

Marble Falls Independent School District
Spicewood Elementary
2021-2022 Goals/Performance Objectives/Strategies

Mission Statement

Spicewood Elementary will ignite the passion for learning in each student by developing skills needed to thrive in society.

Vision

Spicewood Elementary has a daily commitment to inspire one another, nurture each other, and grow together.

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

HB3 Goal

Evaluation Data Sources: TX-KEA, TPRI, CLI, Ren. STAR

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES will have regular data meetings and provide specific strategic intervention.</p> <p>Strategy's Expected Result/Impact: Improved percentage of students reading on grade level.</p> <p>Staff Responsible for Monitoring: Classroom Teachers Principal Instructional Coach Reading Specialist Intervention Teachers</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.6 - TEA Priorities: Build a foundation of reading and math</p>
Strategy 2 Details
<p>Strategy 2: SWES will develop phonological awareness in all grade levels as indicated by student needs.</p> <p>Strategy's Expected Result/Impact: Improved percentage of students reading on grade level.</p> <p>Staff Responsible for Monitoring: Classroom Teachers Principal Instructional Coach Reading Specialist Intervention Teachers</p>

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: SWES will increase the performance level of all students in all grades and content areas tested.

Evaluation Data Sources: STAAR data
Benchmark data
Campus and District assessments

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES staff will implement targeted specific interventions based on student needs.

Strategy's Expected Result/Impact: Increased scores across all performance levels in grade levels and contents tested.

Staff Responsible for Monitoring: Classroom Teachers

Principal
Campus Language Arts Committee
Campus Math Committee
Instructional Coach
Intervention Teachers

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

Build a foundation of reading and math

- **Results Driven Accountability**

Strategy 2 Details

Strategy 2: SWES students will utilize student portfolios to track and monitor academic growth.

Strategy's Expected Result/Impact: Students maintain or increase level of proficiency on growth measures such as STAAR, Ren Star, TPRI.

Staff Responsible for Monitoring: Principal

IC
Teachers
GT
Intervention

Schoolwide and Targeted Assistance Title I Elements:

2.4, 2.5, 3.1

- **ESF Levers:**

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

Evaluation Data Sources: TELPAS

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES staff will implement sheltered instruction strategies in the classrooms with fidelity, including critical writing across all content areas and grade levels.

Strategy's Expected Result/Impact: Students meeting or exceeding 1 year's growth on TELPAS.

Staff Responsible for Monitoring: Classroom Teachers

Principal

Instructional Coach

Counselor

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Build a foundation of reading and math

Strategy 2 Details

Strategy 2: SWES will provide additional professional development to assist teachers in better understanding the categories in TELPAS and provide coaching to assist teachers in meeting EL student needs.

Strategy's Expected Result/Impact: Students meeting or exceeding one year's growth on TELPAS

Staff Responsible for Monitoring: Principal

Instructional Coach

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

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

Evaluation Data Sources: TX-KEA

STAAR

TPRI

Renaissance STAR

IEP

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES staff will review data at meetings specifically related to student IEP goals, to determine student progress. In addition, staff will ensure appropriate placement and goals of students based on specific needs.

Strategy's Expected Result/Impact: Increased percentage of students served by special education services who are meeting individual progress measures in reading and math.

Staff Responsible for Monitoring: Classroom Teachers

Special Education Teacher

Principal

Instructional Coach

Counselor

Behavior Coach

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Build a foundation of reading and math

- **Results Driven Accountability**

Strategy 2 Details

Strategy 2: SWES will provide professional learning opportunities to staff on differentiation and how to implement appropriate accommodations.

Strategy's Expected Result/Impact: 100% staff trained

Staff Responsible for Monitoring: Classroom Teachers

Special Education Teacher

Principal

Instructional Coach

Counselor

Behavior Coach

Schoolwide and Targeted Assistance Title I Elements:

2.6

- **TEA Priorities:**

Recruit, support, retain teachers and principals

- **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 5: SWES will narrow any achievement gap disparities for all demographic student groups.

Evaluation Data Sources: STAAR

Campus and District assessments

Benchmark data

BAS

TPRI

TX-KEA

Renaissance STAR

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES staff will look at the data and provide targeted interventions and classroom instruction.</p> <p>Strategy's Expected Result/Impact: We will narrow any achievement gap disparities for all demographic student groups. Staff will implement differentiation techniques within their classroom.</p> <p>Staff Responsible for Monitoring: Classroom Teachers</p> <p>Principal</p> <p>Instructional Coach</p> <p>Intervention Teachers</p> <p>SPED Teacher</p> <p>Counselor</p> <p>Schoolwide and Targeted Assistance Title I Elements:</p> <p>2.6</p> <ul style="list-style-type: none">- TEA Priorities: <p>Build a foundation of reading and math</p> <ul style="list-style-type: none">- Results Driven Accountability

