

Marble Falls Independent School District
Highland Lakes Elementary
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: C

Mission Statement

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

Hold each other accountable,

Learn and grow together,

Excel in all we do, and

Succeed as lifelong learners.

Vision

We have the unyielding commitment to love every child and inspire them to achieve their fullest potential.

We are committed to creating a school that knows no limits to the academic success of each student.

Value Statement

L♥VE Your People

Motto: Be Kind. Be You. Belong.

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Goals

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

Performance Objective 1: HLES will increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: Teachers will clearly define learning intentions and success criteria of each lesson aligned with the depth and rigor of the TEKS.

Strategy's Expected Result/Impact: Teachers will have an increased understanding of the standards and student performance will increase as a result of clear learning intentions and success criteria.

Staff Responsible for Monitoring: Principal, AP, IC, Case Managers

TEA Priorities:

Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

- Targeted Support Strategy - Results Driven Accountability

Strategy 2 Details

Strategy 2: Teachers will use universal screener data to create individualized growth goals with students, and progress monitor these each month with learners during WIGs week (Wildly Important Goals).

Strategy's Expected Result/Impact: Targeted growth goals for academics and behavior, and increased self-efficacy for students

Staff Responsible for Monitoring: Teachers, Students, Principals

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

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

- Targeted Support Strategy - Results Driven Accountability

Strategy 3 Details

Strategy 3: Campus instructional leaders provide training and ongoing support so that teachers implement best practices for establishing and maintaining a strong classroom culture, including setting behavioral expectations, establishing campus-wide routines and procedures (strategies that support a culture of universal achievement).

Strategy's Expected Result/Impact: maximized instructional time, building strong relationships.

Staff Responsible for Monitoring: Principal, IC, CMC, Student Services Coordinator

TEA Priorities:

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

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Strategy 4 Details

Strategy 4: Teachers will incorporate a daily use of high-quality instructional materials aligned to instructional planning calendars and interim and formative assessments. Campus instructional leaders frequently review how teachers use, internalize and modify lesson plans, providing feedback and lesson planning support regarding alignment to the scope and sequence, the standards, and the expected level of rigor.

Strategy's Expected Result/Impact: All students engage daily with TEKS-aligned, high-quality instructional materials, and assessments that support learning at appropriate levels of rigor.

Staff Responsible for Monitoring: Principal, AP, IC

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

- Targeted Support Strategy

Goal 1: HLES 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 reading and writing on or above grade level in grades PreK-5.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES will develop phonological awareness in all grade levels by monitoring the use of Heggerty with fidelity.

Strategy's Expected Result/Impact: Improved percentage of students reading on grade level.

Staff Responsible for Monitoring: Teachers, Principal, AP, IC, MTSS committee

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

- Targeted Support Strategy

Strategy 2 Details

Strategy 2: Lesson plans will include critical writing prompts across contents in all grade levels, and student work will be reviewed in teams.

Strategy's Expected Result/Impact: Increased proficiency in grade level writing

Staff Responsible for Monitoring: Teachers, Principal, IC

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

- Targeted Support Strategy

Goal 1: HLES 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 performance level of all students on in mathematics across grades, as measured by universal screeners, CBAs, and STAAR.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: Plan and implement opportunities for students to engage in math talks and fluency practice daily during the MFISD-aligned math block.

Strategy's Expected Result/Impact: Increased student fluency with basic math facts.
Increased student use and understanding of math vocabulary and multiple ways to solve problems.

Staff Responsible for Monitoring: Principal, IC, Math Specialist

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

- Targeted Support Strategy

Strategy 2 Details

Strategy 2: Grouping and instructional strategies for intervention will align with identified needs according to universal screeners and CBA data.

Strategy's Expected Result/Impact: demonstrated growth on student screeners and CBA data

Staff Responsible for Monitoring: Principals, IC, MTSS team

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

- Targeted Support Strategy

Goal 1: HLES 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 level on STAAR across all grades and contents tested.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Grade level profile sheets will include current levels and projected levels of performance in math and reading, and data PLCs will review MAP and mCLASS performance levels for alignment to expected student mastery.</p> <p>Strategy's Expected Result/Impact: Increase in number of students making growth within or beyond performance levels (stayed Meets but made growth, gained Masters level performance, etc)</p> <p>Staff Responsible for Monitoring: Principal, IC, MTSS team, Case Managers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>

Goal 1: HLES 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 Emergent Bilinguals (EBs) meeting or exceeding at least 1 categorical gain as measured through TELPAS.

Evaluation Data Sources: TELPAS

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details

Strategy 1: Dual language teachers will implement the Gomez & Gomez Dual Language One Way immersion model with fidelity, with increased focus on language of instruction and environmental supports for language acquisition.

