

Marble Falls Independent School District
Highland Lakes Elementary
2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster

Board Approval Date: November 16, 2020

Vision

United in excellence for every child, every day, every opportunity.

Unidos en excelencia para cada niño, cada día, cada oportunidad.

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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: HLES teachers will utilize objective driven weekly lesson plans with formative assessments.

Targeted or ESF High Priority

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: Submitted each Friday, HLES lesson plans will include district required components for effective lesson planning.

Strategy's Expected Result/Impact: All students have rigorous learning experiences.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES ILT will review lesson plans frequently and provide feedback.

Strategy's Expected Result/Impact: Teachers reflect, adjust, and deliver instruction that meets the needs of each student.

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: HLES teachers will engage in opportunities to collaborate about effective strategies and formative assessment pieces to be included in weekly lesson plans.

Strategy's Expected Result/Impact: Teachers use reoccurring PLC meetings to collaboratively plan lessons to improve instruction.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

Recruit, support, retain teachers and principals, Improve low-performing schools

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

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: HLES will increase the percentage of students meeting or exceeding progress on individual student growth goals in reading and math as measured by Renaissance Star and CLI.

Targeted or ESF High Priority

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES teachers and students will create individual goals using district assessment data.

Strategy's Expected Result/Impact: individual student plans, checking sheets, met goals

Staff Responsible for Monitoring: ILT

ESF Levers:

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES teachers and students will track progress toward goals in student data/conferencing notes.

Strategy's Expected Result/Impact: tracking sheet, conference notes

Staff Responsible for Monitoring: ILT

ESF Levers:

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: HLES will provide flexible grouping during WIN time to include dyslexia, RTI, ELL, 504, Sped

Strategy's Expected Result/Impact: Targeted instruction, which will increase the percentage of all student populations reading above or on grade level.

ESF Levers:

Lever 5: Effective Instruction

- **Targeted Support Strategy - Results Driven Accountability**

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 3: HLES will increase the percentage of students reading on or above grade level in grades PK-5.

Targeted or ESF High Priority

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will ensure effective implementation of MFISD Literacy Model

Strategy's Expected Result/Impact: Classroom routines reflect reading and writing workshop.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

Recruit, support, retain teachers and principals, Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES will use reading specialists to include support on strategies and grouping.

Strategy's Expected Result/Impact: Increase teacher capacity on strategies and grouping.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Build a foundation of reading and math

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

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 4: HLES will increase the percentage of students scoring at the meets and masters levels on STAAR across all grades and contents tested.

Targeted or ESF High Priority

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will create a culture of universal achievement.

Strategy's Expected Result/Impact: Increase the number of students achieving growth on STAAR.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 3: Positive School Culture

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES will improve the performance of GT students.

Strategy's Expected Result/Impact: Increase the number of GT students performing at Masters level on STAAR.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: HLES will provide DAILY writing instruction utilizing research-based resources in the teaching of writing to include CAP documents, HMH writing workshop, Lucy Calkins, and other resources in all K-4 classrooms.

Strategy's Expected Result/Impact: HLES will increase the performance level of all students on the 4th-grade STAAR writing

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

Build a foundation of reading and math

- **ESF Levers:**

Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 4 Details

Strategy 4: HLES 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 5: HLES will increase the percentage of English Language Learners meeting or exceeding 1 year growth as measured by TELPAS.

Targeted or ESF High Priority

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will provide classroom instruction that incorporates rigorous, high-quality experiences that promote critical thinking skills, with differentiated and scaffolded supports for students.

Strategy's Expected Result/Impact: ARC Power Goals reflect proficiency.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Build a foundation of reading and math

- **ESF Levels:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES will strengthen LPAC collaboration to bridge current levels to targeted levels

Strategy's Expected Result/Impact: In the domains of Reading, Listening, Speaking, and Writing, students will increase their proficiency level.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levels:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

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 6: HLES will increase the passing rate of special education students on STAAR in all tested areas.

Targeted or ESF High Priority

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will provide classroom instruction that incorporates rigorous, high-quality experiences that promote critical thinking skills, with differentiated and scaffolded supports for students.

