

Marble Falls Independent School District

Marble Falls Elementary

2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster

Distinction Designations:

Academic Achievement in Mathematics

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth

Board Approval Date: November 16, 2020

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

Evaluation Data Sources: BAS, Renaissance STAR, STAAR

Strategy 1 Details

Strategy 1: MFES kindergarten and resource teachers will attend TEA reading academies in the 2020-2021 school year.

Strategy's Expected Result/Impact: Increased knowledge of best practices and implementation of said practices in the classroom.

Staff Responsible for Monitoring: Principal and IC

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

Build a foundation of reading and math

Strategy 2 Details

Strategy 2: MFES will provide Notice and Note training for 3rd and 4th grade teachers

Strategy's Expected Result/Impact: Increase in knowledge of reading instruction and rhetorical and written student responses.

Staff Responsible for Monitoring: AP and IC

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

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

Strategy 3 Details

Strategy 3: MFES will implement Reading Workshop in Grades K-2 with Fidelity

Strategy's Expected Result/Impact: Students will have increased opportunities to be reading in class.

Staff Responsible for Monitoring: Principal, AP, and IC

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

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

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: MFES will increase the performance level of all students on the 4th STAAR writing.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR

Strategy 1 Details

Strategy 1: MFES campus leadership will identify and communicate expectations of writing feedback cycles.

Strategy's Expected Result/Impact: Teachers will have clarity regarding what feedback looks like and the frequency of feedback cycles with students.

Staff Responsible for Monitoring: Principal, AP and IC

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: MFES teachers and campus leadership will collaboratively analyze student writing samples in PLCs at least once every 6 weeks.

Strategy's Expected Result/Impact: The campus will have increased accountability for writing. Engagement in critical conversations regarding student work will lead to the implementation of better instruction and instructional strategies moving forward.

Staff Responsible for Monitoring: Principal, AP and IC

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**

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: MFES 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

Evaluation Data Sources: STAAR

Strategy 1 Details

Strategy 1: MFES will focus on the targeted growth of all students rather than students who are not meeting grade level by creating monitor groups by performance level.

Strategy's Expected Result/Impact: Bring attention to the need for growth in all levels of students, rather than just underperforming students.

Staff Responsible for Monitoring: Principal, AP and IC

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: MFES 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

Strategy 3 Details

Strategy 3: 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

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

Targeted or ESF High Priority

Evaluation Data Sources: TELPAS

Strategy 1 Details

Strategy 1: MFES will allocate time to break down TELPAS data and set language goals based on reading, writing, speaking, and listening.

Strategy's Expected Result/Impact: Heighten awareness of teachers to needs and levels of ELLs.

Staff Responsible for Monitoring: AP and IC

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **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: MFES will provide Sheltered Instruction training and follow up with teachers quarterly who are teaching LEP clusters.

Strategy's Expected Result/Impact: LEP performance will increase based on TELPAS results.

Staff Responsible for Monitoring: AP and IC

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **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: MFES teachers will utilize objective-driven lesson plans with formative assessments.

Targeted or ESF High Priority

Strategy 1 Details

Strategy 1: Submitted weekly, MFES 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: Principal, AP

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: MFES 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 students.

Staff Responsible for Monitoring: Principal

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**

Strategy 3 Details

Strategy 3: MFES teachers will engage in opportunities to collaborate about effective strategies and formative assessment 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: Principal, AP and IC

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 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: MFES will develop a comprehensive professional learning plan to increase the instructional leadership skills of building administrators.

Targeted or ESF High Priority

Evaluation Data Sources: Certificate of Completion from required training

Strategy 1 Details

Strategy 1: MFES Campus Administrators and instructional coach will attend targeted professional development to then implement at the campus, including, but not limited to: Reading Academies, Sheltered Instruction Training, Notice and Note, etc.

Strategy's Expected Result/Impact: Admin will become more proficient in instructional practices to then have increased knowledge to share with teachers.

Staff Responsible for Monitoring: Principal, AP and IC

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

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

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning

- **Targeted Support Strategy**

Strategy 2 Details

Strategy 2: The MFES instructional leadership team will continue regular ILT meetings and leading PLCs so that they lead to effective collaborative planning, data analysis, differentiation, and reteaching.

