

**Marble Falls Independent School District**  
**Colt Elementary**  
**2022-2023 Goals/Performance Objectives/Strategies**

**Accountability Rating: B**

# 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. #ColtLives212

## Value Statement

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# Goals

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 1:** Colt will increase the percentage of students meeting or exceeding progress as measured by TEA progress measure at the end of the year and universal screeners and common based assessments (CBAs) throughout the year. We will utilize our District Math and Literacy Plans to support instruction in the classroom.

**Evaluation Data Sources:** MCLASS, NWEA-MAP, STAAR, CBAs

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue goal as CBAs and Universal screeners were new this year.

Strategy 1 Details
<p><b>Strategy 1:</b> Colt Elementary PLC/MTSS discussions will serve as a way to monitor student progress (as a grade level, by sub-population, and by student). <b>Strategy's Expected Result/Impact:</b> improved student performance and movement across tiers <b>Staff Responsible for Monitoring:</b> Admin, Specialists, Classroom Teachers</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Colt Elementary will utilize their specialists 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 district alignment of the written, taught, and tested curriculum, using strategies involving inclusion models such as explicit teaching in mini-lesson format, recognizing and reinforcing learning within the lesson, co-teaching simultaneous groups followed by using a personal and collaborative feedback loop. <b>Strategy's Expected Result/Impact:</b> improved performance of both student and teacher <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 2:** Colt will increase the percentage of students reading and writing on or above grade level in grades PreK - 5 as measured by NWEA Map 2-5 and running records for K-1 with quarterly check-ins at PLC with the instructional leadership team.

**Evaluation Data Sources:** NWEA MAP, MCLASS

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Continue to up the writing in classrooms and require running records 1 time a 9 weeks to students at or below level.

Strategy 1 Details
<p><b>Strategy 1:</b> Act on action steps determined by district and campus PLC data talks, with progress monitoring using prioritized checklists and ongoing PLC conversations that move students towards higher level of proficiency.</p> <p><b>Strategy's Expected Result/Impact:</b> success criteria is met</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, specialists, administration</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Align instructional strategies with Science of Teaching Reading instructional practices such as teaching students to rely on visual cues when reading, balancing predictable and decodable texts, having a rich daily diet of phonological awareness and phonics explicit instruction, categorizing high frequency words by phonics element, and connecting phonics strategies with comprehension.</p> <p><b>Strategy's Expected Result/Impact:</b> students make at least a year's worth of reading and writing progress</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, specialists, administrators</p>

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 3:** Colt will increase the student math performance level of 3rd-5th grade students on STAAR and K-2 on CBAs and universal screeners.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Using the new YAG in TRS, with planning units from the summer, teachers will start fast in the fall with data provided to start small groups and rigorous content from day 1.

Strategy 1 Details
<p><b>Strategy 1:</b> Teachers will align instructional practices with district expectations including a workshop model with built-in time segments for fluency, problem solving, math talks as described in the MFISD Math Plan.</p> <p><b>Strategy's Expected Result/Impact:</b> students will increase and apply math knowledge in multiple contexts, showing their thinking in various methods</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, specialists, instructional paras, specials teachers, administrators</p>
Strategy 2 Details
<p><b>Strategy 2:</b> students will increase and apply math knowledge in multiple contexts, showing their thinking in various methods</p> <p><b>Strategy's Expected Result/Impact:</b> proficiency by sub-population will increase at least a year over the course of the year</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, specialists, instructional paras, specials teachers, administrators</p>

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 4:** Colt will increase the percentage of students scoring at the meets and masters level on STAAR across all grades and content areas tested, with intentional focus on our gifted learners, special education, and emergent bilingual students.

**Strategy 1 Details**

**Strategy 1:** Teachers will be aware of each student's current academic performance, including STAAR results from the previous year, and identify and work towards specific and measurable goals for each student.

**Strategy's Expected Result/Impact:** increased student performance on CBAs and STAAR assessments

**Staff Responsible for Monitoring:** Classroom teachers, specialists, instructional paras, administrators

**Strategy 2 Details**

**Strategy 2:** During PLC and MTSS conversations, current levels will be discussed and collaboration will take place to improve instructional methods and student learning.