Strategy's Expected Result/Impact: Increased proficiency in L1 academic vocabulary in primary grades, increased transference to L2 in intermediate grades

Staff Responsible for Monitoring: DL teachers, Principal, IC, EB coach, EB Director

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

- Results Driven Accountability

Strategy 2 Details

Strategy 2: All teachers will utilize the MFISD Sheltered strategies play list, with a focus this year on turn and talk (as well as TLAC precise praise).

Strategy's Expected Result/Impact: All students participate in structured discussion, increased engagement, increased opportunities for teachers to monitor & adjust

Staff Responsible for Monitoring: Teachers, Principal, IC

TEA Priorities:

Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

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

- Targeted Support Strategy - Results Driven Accountability

Strategy 3 Details

Strategy 3: PLC discussion documents will include a consistent prompt to reflect on a Learning Agenda that includes Strategies for Engagement & Language Support.

Strategy's Expected Result/Impact: Implementation of strategies that align to desired success criteria, such as rehearsal or movement and discourse

Staff Responsible for Monitoring: Principal, IC

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Goal 1: HLES 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.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Create monitor groups in Eduphoria to monitor SPED progress on CBAs.</p> <p>Strategy's Expected Result/Impact: Increased performance of currently served special education students</p> <p>Staff Responsible for Monitoring: Principal, IC, Case Managers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>
Strategy 2 Details
<p>Strategy 2: Administration will conduct a minimum of four learning walks with the Executive Director of Special Services, with a focus on: implemented instructional strategies within the Resource setting and their alignment to IEP goals; implemented accommodations within the General Education setting and their alignment to making grade level content accessible</p> <p>Strategy's Expected Result/Impact: increased performance on progress reports for IEP goals; increased grade level performance on local and state assessment</p> <p>Staff Responsible for Monitoring: Principal, ExDir Special Services, IC, Case Managers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>

Goal 1: HLES 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 narrow the achievement gap and reach federal accountability targets between racial/ethnic, socioeconomic, and at-risk student groups.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Students identified as EcoDisc and (white) who are also participating in HB 4545 tutoring will participate in 1:1 conferencing with a teacher-mentor in the fall and with an administrator in the spring, to review with them their screener and CBA data and their WIGs and growth strategies.</p> <p>Strategy's Expected Result/Impact: increased awareness of targeted student needs, improved student performance</p> <p>Staff Responsible for Monitoring: Principal, Teacher-Mentors (specials teachers), IC, MTSS team</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>

Goal 2: HLES will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the Campus Vision.

Performance Objective 1: HLES will establish a compelling and aligned vision, mission, goals, and values focused on universal achievement.

Evaluation Data Sources: TTESS, TPESS, staff and student surveys

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: Instructional leadership agreements for weekly rounds (admin, coaching, student support services) will support shared expectation outlined in our campus vision, mission, goals and values.

Strategy's Expected Result/Impact: ILT agendas reflect intentional impact for desired outcomes; goal setting and monitoring with ILT reflects high expectations for performance within clearly defined roles & responsibilities

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

- Targeted Support Strategy

Goal 2: HLES will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the Campus Vision.

Performance Objective 2: HLES will develop clear roles and responsibilities to increase the instructional leadership skills of the instructional leadership team.

High Priority

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: ILT meeting agendas will reflect contributions and agreements according to identified roles and responsibilities.</p> <p>Strategy's Expected Result/Impact: focused energy and effort will result in efficiency and overall impact on operations, safety, and learning</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- Targeted Support Strategy</p>

Goal 2: HLES will increase the leadership capacity of staff, students, and other stakeholders in pursuit of the Campus Vision.

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

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Additional students will be recruited for safety patrol and for Principal's Advisory Council.</p> <p>Strategy's Expected Result/Impact: more student engagement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Student Led conferences will be held twice each year, with a focus on student-generated strategies to support targeted growth goals (WIGs) in reading, math, and behavior.</p> <p>Strategy's Expected Result/Impact: student ownership of learning</p> <p>Staff Responsible for Monitoring: Principal, teachers, IC</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p>
Strategy 3 Details
<p>Strategy 3: Each classroom will adopt a college or university and students will learn about the post-secondary learning and leadership opportunities that are unique to their adopted college (No Excuses University).</p> <p>Strategy's Expected Result/Impact: awareness of post-secondary opportunities, current opportunities to lead within their classroom</p> <p>Staff Responsible for Monitoring: Principal, classroom teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Targeted Support Strategy</p>

Goal 3: HLES 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 communication to share campus 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 the campus.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES will involve all students, staff, and parents including historically marginalized populations in campus committees and activities.</p> <p>Strategy's Expected Result/Impact: diversity of thought and culture reflected in site-based decision making</p> <p>Staff Responsible for Monitoring: Principal, CEIC</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>

Goal 3: HLES 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 use various types of media, including social media, to communicate campus messages and engage parents to be active participants in their child's education.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: identified social media supports (website, Twitter, PTO FB, newsletters, etc) or is this duplicative to PO 1?