Strategy's Expected Result/Impact: Highly functioning ILT

Staff Responsible for Monitoring: Principal, AP and IC

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 1: Strong School Leadership and Planning

- **Targeted Support Strategy**

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: MFES will develop a comprehensive professional learning program to build instructional and leadership capacity in teachers.

Targeted or ESF High Priority

Evaluation Data Sources: Certificate of Completion from required training
Walk-through Data

Strategy 1 Details

Strategy 1: MFES will survey teachers on PD needs and desires and compare to observation-based needs to determine campus-level PD.

Strategy's Expected Result/Impact: PD will meet the identified needs and desires of campus staff.

Staff Responsible for Monitoring: Principal, AP and IC

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 2 Details

Strategy 2: MFES will implement Instructional Strategies/ mini PD in monthly faculty meetings.

Strategy's Expected Result/Impact: Teachers will have the opportunity to continue to learn and hone their skills year round.

Staff Responsible for Monitoring: Principal, AP and IC

TEA Priorities:

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

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: MFES will develop opportunities to increase leadership skills for students.

Strategy 1 Details
<p>Strategy 1: MFES will continue to expand and implement opportunities for students to grow as leaders in programs such as Student Council, Principal Advisory Group, etc. Strategy's Expected Result/Impact: Additional student leadership opportunities Staff Responsible for Monitoring: Principal</p>
Strategy 2 Details
<p>Strategy 2: MFES will investigate and make recommendations for expansion of opportunities that increase and respond to student voice. Strategy's Expected Result/Impact: Increased student participation, implemented change based on student recommendations Staff Responsible for Monitoring: Principal</p>

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

Performance Objective 1: MFES will use various types of media, including social media, to communicate MFES messages and engage parents to be active participants in their child's education.

Strategy 1 Details
<p>Strategy 1: MFES will expand social media admin team to other members of ILT in order to increase social media presence.</p> <p>Strategy's Expected Result/Impact: The school will have an increased social media presence.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p>
Strategy 2 Details
<p>Strategy 2: MFES will develop parent survey to get feedback and input.</p> <p>Strategy's Expected Result/Impact: Include parent voice to already existing student and staff surveys.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p>
Strategy 3 Details
<p>Strategy 3: MFES 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, and increased feedback</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p>
Strategy 4 Details
<p>Strategy 4: MFES will 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, student support team meetings, Skyward Parent Access, etc.</p> <p>Strategy's Expected Result/Impact: Increased communication</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 2: MFES will increase Pre-K and Title campus parent participation in programs and activities to promote and support home/school partnership.

Evaluation Data Sources: Event Fliers
Sign-In Sheets

Strategy 1 Details
<p>Strategy 1: MFES will host targeted events for parent nights in addition to open houses and showcases that are already in place.</p> <p>Strategy's Expected Result/Impact: Families will be on campus more often to celebrate and share in student learning.</p> <p>Staff Responsible for Monitoring: Principal, AP</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.2</p>
Strategy 2 Details
<p>Strategy 2: MFES 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>

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

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

Evaluation Data Sources: Safety Audits
Survey Data

Strategy 1 Details

Strategy 1: All MFES staff will complete training on Eduhero related to a safe, secure, and healthy environment. 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: Staff will be competent and confident in addressing areas of concern such as cyber security, bullying, etc.

Staff Responsible for Monitoring: Principal, AP

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 2 Details

Strategy 2: MFES will execute and provide feedback on safety drills and protocols.

Strategy's Expected Result/Impact: Staff and students will perform and execute drills with proficiency and be prepared in the event of an actual emergency.

Staff Responsible for Monitoring: AP

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 3 Details

Strategy 3: All MFES staff will attend CHAMPS training to provide structures and systems to maximize student learning.

Strategy's Expected Result/Impact: Staff will implement CHAMPS strategies in their classrooms.