Strategy's Expected Result/Impact: Student mastery of IEP goals.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES will monitor implementation of IEP's with the assistance of case managers

Strategy's Expected Result/Impact: Increase in teacher capacity in regard to student accommodations.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Recruit, support, retain teachers and principals, Improve low-performing schools

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy - Results Driven Accountability**

Strategy 3 Details

Strategy 3: HLES general education and special education leadership will train teachers on sped/504 accommodations and how they benefit students

Strategy's Expected Result/Impact: Increase in teacher capacity in regard to student accommodations.

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy - Results Driven Accountability**

Strategy 4 Details

Strategy 4: Professional Learning Communities will evaluate and monitor targeted students on their campus and make recommendations for additional services and supplies as necessary.

Strategy's Expected Result/Impact: Additional student supports provided

Staff Responsible for Monitoring: Principal

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 7: HLES will increase the students, family and staff awareness of available college and career readiness opportunities to align with secondary criteria for CCMR.

Targeted or ESF High Priority

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Each HLES class will adopt a college and utilize the six exceptional systems from No Excuses University.</p> <p>Strategy's Expected Result/Impact: Prepare students for secondary education and beyond.</p> <p>Staff Responsible for Monitoring: ILT</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p> <p>- Targeted Support Strategy</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: HLES will provide individual goals and opportunities for professional learning to increase the instructional leadership skills of building administrators.

Targeted or ESF High Priority

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will develop campus instructional leaders (principal, assistant principal, counselors, teacher leaders) with clear roles and responsibilities.

Strategy's Expected Result/Impact: ILT will have clear roles and responsibilities with tasks scheduled on weekly calendars; clear performance expectations; ILT will meet on weekly basis; use consistent, written protocols and processes to lead their areas of responsibility; provides opportunities for job-embedded professional learning to include modeling, observations and feedback

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 2 Details

Strategy 2: HLES will develop focused plans and regularly monitor their implementation and outcomes.

Strategy's Expected Result/Impact: focused priorities that address the root causes of low performance; ILT monitors implementation and holds task owners accountable; regularly reviews data and other evidence to track progress; campus leaders make modifications to reach the required result

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals, Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning

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: HLES will provide individual goals and opportunities for professional learning to build instructional and leadership capacity in teachers.

Targeted or ESF High Priority

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will build teacher capacity through goal setting, observation, and feedback cycles.

Strategy's Expected Result/Impact: ILT will use normed tools and processes to conduct observations and track progress over time; observation debrief conversations include clear, actionable feedback with clear models and opportunities to practice; ILT will conduct follow up observations after coaching sessions to monitor implementation of feedback; ILT will determine the frequency of observations based on teacher needs and student results

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers

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 3: HLES will develop opportunities to increase leadership skills for students.

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES students, guided by their teachers, will craft individual goals, to include an academic and behavior goal.</p> <p>Strategy's Expected Result/Impact: students will track progress of goals; teachers will facilitate Mindset Monday once a month; student led parent conferences offered twice throughout the school year;</p> <p>Staff Responsible for Monitoring: ILT</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p> <ul style="list-style-type: none">- TEA Priorities: Improve low-performing schools- ESF Levers: Lever 3: Positive School Culture- Targeted Support Strategy
Strategy 2 Details
<p>Strategy 2: HLES will implement a Principal Advisory Council.</p> <p>Strategy's Expected Result/Impact: guided by campus principal; input on student interests from Prek-5th grade learners regarding academics, school strengths, feedback on remote learning, and campus growth; held 4 times throughout the year</p> <p>Staff Responsible for Monitoring: ILT</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p> <ul style="list-style-type: none">- ESF Levers: Lever 3: Positive School Culture- Targeted Support Strategy
Strategy 3 Details
<p>Strategy 3: Highland Lakes Elementary will investigate and make recommendations for expansion of activities that increase and respond to student voice.</p> <p>Strategy's Expected Result/Impact: Increased student participation, implemented change based on student recommendations</p> <p>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: HLES will increase methods of communication to share messages, invite feedback from all stakeholders in the community, and engage the community to become champions and advocates for student success and the future of our campus.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES will use various types of media, including social media, to communicate campus messages and engage parents to be active participants in their child's education.</p> <p>Strategy's Expected Result/Impact: Informed and engaged parents</p> <p>Staff Responsible for Monitoring: ILT</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p> <ul style="list-style-type: none"> - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy
Strategy 2 Details
<p>Strategy 2: Highland Lakes Elementary will develop activities that will result in an increase to the amount of participation for members of historically marginalized populations in MFISD programs, initiatives, and decision-making processes.</p> <p>Strategy's Expected Result/Impact: Increased community satisfaction and participation across diverse groups</p> <p>Staff Responsible for Monitoring: Principal</p>
Strategy 3 Details
<p>Strategy 3: Highland Lakes 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.</p> <p>Strategy's Expected Result/Impact: Revised Parental and Family Engagement Plan, Parent Compacts, increased feedback</p> <p>Staff Responsible for Monitoring: Principal</p>