**Strategy's Expected Result/Impact:** student performance will improve based on learning goals established

**Staff Responsible for Monitoring:** Classroom teachers, specialists, administrators, counselor

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 5:** Colt will increase the percentage of English Learners (ELs) meeting or exceeding at least 1 categorical gain as measured through TELPAS.

**Evaluation Data Sources:** TELPAS

Strategy 1 Details
<p><b>Strategy 1:</b> Colt Elementary teachers will identify the TELPAS beginning level of their EL students.</p> <p><b>Strategy's Expected Result/Impact:</b> printed copies given at beginning of year EB meeting, teacher active participate in LPAC process</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, dual language specialists, classroom teachers with EB students</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Colt Elementary teachers will provide instructional accommodations as noted in LPAC and collaborate with dual language specialists in order to track increased performance of each student who is emergent bilingual.</p> <p><b>Strategy's Expected Result/Impact:</b> Instructional accommodations will be evidenced throughout the year on a daily basis, and students will know and use the strategies that help them succeed</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, dual language specialists, classroom teachers with EB students</p>



**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 6:** Colt will increase the passing rate of special education students on STAAR in all tested areas targeting increase in student performance in special education students in 5th reading and 3rd-5th grade Emergent Bilingual students.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Colt Elementary resource teachers will collaborate with general education teachers to have a plan for each student to generalize their learning between settings.</p> <p><b>Strategy's Expected Result/Impact:</b> Student participation and evidence of learning between settings</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, general education and resource teachers</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Colt Elementary teachers and instructional paraprofessionals will push in to support students in the general education setting using accommodations and strategies determined by planning, progress monitoring, and feedback discussed in PLC and MTSS. Resource teachers will participate in PLCs at least once a month.</p> <p><b>Strategy's Expected Result/Impact:</b> resource teachers, interventionists, and instructional paraprofessionals support general education instructional strategies for each student with an IEP, general education teachers bring evidence of current progress and skill level for each student's ARDs and PLCs</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, ARD facilitator, general education and resource teachers</p>

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 7:** Colt will narrow the achievement gap between racial/ethnic, socioeconomic, and at-risk student groups.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Teachers will be aware of each student's current academic performance, including STAAR results from the previous year, and identify and work towards specific and measurable goals for each student.</p> <p><b>Strategy's Expected Result/Impact:</b> increased student performance on CBAs and STAAR assessments</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, specialists, instructional paras, administrators</p>
Strategy 2 Details
<p><b>Strategy 2:</b> In PLC discussions and with personal awareness, teachers will examine their instructional practices as they relate to student performance and make changes accordingly. Leadership will model being vulnerable when reflecting on effectiveness to inspire resilience and change using a growth mindset.</p> <p><b>Strategy's Expected Result/Impact:</b> Culture of error will be evidenced in collegial conversations to show continued improvement in adult learning, colleagues value one another for support and celebration</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, all teaching staff, PLC facilitators</p>

**Goal 1:** Colt Elementary will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.

**Performance Objective 8:** Colt will provide equitable and inclusive academic opportunities to students (EE-5) within our boundaries.

**Summative Evaluation:** Exceeded Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Upper and lower grade classrooms will partner to share critical thinking and writing about shared literature. Students will develop oral and written language using a peer-to-peer model.</p> <p><b>Strategy's Expected Result/Impact:</b> Students learn from one another across grade levels. Students lead conversations. Students gain confidence in written and oral expression.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, all teaching staff, Cultural Equity Team</p>

**Goal 2:** Colt Elementary will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

**Performance Objective 1:** Colt Elementary will develop a comprehensive professional learning program to increase the instructional leadership skills of campus staff, focusing on instructional leadership team members facilitating PLC meetings with YAG preview, goal setting with success criteria, and quarterly meetings to level up our students in reading and math progress.

**High Priority**

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt Elementary teachers will feel empowered to share their strengths and errors with others in campus and district PLCs and after school PD</p> <p><b>Strategy's Expected Result/Impact:</b> an increase on how teachers rely on collaboration with their peers.</p> <p><b>Staff Responsible for Monitoring:</b> classroom teachers, specialists, SPED resource teachers, administration</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> At Back to School In-Service as well as throughout the school year, Colt Elementary will define what it means to be resilient by creating a culture where error is embraced and celebrated as a way of learning: pushing onward and moving upward.</p> <p><b>Strategy's Expected Result/Impact:</b> teachers comfortability with error and in collaboration to improve practices</p> <p><b>Staff Responsible for Monitoring:</b> all staff</p>

**Goal 2:** Colt Elementary will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

**Performance Objective 2:** Colt Elementary will develop a comprehensive professional learning program to build instructional and leadership capacity in teachers.

