to for support in specialty areas.</p> <p>Strategy's Expected Result/Impact: An increase in student achievement based the goals set for how to collaborate which includes continued vertical discussions.</p> <p>Staff Responsible for Monitoring: Admin, IC, Specialists, Teachers</p>

Goal 2: Marble Falls ISD will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

Performance Objective 2: Colt Elementary will provide opportunities for students to develop leadership skills.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Colt Elementary will continue to explore and implement ways in which kids can serve in leadership positions. Strategy's Expected Result/Impact: Increased student leaders Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p>
Strategy 2 Details
<p>Strategy 2: Colt Elementary will investigate and make recommendations for future expansion of activities that increase and respond to student voice. Strategy's Expected Result/Impact: Increased student participation, implemented change based on student recommendations Staff Responsible for Monitoring: Principal</p>

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our schools.

Performance Objective 1: Colt Elementary will increase Pre-K and Title campus parent participation in programs and activities to promote and support home/school partnership.

Evaluation Data Sources: Increase parent participation in programs and activities as evidenced by sign in sheets at events.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Colt Elementary will use various types of media, including social media to communicate our message. Strategy's Expected Result/Impact: Engage parents to be active participants. Staff Responsible for Monitoring: All Staff</p>
Strategy 2 Details
<p>Strategy 2: Colt Elementary Principal will host "Coffee with the Principal". Strategy's Expected Result/Impact: Engage parents, build on their investment from Remote Learning to identify on-going needs. Staff Responsible for Monitoring: Principal, Admin Assistant</p>
Strategy 3 Details
<p>Strategy 3: Colt Elementary will invite community to share their story at Friday Assembly. Strategy's Expected Result/Impact: Community feels engaged in campus culture. Staff Responsible for Monitoring: Admin, Counselor</p>
Strategy 4 Details
<p>Strategy 4: Colt Elementary will conduct an annual meeting to review and revise the written Parental and Family Engagement Plan. The plan is developed jointly with, agreed upon by, and distributed to, parents of participating students. Strategy's Expected Result/Impact: Revised Parental and Family Engagement Plan, Parent Compacts, increased feedback Staff Responsible for Monitoring: Principal</p>

Strategy 5 Details

Strategy 5: Colt Elementary will continue to provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as but not limited to: student work samples, progress report updates, report cards, parent-teacher conferences, teacher phone calls, TEA assessment portals, MTSS meetings, Skyward Parent Access.

Strategy's Expected Result/Impact: Increased parent engagement

Staff Responsible for Monitoring: Principal

Goal 3: Marble Falls ISD will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students, and the community at-large to be involved in our schools.

Performance Objective 2: Colt Elementary will value and promote the unique and collective cultures of our diverse population by building cultural awareness of staff, students and stakeholders in order to increase empathy.

Evaluation Data Sources: Due to this increase in empathy, we will see a 10% decline in negative office referrals related to student aggression.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Colt Elementary staff will be given opportunities to share their stories with one another to value our collective diversity.</p> <p>Strategy's Expected Result/Impact: Staff will develop more appreciation and empathy for one another.</p> <p>Staff Responsible for Monitoring: Admin, IC, Cultural Equity Team</p>
Strategy 2 Details
<p>Strategy 2: Each month classroom Colt Elementary teachers will facilitate interactive read alouds using books that are reflective of a variety of cultures will be shared as discussion points leading toward empathy.</p> <p>Strategy's Expected Result/Impact: Students use accountable talk to show they are both sharing their stories and listening and valuing others. They will develop deeper empathy for one another.</p> <p>Staff Responsible for Monitoring: Admin, IC, Cultural Equity Team, Librarian</p>

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 1: The 2019-2020 school year showed that 88% of the negative office referrals were about student disrespect. In the 2020-2021 school year by mid March, Colt Elementary will drop to less than 60%, due to an increase in behavioral interventions.

Evaluation Data Sources: Discipline Referral Data

Summative Evaluation: Exceeded Objective

Strategy 1 Details
<p>Strategy 1: Colt Elementary will provide training for all staff to ensure a safe, secure, and healthy environment that will ensure student learning.</p> <p>Strategy's Expected Result/Impact: Strong connections between student and teacher and student to student.</p> <p>Staff Responsible for Monitoring: Admin, Counselor, SEBC</p>
Strategy 2 Details
<p>Strategy 2: Colt Elementary will provide social emotional learning opportunities that will reinforce a positive learning environment for all students.</p> <p>Strategy's Expected Result/Impact: Teachers will sit with each student after each negative referral in order to determine a positive reinforcement spurred from a behavior goal.</p> <p>Staff Responsible for Monitoring: Admin, Admin Assistant, Counselor, SEBC</p>
Strategy 3 Details
<p>Strategy 3: Colt Elementary will identify specific lessons for specific classes based on results of weekly review of disrespect data</p> <p>Strategy's Expected Result/Impact: Decrease in disrespect referrals and increase in connections with teacher.</p> <p>Staff Responsible for Monitoring: Admin, Librarian, Counselor, SEBC</p>

Goal 4: Marble Falls ISD will provide a safe and healthy environment conducive to student learning.