Strategy 4 Details

Strategy 4: Highland Lakes 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: HLES will increase Pre-K and Title campus parent participation in programs and activities to promote and support home/school partnership.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Highland Lakes Elementary will strengthen our partnership with parents by implementing activities from the Pre-K Engagement Plan.</p> <p>Strategy's Expected Result/Impact: Increased parent engagement</p> <p>Staff Responsible for Monitoring: Principal</p>

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

Performance Objective 1: HLES 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

Strategy 1: All HLES staff will participate in safety training from EduHero and the district safety coordinator. Staff members will be trained on the consistent implementation of the MFISD Board approved Student Code of Conduct, including Bullying Investigation and Reporting Process.

Strategy's Expected Result/Impact: Fewer occurrence of safety incidences.

Staff Responsible for Monitoring: Human Resources

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

- Targeted Support Strategy

Strategy 2 Details

Strategy 2: All HLES staff will participate in training to address new COVID19 safety protocols to be implemented.

Strategy's Expected Result/Impact: Limited school spread

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

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

Performance Objective 2: HLES will provide social emotional learning opportunities that will reinforce a positive learning environment for all students and staff.

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: HLES will implement PBIS, CHAMPs, Second Step, morning meetings, safety drills, and restorative practices.</p> <p>Strategy's Expected Result/Impact: decrease in negative office referrals; increase in positive referrals; peace corners;</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p> <ul style="list-style-type: none">- ESF Levers: Lever 3: Positive School Culture- Targeted Support Strategy

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

Performance Objective 3: HLES will increase the campus attendance rate.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES staff will aggressively monitor student attendance.</p> <p>Strategy's Expected Result/Impact: increase on time, all day, daily attendance</p> <p>Staff Responsible for Monitoring: ILT</p> <p>ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy</p>

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

Performance Objective 4: HLES will increase behavioral interventions and provide opportunities to collaborate about positive behaviors and positive school culture.

Evaluation Data Sources: SEL goal sheets; positive referrals; Skyward office referrals; behavior meeting agendas; RtI documentation

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: HLES will utilize self regulation strategies with guidance from our Social-Emotional Behavior team.

Strategy's Expected Result/Impact: social skills groups; decrease in office referrals; increase in positive referrals and hoof of love shout outs; data reports

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **ESF Levers:**

Lever 3: Positive School Culture, Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES will implement ongoing collaboration in a Round Table format will be facilitated by the ILT to review trends in behavior and discuss effective strategies.

Strategy's Expected Result/Impact: fewer offenses

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 3: Positive School Culture

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: Routine and scheduled RtI PLCs will be facilitated by the HLES ILT to address student needs with appropriate behavior goals and monitor progress on interventions.

Strategy's Expected Result/Impact: Increase self-regulations and increase instructional time.

Staff Responsible for Monitoring: ILT

ESF Levers:

Lever 3: Positive School Culture

- **Targeted Support Strategy**

Strategy 4 Details

Strategy 4: Campus behavior coach will provide specialized behavior support, SEL training, and coaching of behavior strategies to support campuses with refining student behavior systems.

Strategy's Expected Result/Impact: Decrease in unwanted behaviors.