Staff Responsible for Monitoring: Principal

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

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

Evaluation Data Sources: Survey Data

Walk-through Data

Discipline Referrals

Strategy 1 Details
<p>Strategy 1: MFES teachers will host daily morning meetings in correlation with the Second Step curriculum.</p> <p>Strategy's Expected Result/Impact: Teachers will build more meaningful relationships with students.</p> <p>Staff Responsible for Monitoring: Principal, AP and SEL coach</p>
Strategy 2 Details
<p>Strategy 2: MFES campus staff will recognize positive behavior for meeting school-wide expectations by rewarding individual, class, and school-wide achievements.</p> <p>Strategy's Expected Result/Impact: Students will appreciate and desire recognition from meeting goals.</p> <p>Staff Responsible for Monitoring: Principal, AP</p>

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

Performance Objective 3: MFES will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

Evaluation Data Sources: Survey Data
Walk-through Data
Discipline Referrals

Strategy 1 Details
<p>Strategy 1: MFES campus staff will recognize positive behavior for meeting school-wide expectations by rewarding individual, class, and school-wide achievements. Strategy's Expected Result/Impact: Students will appreciate and desire recognition for meeting goals. Positive behavior will increase. Staff Responsible for Monitoring: Principal, AP and IC</p>
Strategy 2 Details
<p>Strategy 2: MFES will continue working with SEL Coach and SEL staff to monitor and recognize behavioral achievements in our Tier 2 &3 student population. Strategy's Expected Result/Impact: Student behavior will begin to improve. Staff Responsible for Monitoring: Principal, AP</p>
Strategy 3 Details
<p>Strategy 3: Campus counselor will identify students that are homeless and utilize district resources (T1 reservations and TEHCY funds), in coordination with the district homeless liaison, to provide emergency instructional supplies, hygiene products and clothing as needed. Strategy's Expected Result/Impact: Increased attendance rate and connection to school. Fewer behavioral incidents Staff Responsible for Monitoring: Counselor</p>
Strategy 4 Details
<p>Strategy 4: MFES will ensure that the discipline management program provides for prevention, intervention and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles. Strategy's Expected Result/Impact: Decrease in unwanted behaviors Staff Responsible for Monitoring: Principal</p>
Strategy 5 Details
<p>Strategy 5: MFES will adhere to the district's policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators. Strategy's Expected Result/Impact: Increased awareness Staff Responsible for Monitoring: Principal</p>

Strategy 6 Details

Strategy 6: MFES 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 processes

Staff Responsible for Monitoring: Counselor

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

Performance Objective 1: MFES will provide appropriate, targeted, and research-based professional learning opportunities to staff.

Evaluation Data Sources: Staff Survey

PLC Agendas

Certificates of Completion

Strategy 1 Details
<p>Strategy 1: MFES campus administration will provide targeted training to aid tier 1 instruction including, but not limited to: CHAMPS, Sheltered Instruction Training, Second Step training, and Writer's Workshop training.</p> <p>Strategy's Expected Result/Impact: The quality of tier 1 instruction will increase.</p> <p>Staff Responsible for Monitoring: Principal, AP and IC</p>
Strategy 2 Details
<p>Strategy 2: MFES will ensure that required compliance trainings are completed by appropriate staff.</p> <p>Strategy's Expected Result/Impact: 100% completion of all required trainings</p> <p>Staff Responsible for Monitoring: Principal</p>

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

Performance Objective 2: MFES will retain highly qualified instructional staff.

Evaluation Data Sources: Staff Retention Rate
Survey Data

Strategy 1 Details
<p>Strategy 1: MFES will create a positive school climate that raises morale and encourages teachers to want to come to work through the efforts from social committee to plan fun and engaging events, and admin team to surprise and recognize the continued efforts and work of campus staff.</p> <p>Strategy's Expected Result/Impact: Teachers will have fun and love coming to work!</p> <p>Staff Responsible for Monitoring: Principal, AP</p>
Strategy 2 Details
<p>Strategy 2: MFES 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>Strategy's Expected Result/Impact: Greater staff awareness of and accessing of employee assistance program</p> <p>Staff Responsible for Monitoring: 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: MFES will develop a budget that continues to focus on campus priorities.

Evaluation Data Sources: Adopted Budget

Strategy 1 Details
<p>Strategy 1: MFES ILT will review budget expenditures to determine relevance to campus needs and alignment to the CIP. Strategy's Expected Result/Impact: Alignment and accountability of goals and resources. Staff Responsible for Monitoring: Principal</p>
Strategy 2 Details
<p>Strategy 2: Campus CEIC members will be trained on compliance procedures and provide input during the district and campus budgeting process. Strategy's Expected Result/Impact: Meet all TEC, TAC, and Title 1 Requirements Staff Responsible for Monitoring: Principal</p>