Goal 3: HLES 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: HLES will increase Pre-K and Title campus parent engagement in programs and activities to promote and support home/school partnership.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
Strategy 1: PreK readiness tips will be shared in PreK3 and PreK 4 classes to their families; a PreK parent meeting will serve as the fall Student Led Conference opportunity for parents, with a focus on home-school partnerships

Goal 4: HLES 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: Significant progress made toward meeting Objective

Strategy 1 Details
<p>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</p> <p>Strategy's Expected Result/Impact: Fewer occurrence of safety incidences.</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>

Goal 4: HLES will provide a safe and healthy environment conducive to student learning.

Performance Objective 2: HLES will provide opportunities for stakeholders to collaborate with the campus to ensure a safe and healthy environment conducive to student learning.

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

Summative Evaluation: Significant progress made toward meeting 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 shout outs; data reports

Staff Responsible for Monitoring: ILT

ESF Levers:

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

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

Staff Responsible for Monitoring: ILT

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 3: Positive School Culture

Goal 4: HLES will provide a safe and healthy environment conducive to student learning.

Performance Objective 3: HLES will provide a safe and healthy environment for all stakeholders at all campus facilities.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: Continue to harden the buildings, improve district safety operations, and increase officer presence to ensure a safe and secure environment.</p> <p>Strategy's Expected Result/Impact: Decrease safety issues. Increased awareness of safety</p> <p>Staff Responsible for Monitoring: Principal & Director of Special Programs</p>

Goal 4: HLES will provide a safe and healthy environment conducive to student learning.

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

Summative Evaluation: Significant progress made toward meeting 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; calming areas;</p> <p>Staff Responsible for Monitoring: ILT</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Goal 4: HLES will provide a safe and healthy environment conducive to student learning.

Performance Objective 5: HLES will increase the campus enrollment and attendance rate from 94.5 to 95.2.

Evaluation Data Sources: PEIMS

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES staff will aggressively monitor student attendance and support through our 100% attendance DANCE, office bulletin board, and our ADA flags.</p> <p>Strategy's Expected Result/Impact: increase on time, all day, daily attendance</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Goal 4: HLES will provide a safe and healthy environment conducive to student learning.

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

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

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details
<p>Strategy 1: HLES will utilize self regulation strategies with guidance from our Social-Emotional Behavior team.</p> <p>Strategy's Expected Result/Impact: social skills groups; decrease in office referrals; increase in positive referrals and shout outs; data reports</p> <p>Staff Responsible for Monitoring: ILT</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p>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.</p> <p>Strategy's Expected Result/Impact: fewer offenses</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Routine and scheduled MTSS PLCs will be facilitated by the HLES ILT to address student needs with appropriate behavior goals and monitor progress on interventions.</p> <p>Strategy's Expected Result/Impact: Increase self-regulations and increase instructional time</p> <p>Staff Responsible for Monitoring: ILT</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Strategy 4 Details

Strategy 4: Classroom Management 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: ILT, 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: ILT, 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: ILT, 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: ILT, Counselor, Principal

Goal 5: HLES 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 applicants 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: Strategic Staffing</p>

Goal 5: HLES will recruit, hire, develop, and retain highly qualified and effective personnel.

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

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details

Strategy 1: HLES campus instructional leaders use normed tools 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: Strategic Staffing

- Additional 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: Strategic Staffing

- 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: Strategic Staffing

Strategy 4 Details

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

Strategy's Expected Result/Impact: classroom instruction and student engagement that evidences high expectation and makes learning visible;
increased student academic performance; increased staff performance and morale

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 Instructional Materials and Assessments

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: HLES will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 3: HLES will retain highly qualified instructional staff.

Evaluation Data Sources: resignation data from Human Resources

Summative Evaluation: Some 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: Strategic Staffing</p>

Goal 5: HLES will recruit, hire, develop, and retain highly qualified and effective personnel.

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

Strategy 1 Details
<p>Strategy 1: HLES will continue fostering our Love Your People culture within our campus.</p> <p>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</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: HLES Staff celebrate one another.</p> <p>Strategy's Expected Result/Impact: Worth Your Weight in Gold Shout Outs at faculty meetings VIP Table Hospitality/SEL Committee</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>

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: Strategic Staffing

Strategy 4 Details

Strategy 4: All staff will be trained in Dr. Adam Saenz EASEL tool 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 5: HLES will recruit, hire, develop, and retain highly qualified and effective personnel.

Performance Objective 5: Highland Lakes Elementary will ensure that required compliance trainings are completed by appropriate staff.

Evaluation Data Sources: 100% completion of all required trainings

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

Performance Objective 1: MFISD will develop a budget that continues to focus 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>

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

Performance Objective 2: HLES will enhance fiscal transparency.

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: review DIP performance objectives and set campus appropriate strategies