Staff Responsible for Monitoring: Coordinator of Social Emotional Learning, Principal

Strategy 5 Details

Strategy 5: Highland Lakes Elementary 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

Strategy 6 Details

Strategy 6: Highland Lake Elementary 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

Strategy 7 Details

Strategy 7: Highland Lakes 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 administration will continue to train staff in Risk Assessments and the Student Safety Plan.

Strategy's Expected Result/Impact: Increased awareness of processes

Staff Responsible for Monitoring: Principal, Counselor

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

Performance Objective 1: HLES 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 applicant pools.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES implements ongoing and proactive recruitment strategies that include many sources for high-quality candidates.</p> <p>Strategy's Expected Result/Impact: Partner with HR to increase the rich pool of highly qualified applicants.</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>

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

Performance Objective 2: HLES will provide appropriate, targeted, and research-based professional learning opportunities for staff.

Targeted or ESF High Priority

Evaluation Data Sources: T-TESS, Eduphoria, TIPS walkthroughs, STAR Renaissance, CLI Engage, BAS, Schoolpace

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES campus instructional leaders use normed tool and processes to conduct observations, capture trends, and track progress over time.

Strategy's Expected Result/Impact: classroom instruction
student engagement
student academic performance

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers

- Targeted Support Strategy

Strategy 2 Details

Strategy 2: HLES observation debrief conversations include high-leverage, bite-sized, clear actionable feedback with clear models and opportunities to practice.

Strategy's Expected Result/Impact: classroom instruction
student engagement
student academic performance

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers

- Targeted Support Strategy

Strategy 3 Details

Strategy 3: HLES campus instructional leaders determine the frequency of observations, conduct follow up observations after coaching sessions and monitor implementation of feedback within agreed-upon time frames.

Strategy's Expected Result/Impact: classroom instruction
student engagement
student academic performance

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers

Strategy 4 Details

Strategy 4: Opportunities for development will be provided during HLES PLCs, faculty meetings, lunch-n-learn, and after school training sessions at the campus and district levels.

Strategy's Expected Result/Impact: classroom instruction
student engagement
student academic performance

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals, Build a foundation of reading and math

- ESF Levers:

Lever 4: High-Quality Curriculum

- Targeted Support Strategy

Strategy 5 Details

Strategy 5: Highland Lakes 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 3: HLES will retain highly qualified staff.

Evaluation Data Sources: resignation data from Human Resources

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES campus leaders implement targeted and personalized strategies to support and retain staff, particularly high-performing staff.</p> <p>Strategy's Expected Result/Impact: Retention of high performing staff</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers</p> <p>- Targeted Support Strategy</p>

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

Performance Objective 4: HLES 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: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will continue fostering our Love Your People culture within our campus.

Strategy's Expected Result/Impact: VIP Table

Shout Outs

Worth Your Weight in Gold

Monthly Morale Incentives

SEL Committee

Off Site Team Building/Collaboration

Candid Collaboration

Staff Responsible for Monitoring: ILT

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: HLES Staff celebrate one another.

Strategy's Expected Result/Impact: Worth Your Weight in Gold

Shout Outs at faculty meetings

VIP Table

Hospitality/SEL Committee

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: HLES will implement an effective mentor-mentee program.

Strategy's Expected Result/Impact: New staff is supported and equipped, students have access to high-quality educators.

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers

- Targeted Support Strategy

Strategy 4 Details

Strategy 4: All staff will be trained by Dr. Adam Saenz to encourage strategies for better self-care, increased SEL skills and better self-awareness.

Strategy's Expected Result/Impact: When staff better understand themselves and take care of themselves, they will perform with higher levels of social emotional skills

Staff Responsible for Monitoring: Principal, Counselor

Strategy 5 Details

Strategy 5: HLES 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, Counselor

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

Performance Objective 1: HLES will develop a budget that focuses on campus priorities.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Campus CEIC members will be trained on compliance procedures and provide input during the district and campus budgeting process.</p> <p>Strategy's Expected Result/Impact: Meet all TEC, TAC, and Title 1 Requirements</p> <p>Staff Responsible for Monitoring: Principal</p>