Strategy 1 Details
<p><b>Strategy 1:</b> Colt Elementary will continue to invite faculty and staff to lead professional learning. <b>Strategy's Expected Result/Impact:</b> increased teacher capacity <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, specialists</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Colt Elementary will continue to invite faculty and staff to lead professional learning. <b>Strategy's Expected Result/Impact:</b> Improved tier 1 instruction <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, specialists</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Colt Elementary's Mentor-Mentee program will facilitate opportunities for new to campus teachers to receive support from experienced teachers. <b>Strategy's Expected Result/Impact:</b> Build capacity and confidence in our new teachers <b>Staff Responsible for Monitoring:</b> Administration, reading specialist</p>
Strategy 4 Details
<p><b>Strategy 4:</b> Colt Elementary will recognize and reinforce instructional wins when students are leveling up by spotlighting at PLCs and faculty meetings. <b>Strategy's Expected Result/Impact:</b> Increased tier 1 instruction <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, specialists, teachers, special education teachers</p>

**Goal 2:** Colt Elementary will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the District's Vision.

**Performance Objective 3:** Colt Elementary will develop opportunities to increase leadership capacity in all of our students through the 212 Student Ambassador program where students will showcase leadership through academic and social opportunities.

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Colt Elementary will continue to explore and implement ways in which kids can serve in leadership positions such as 212 Student Ambassadors and Cultural Equity Classroom partnerships.</p> <p><b>Strategy's Expected Result/Impact:</b> Student leaders help showcase learning and celebrations across campus.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, 212 Ambassador teacher representative</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Colt Elementary will align the campus positive behavior intervention system with opportunities for individuals and classes to serve as community leaders, working toward campus wide recognition.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness of positive behaviors by all</p> <p><b>Staff Responsible for Monitoring:</b> all staff</p>

**Goal 3:** Colt Elementary 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 communication to share district and campus messages in families' home language, invite feedback from all stakeholders in the community, and engage the community to become champions and advocates for student success and the future of the district. Two-way dialogue will build stronger partnerships between home and school.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue and add opportunities for two-way dialogue (i.e. comment area on Thursday Folder, meet families on neutral ground, etc.)

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt Elementary will use various types of media, including social media to communicate our message.  <b>Strategy's Expected Result/Impact:</b> Increased awareness of the happenings at Colt Elementary  <b>Staff Responsible for Monitoring:</b> Administration, office staff</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Colt Elementary will host family engagement events at least once a nine weeks.  <b>Strategy's Expected Result/Impact:</b> Increased participation in outside school events on campus  <b>Staff Responsible for Monitoring:</b> all staff</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Colt Elementary families will be invited to volunteer to work on projects that improve our school culture and students' academic success.  <b>Strategy's Expected Result/Impact:</b> Evidence of support from Colt families  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, specialists</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> Colt Elementary will partner with families using the parent compact that outlines clear expectations for both school and families.  <b>Strategy's Expected Result/Impact:</b> Awareness and action in assisting their child with learning at home.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 5 Details</b>
<p><b>Strategy 5:</b> Colt Elementary teachers will inform families of students' learning at least once per monthly in the form of a newsletter sent out on paper, email, Remind, or Seesaw.  <b>Strategy's Expected Result/Impact:</b> Increased, streamlined communication to families  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, teachers</p>

**Goal 3:** Colt Elementary 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 use various types of media, including social media, to communicate campus and district messages and engage parents to be school participants in their child's education. Monthly newsletters in home language using Smore will increase families' knowledge of student progress and growing student leadership.