Strategy 2 Details

Strategy 2: SWES will focus on improving Tier 1 instruction at PLC meetings and through coaching

Strategy's Expected Result/Impact: More effective Tier 1 instruction

Staff Responsible for Monitoring: Classroom Teachers

Principal

Instructional Coach

Intervention Teachers

SPED Teacher

Counselor

Schoolwide and Targeted Assistance Title I Elements:

2.4

- **TEA Priorities:**

Build a foundation of reading and math

Strategy 3 Details

Strategy 3: Campus counselors will identify students that are homeless and utilize district resources (TI 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 support for homeless

Staff Responsible for Monitoring: Principal

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

Targeted or ESF High Priority

Evaluation Data Sources: Professional Learning Communities

Coaching Cycles

T-TESS

Peer Evaluation

Staff Professional Development

Book Study

Instructional Leadership Team

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES will provide multiple opportunities for professional development, including Ed Camps, campus book study, and campus peer coaching.

Strategy's Expected Result/Impact: We will develop a strategic learning plan to build instructional and leadership capacity in teachers and staff.

Staff Responsible for Monitoring: Instructional Leadership Team

Principal

Schoolwide and Targeted Assistance Title I Elements:

2.5

- **TEA Priorities:**

Recruit, support, retain teachers and principals

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

Evaluation Data Sources: Student surveys
Student leadership roles

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES will have multiple student voice student leadership meetings throughout the school year.</p> <p>Strategy's Expected Result/Impact: We will develop student leaders on campus.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p>
Strategy 2 Details
<p>Strategy 2: SWES will have a student participate on CEIC and have an active Student Council.</p> <p>Strategy's Expected Result/Impact: We will develop student leaders on campus.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</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: SWES will increase methods of communication, including various types of media, to share and communicate SWES messages, invite feedback from all stakeholders in the community, and engage all stakeholders to become champions and advocates for student success, achievement, and the future of the campus.

Evaluation Data Sources: Parent Feedback
Community Feedback
Increased Activities
Increased attendance at various activities

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES will increase and engage stakeholders at SWES by using various types of media to advertise parent learning opportunities, student learning, campus growth, and campus activities.

Strategy's Expected Result/Impact: By doing this, we will engage parents and the community to advocate for student success and the future of SWES.

Staff Responsible for Monitoring: Instructional Leadership Team
Principal

Schoolwide and Targeted Assistance Title I Elements:
3.2

Strategy 2 Details

Strategy 2: SWES 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.

Strategy's Expected Result/Impact: Increased community satisfaction and participation across diverse groups

Staff Responsible for Monitoring: Principal

Strategy 3 Details

Strategy 3: SWES will conduct an annual meeting to review and revise the written Parental and Family Engagement Plan. The plan is developed jointly with, agreed upon by, and distributed to, parents of participating students.

Strategy's Expected Result/Impact: Revised Parental and Family Engagement Plan, Parent Compacts, increased feedback

Staff Responsible for Monitoring: Principal

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: SWES will prepare students to effectively utilize digital resources.

Evaluation Data Sources: Usage reports

Appropriate usage of digital resources

Discipline referrals

Learning portfolios

Summative Evaluation: Exceeded Objective

Strategy 1 Details
<p>Strategy 1: SWES students will create a learning portfolio.</p> <p>Strategy's Expected Result/Impact: Students will be able to use technology to meet their learning goals.</p> <p>Staff Responsible for Monitoring: All campus staff Administration</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p>
Strategy 2 Details
<p>Strategy 2: SWES staff will teach etiquette and advocacy, and will explicitly teach how to access and use digital resources.</p> <p>Strategy's Expected Result/Impact: Students will be able to use technology to meet their learning goals.</p> <p>Staff Responsible for Monitoring: All campus staff Administration</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</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 3: SWES will increase Pre-K and Title campus parent participation in programs and activities to promote and support home/school partnership.

Evaluation Data Sources: Sign-in sheets for:

Literacy Night

Academic Showcase

E-Portfolios

STEM Day

MAE Day

Field Day

Parent Conferences

Student performances

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES will create a calendar of campus activities, either in-person or virtual, to be shared with parents. We will develop the relevancy of attendance to these activities and programs.

Strategy's Expected Result/Impact: Parent participation and attendance will increase at campus activities or programs, held either in-person or virtually, in order to promote home/school partnership.

Staff Responsible for Monitoring: Administration

All campus staff

Schoolwide and Targeted Assistance Title I Elements:

3.2

Strategy 2 Details

Strategy 2: SWES 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.