Performance Objective 2: Colt Elementary will provide training for all staff to ensure a safe, secure, and healthy environment that will ensure student learning.

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: Colt Elementary will provide safety and security trainings to all staff. Strategy's Expected Result/Impact: 100% staff trained Staff Responsible for Monitoring: Principal</p>
Strategy 2 Details
<p>Strategy 2: Staff members will be trained on the consistent implementation of the MFISD Board approved Code of Conduct, including Bullying Investigation and Reporting Process. Strategy's Expected Result/Impact: 100% campus staff trained Staff Responsible for Monitoring: Principal</p>
Strategy 3 Details
<p>Strategy 3: Colt Elementary Staff will ensure that the discipline management program provides for prevention, intervention and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles. Strategy's Expected Result/Impact: Decrease in unwanted behaviors Staff Responsible for Monitoring: Principal</p>
Strategy 4 Details
<p>Strategy 4: Colt Elementary Staff will adhere to the district's policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators. Strategy's Expected Result/Impact: Increased awareness Staff Responsible for Monitoring: Principal</p>

Strategy 5 Details

Strategy 5: Colt Elementary will provide counseling and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The campus will integrate best practices on grief-informed and trauma-informed care. The campus will continue to train staff in Risk Assessments, and the Student Safety Plan.

Strategy's Expected Result/Impact: Increased awareness of the process

Staff Responsible for Monitoring: Counselor

Strategy 6 Details

Strategy 6: Colt Elementary will ensure that required compliance trainings are completed by appropriate staff.

Strategy's Expected Result/Impact: 100% completion of all required trainings

Staff Responsible for Monitoring: Principal

Goal 5: Marble Falls ISD will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 1: Colt Elementary will provide social emotional supports for all campus staff in order to model best practices and to recruit and retain highly effective personnel.

Summative Evaluation: Met Objective

Strategy 1 Details
Strategy 1: Colt Elementary will continue fostering our 212 Degree/Rise Up Culture both within our campus and externally with family and community stakeholders. Strategy's Expected Result/Impact: Retain and recruit highly effective personnel Staff Responsible for Monitoring: All Staff
Strategy 2 Details
Strategy 2: Colt Elementary teachers celebrate one another in casual and systematic ways such as the "Going the Extra Mile" weekly shout-outs. Strategy's Expected Result/Impact: Retain and recruit highly effective personnel Staff Responsible for Monitoring: All Staff
Strategy 3 Details
Strategy 3: Colt Elementary will continue building collective efficacy by encouraging teams to work / build each other up by empowering grade level leads to communicate from early on. This provides all teachers a voice and enhance problem solving. Strategy's Expected Result/Impact: Retain and Recruit highly effective personnel Staff Responsible for Monitoring: Admin
Strategy 4 Details
Strategy 4: Colt Elementary will continue a robust mentor-mentee program. Strategy's Expected Result/Impact: Teacher Centered to allow teachers to feel empowered and want to remain on campus. Staff Responsible for Monitoring: IC, Mentors, Mentees
Strategy 5 Details
Strategy 5: Colt Elementary new staff members will receive an induction email that details the campus culture. Strategy's Expected Result/Impact: New staff members have a feeling of inclusion before they enter the school. Staff Responsible for Monitoring: Principal

Strategy 6 Details

Strategy 6: Colt Elementary administration will provide increased awareness of social emotional learning competencies and resources available to staff through the Employee Assistance Program (EAP) to support their personal well-being.

Strategy's Expected Result/Impact: Greater staff awareness of and accessing of employee assistance program

Staff Responsible for Monitoring: Principal

Goal 6: Marble Falls ISD will exercise fiscal responsibility to maintain financial strength and provide financial resources for education programs.

Performance Objective 1: Colt Elementary will continue to develop a budget that continues to focus on district and campus priorities.

Summative Evaluation: Met Objective

Strategy 1 Details
Strategy 1: Colt Elementary will use end of year CEIC priorities to determine instructional needs. Strategy's Expected Result/Impact: Exercise fiscal responsibility. Staff Responsible for Monitoring: Admin, CEIC
Strategy 2 Details
Strategy 2: Colt Elementary will meet with grade level teams to assess needs for the new year. Strategy's Expected Result/Impact: Involve teachers in decision making, maintain focus Staff Responsible for Monitoring: Admin, Admin Assistant, Team Leaders
Strategy 3 Details
Strategy 3: At beginning of the year, Colt Elementary leadership will share the budget allocations for the current year with staff and CEIC. Strategy's Expected Result/Impact: Maintain and continue to enhance transparency Staff Responsible for Monitoring: Admin
Strategy 4 Details
Strategy 4: Campus CEIC members will be trained on compliance procedures and provide input during the district and campus budgeting process. Strategy's Expected Result/Impact: Meet all TEC, TAC, and Title 1 Requirements Staff Responsible for Monitoring: Principal