**Summative Evaluation:** Exceeded Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt will share the Parent Compact with families at Meet the Teacher with follow-up in the classrooms to review with students. Colt will have 100% of families sign the parent compact, after reviewing in their home language.</p> <p><b>Strategy's Expected Result/Impact:</b> parent agreement to be part of their child's education, along with the school and the student</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, all classroom teachers</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Colt will post celebrations and information through the social media platforms Twitter and Facebook to further inform families of the activities at school.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents and families will be more informed of happenings at Colt Elementary, therefore family participation will increase from prior year.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, counselor</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Colt will send at least 2 monthly newsletters through the Smore platform throughout the course of the 2022-2023 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Information and celebrations will be relayed more frequently creating a more heightened awareness of Colt happenings.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal</p>



**Goal 3:** Colt Elementary 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 3:** Colt Elementary will increase PreK and Title campus parent engagement in programs and activities to promote and support home/school partnership. We will provide opportunities to meet with students and their families before school begins, at Meet the Teacher, a Family Picnic Publishing Party, and Parent Learning times throughout the course of the school year.

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt staff will ride on the two most populated bus routes before school starts, event is titled "Colt Lives 212 on Wheels" visiting students and families along the route. Students will receive a snack bag and a leadership poster in English and Spanish. "Colt Lives 212 on Wheels" will be continued throughout the year when there are opportunities to be off campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Family participation with school events will increase as we venture into the community of our students.</p> <p><b>Staff Responsible for Monitoring:</b> all staff</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Colt families will receive a Parent Compact inside a Colt created leadership coloring book in English and Spanish. Teachers will follow up by requesting returned Parent Compacts from families and reviewing the Compact, triad partnership between staff, parents, and students with their classrooms the first week of school.</p> <p><b>Strategy's Expected Result/Impact:</b> all families will sign the parent compact and students will understand their responsibility in the learning</p> <p><b>Staff Responsible for Monitoring:</b> Principal, assistant principal, classroom teachers</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Colt families will be invited to participate in a January Family Picnic Book Share event. Students will have published writing and books to share with their families, then dinner will be provided.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign in sheets for the event will measure family participation. Over 150 families will participate in the event.</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, Cultural Equity Team, and classroom teachers</p>

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

**Performance Objective 1:** Colt will provide training for all staff to ensure a safe, secure, and healthy environment that will ensure student learning.

**Evaluation Data Sources:** Director of Special Programs, Principal, Assistant Principal

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt Elementary will provide safety and security trainings to all staff. <b>Strategy's Expected Result/Impact:</b> 100% of staff trained <b>Staff Responsible for Monitoring:</b> Principal, assistant principal</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Staff members will be trained on the consistent implementation of the MFISD Board approved Code of Conduct, including Bullying Investigation and Reporting Process. <b>Strategy's Expected Result/Impact:</b> 100% campus staff trained <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> 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. <b>Strategy's Expected Result/Impact:</b> Decrease in unwanted behaviors <b>Staff Responsible for Monitoring:</b> Principal</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> 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. <b>Strategy's Expected Result/Impact:</b> Increased awareness <b>Staff Responsible for Monitoring:</b> 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 the required trainings

**Staff Responsible for Monitoring:** Principal

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

**Performance Objective 2:** Colt will provide opportunities for stakeholders to collaborate with MFISD to ensure a safe and healthy environment conducive to student learning.

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Colt stakeholders will be invited to volunteer with our 212 CREW opportunities on campus after attending an initial training and overview from district representatives.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation in volunteer opportunities on campus</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>

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

**Performance Objective 3:** Colt will provide a safe and healthy environment for all stakeholders at all MFISD facilities.

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt will implement a volunteer program, 212 CREW, where parents, community volunteers attend a required training/informative meeting, complete background check, and complete an interest survey to select area they would like to serve on campus. Priority one being safety/security while on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> increased community involvement on campus</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, front office staff</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Continue to harden the buildings, improve district safety operations, and increase officer presence to ensure a safe and secure environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased safety issues. Increased awareness of safety</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Programs &amp; Principal</p>

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

**Performance Objective 4:** Colt will provide social emotional learning opportunities that will reinforce a positive learning environment for all students.