Strategy's Expected Result/Impact: Increased communication

Staff Responsible for Monitoring: Principal

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

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

Evaluation Data Sources: Sign-in sheets for district training
Eduhero
Successful monthly drills

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES will schedule district and campus training, including a calendar of drills, with debriefing after each drill.</p> <p>Strategy's Expected Result/Impact: We will provide a safe, secure, and healthy environment.</p> <p>Staff Responsible for Monitoring: Administration All campus staff District staff</p>
Strategy 2 Details
<p>Strategy 2: SWES will ensure that required compliance trainings are completed by appropriate staff.</p> <p>Strategy's Expected Result/Impact: 100% staff trained</p> <p>Staff Responsible for Monitoring: Principal</p>
Strategy 3 Details
<p>Strategy 3: SWES will provide safety and security trainings to all staff. 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: 100% trained. Lower incidents</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 2: SWES will provide opportunities for stakeholders to collaborate with the campus, in order to ensure a safe and healthy environment conducive to student learning.

Evaluation Data Sources: Successful drills
Cleaning protocol

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES will provide radios for all grade levels, to be able to readily communicate their needs.

Strategy's Expected Result/Impact: We will create a safe and healthy learning environment for all stakeholders.

Staff Responsible for Monitoring: Safety Committee
All Staff
Administration

Strategy 2 Details

Strategy 2: SWES will conduct regular training for students and staff. SWES will review the training and drills at our Safety Committee Meetings, as well as a debrief with staff and students following all drills.

Strategy's Expected Result/Impact: We will create a safe and healthy learning environment for all stakeholders.

Staff Responsible for Monitoring: Safety Committee
All Staff
Administration

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

Performance Objective 3: SWES will provide social emotional learning opportunities that will reinforce a positive learning environment for all students.

Evaluation Data Sources: Discipline referrals
Classroom behavior management expectations
Behavior Coach

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES staff will implement Second Steps, Stop and Think, and CHAMPS programs into instruction daily.</p> <p>Strategy's Expected Result/Impact: Students will have strategies to use and implement based on targeted SEL instruction.</p> <p>Staff Responsible for Monitoring: All Campus Staff Behavior Coach Administration Counselor</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p>

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

Performance Objective 4: SWES will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

Evaluation Data Sources: Discipline referrals
Behavior folders
SEL Lab sign-in

Summative Evaluation: Met Objective

Strategy 1 Details

Strategy 1: SWES will utilize the campus behavior coach (SEBC) to develop behavior plans with students and staff, as well as provide professional development on behavior strategies to staff.

Strategy's Expected Result/Impact: We will decrease our discipline referrals, by having less than 8 referrals.

Staff Responsible for Monitoring: Principal
Instructional Leadership Team
SEBC
Counselor

Schoolwide and Targeted Assistance Title I Elements:
2.5

Strategy 2 Details

Strategy 2: SWES 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 3 Details

Strategy 3: SWES 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 4 Details

Strategy 4: SWES 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: SWES will provide appropriate, targeted, and research-based professional learning opportunities, in order to retain highly qualified instructional staff.

Evaluation Data Sources: Teacher retention
Certifications

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: Either in-person or virtually, SWES will provide relevant, research-based, targeted professional development, in order to meet the needs of our staff and campus.</p> <p>Strategy's Expected Result/Impact: We would retain highly-qualified instructional staff.</p> <p>Staff Responsible for Monitoring: Administration Instructional Coach Instructional Leadership Team</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals</p>
Strategy 2 Details
<p>Strategy 2: SWES 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>
Strategy 3 Details
<p>Strategy 3: SWES teachers will meet regularly through professional learning communities (PLCs) to articulate learning goals based upon the curriculum, analyze student data, evaluate student work, and plan engaging instruction.</p> <p>Strategy's Expected Result/Impact: Increased collaboration across grade level teams, increase in student performance, lower teacher turnover rate</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coach</p>

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

Performance Objective 2: SWES will provide social emotional supports for campus staff in order to model best practices and to recruit and retain highly effective personnel.

Evaluation Data Sources: Retention of staff
Teacher conferences
T-TESS

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES will create a "JOY Committee" to develop staff activities and events, and monitor staff morale.</p> <p>Strategy's Expected Result/Impact: We will increase staff morale, and maintain a positive culture and climate, where staff enjoy to come to work.</p> <p>Staff Responsible for Monitoring: Administration JOY Committee Instructional Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>
Strategy 2 Details
<p>Strategy 2: SWES 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: SWES will develop a budget that continues to focus on campus priorities.

Evaluation Data Sources: CEIC
Instructional Leadership Team

Summative Evaluation: Met Objective

Strategy 1 Details
<p>Strategy 1: SWES ILT and CEIC will review budget expenditures to determine relevance to campus needs and alignment to the CIP.</p> <p>Strategy's Expected Result/Impact: Budget aligned to CIP.</p> <p>Staff Responsible for Monitoring: CEIC ILT</p>
Strategy 2 Details
<p>Strategy 2: CEIC will be trained on compliance procedures and provide input during the district and campus budgeting process.</p> <p>Strategy's Expected Result/Impact: Increased knowledge of budget process</p> <p>Staff Responsible for Monitoring: Principal</p>