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt Elementary will identify specific lessons for specific classes based on results of periodic review of discipline data</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in disrespect referrals and increase in connections with teacher.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, CMC, counselor, librarian</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Colt will implement a new version of the PBIS system. Students will earn 212 strong spots for positive behavior in being safe, respectful, and responsible. When their individual sheets are filled up, they will help earn a spot on the class poster. The class may also earn 212 strong spots for whole class compliments and positive behavior. When their class posters are filled, then the campus earns a 212 spot on the campus poster. There are individual, class, and campus rewards earned through the process, such as positive referrals.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased positive behavior in class and on campus and desire to help/acknowledge others positive behavior</p> <p><b>Staff Responsible for Monitoring:</b> all staff, administration</p>

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

**Performance Objective 5:** Colt will increase the district attendance rate.

**Summative Evaluation:** Significant progress made toward meeting Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt teachers will make phone calls home after the second absence, touching base with the parent/guardian and keeping them informed of school happenings.</p> <p><b>Strategy's Expected Result/Impact:</b> more frequent communication by teachers to parents about absences from school</p> <p><b>Staff Responsible for Monitoring:</b> classroom teachers, assistant principal</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Colt administration will make phone calls home after the third absence to inform families about the email they will receive about their child's absences.</p> <p><b>Strategy's Expected Result/Impact:</b> To continue build positive communication home about attendance concerns</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal</p>

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

**Performance Objective 6:** Colt will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

Strategy 1 Details
<p><b>Strategy 1:</b> Colt Elementary will have more positive office referrals than negative referrals.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased self awareness and responsibility in actions</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>



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

**Performance Objective 1:** Colt will utilize all available resources, including colleges, universities, regional service centers, education-related professional organizations, job fairs, and alternative certification programs to recruit quality, diverse applicants pools.

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Colt will have presence at various job recruitment events and provide digital feedback to visitors that came to the Marble Falls ISD table.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased presence at recruitment events and digital connection with applicants.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>

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

**Performance Objective 2:** Colt will provide responsive, targeted professional learning opportunities for staff, job-embedded professional learning, and instructional planning professional development.

Strategy 1 Details
<p><b>Strategy 1:</b> During PLCs, faculty meetings, and other times as needed, targeted professional development will be given to staff based on data, culture, safety/security and student need.</p> <p><b>Strategy's Expected Result/Impact:</b> increased capacity of staff members</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, counselor, CMC, and ILT</p>

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

**Performance Objective 3:** Colt will retain highly qualified instructional staff.

**Evaluation Data Sources:** surveys, percentage of staff retained

**Summative Evaluation:** Met Objective

Strategy 1 Details
<p><b>Strategy 1:</b> Climate and Culture surveys will be given twice a year - MOY and EOY.</p> <p><b>Strategy's Expected Result/Impact:</b> Understand culture climate of the school and adjust practices to continue to grow retention of high quality staff</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>

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

**Performance Objective 4:** MFISD will provide social emotional supports for all district staff in order to model best practices and to recruit and retain highly effective personnel.

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Colt Elementary will continue fostering our Rise Up and Live 212 Degree Culture both within our campus and externally with family and community stakeholders.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain and recruit highly effective personnel</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Colt Elementary will continue a robust mentor-mentee program.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher Centered to allow teachers to feel empowered and want to remain on campus.</p> <p><b>Staff Responsible for Monitoring:</b> Reading Specialist, Administration, Mentors, Mentees</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Colt Elementary new staff members will receive an induction email that details the campus culture, welcome text thread to new team, and multiple contacts over the course of time when hired to start of employment from various staff members on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> New staff members have a feeling of inclusion before they enter the school.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, ILT team</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Greater staff awareness of and accessing of employee assistance program</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>

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

**Performance Objective 1:** Colt will develop a budget that continues to focus on district priorities.

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> Colt Elementary will use end of year CEIC priorities to determine instructional needs. <b>Strategy's Expected Result/Impact:</b> Exercise fiscal responsibility. <b>Staff Responsible for Monitoring:</b> Admin, CEIC
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> Colt Elementary will meet with grade level teams to assess needs for the new year. <b>Strategy's Expected Result/Impact:</b> Involve teachers in decision making, maintain focus <b>Staff Responsible for Monitoring:</b> Admin, Admin Assistant, Team Leaders

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

**Performance Objective 2:** Colt will enhance fiscal transparency.

**Summative Evaluation:** Met Objective

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> At beginning of the year, Colt Elementary leadership will share the budget allocations for the current year with staff and CEIC. <b>Strategy's Expected Result/Impact:</b> Maintain and continue to enhance transparency <b>Staff Responsible for Monitoring:</b> Admin</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Campus CEIC members will be trained on compliance procedures and provide input during the district and campus budgeting process. <b>Strategy's Expected Result/Impact:</b> Meet all TEC, TAC, and Title 1 Requirements <b>Staff Responsible for Monitoring:</b> Principal</p>