

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

Accountability Rating: A

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: SWES 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 meeting or exceeding progress as measured by TEA progress measure for STAAR.

Evaluation Data Sources: STAAR, MAP, CBA'S, Mclass

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will keep the objective the same.

Strategy 1 Details

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

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

Staff Responsible for Monitoring: Campus Admin

Reading Specialist
Intervention Specialist
Classroom Teachers
Paraprofessionals

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

- Targeted Support Strategy

Strategy 2 Details

Strategy 2: SWES will develop phonological awareness in all grade levels as indicated by student needs.

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

Staff Responsible for Monitoring: Classroom Teachers

Principal
Assistant Principal
Reading Specialist
Intervention Specialist
Paraprofessionals

Strategy 3 Details

Strategy 3: SWE teachers will utilize student conferencing to track and monitor student academic growth.

Strategy's Expected Result/Impact: Students will maintain or increase level of proficiency on growth measures of STAAR, CBA's

Staff Responsible for Monitoring: Teachers

Admin Staff

Interventionists

Specialists

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Goal 1: SWES 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 percentage of students reading and writing on or above grade level in grades PreK-5.

HB3 Goal

Evaluation Data Sources: Mclass, Circle, MAP, STAAR, CBA'S

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue specific strategies implemented this year.

Strategy 1 Details

Strategy 1: SWES will have regular data meetings and provide specific strategic intervention.

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

Staff Responsible for Monitoring: Classroom Teachers

School Administration

Reading Specialist

Intervention Specialist

Paraprofessionals

Targeted Support Strategy

Strategy 2 Details

Strategy 2: SWES will develop phonological awareness in all grade levels as indicated by student needs.

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

Staff Responsible for Monitoring: Classroom Teachers

Campus Administration

Reading Specialist

intervention Specialist

Paraprofessionals

TEA Priorities:

Build a foundation of reading and math

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: 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 and admin support team, Intervention teachers

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Goal 1: SWES 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 performance level of all students on STAAR in mathematics.

High Priority

Evaluation Data Sources: MAP

MClass

STAAR

Benchmarks

Summative Evaluation: Met Objective

Next Year's Recommendation: We will continue to increase our STAAR performance.

Strategy 1 Details
<p>Strategy 1: Targeted math interventions as identified through MTSS meetings.</p> <p>Strategy's Expected Result/Impact: Increased scores across all performance levels in grade levels tested.</p> <p>Staff Responsible for Monitoring: Classroom Teacher Math Interventionist Assistant Principal Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <ul style="list-style-type: none">- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments- Targeted Support Strategy - Results Driven Accountability

Goal 1: SWES 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 percentage of students scoring at the meets and masters level on STAAR across all grades and contents tested.

Evaluation Data Sources: MAP
MCLASS
Benchmarks

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Start with TEKS connections sooner.

Strategy 1 Details

Strategy 1: Through the use of MakerSpace students will be challenged with cross-curricular problem solving.

Strategy's Expected Result/Impact: Students will be able to use the problem solving strategies both in the classroom and on standardized tests.

Staff Responsible for Monitoring: Classroom Teachers
MakerSpace Teacher
Assistant Principal
Principal

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction

Goal 1: SWES 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 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

Next Year's Recommendation: Continue goal

Strategy 1 Details
<p>Strategy 1: Implement critical writing strategies across all core subjects and grade levels.</p> <p>Strategy's Expected Result/Impact: Students will become more proficient writers and increase vocabulary skills.</p> <p>Staff Responsible for Monitoring: Classroom teachers Assistant Principal Principal Interventionist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>

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

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

High Priority

Evaluation Data Sources: MAP

MCLASS

Benchmarks

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue goal

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

Assistant Principal

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction

- Targeted Support Strategy - Results Driven Accountability

Strategy 2 Details

Strategy 2: The special education teacher will be included in grade level PLCs for a minimum of once a month.

Strategy's Expected Result/Impact: This will provide time for collaboration between general education teachers and special education teachers in order to improve the performance of students served under special education.

Staff Responsible for Monitoring: Special education teacher

General education teacher

Assistant Principal

Principal

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

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

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

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

Evaluation Data Sources: MAP

MCLASS

Benchmarks

STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue Goal

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, Principal and AP, Intervention Teachers, SPED, Counselor</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>

Goal 2: SWES 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 program to build instructional and leadership capacity in teachers.

Evaluation Data Sources: PLCs

T-TESS

Staff Professional Development

Coaching Cycles

ILT

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Increase number of teachers providing PD.

Strategy 1 Details
<p>Strategy 1: SWES will provide opportunities for professional development through staff meetings led by different teachers.</p> <p>Strategy's Expected Result/Impact: Having different teachers lead professional development will build their capacity for leadership among their peers.</p> <p>Staff Responsible for Monitoring: ILT Campus Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>

Goal 2: SWES 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 Leadership Roles

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue goal

Strategy 1 Details
<p>Strategy 1: Students will be an integral part of daily announcements , student council, and yearbook.</p> <p>Strategy's Expected Result/Impact: Students will feel empowered to lead their peers.</p> <p>Staff Responsible for Monitoring: All Staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>

Goal 3: SWES 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 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 the campus.

Evaluation Data Sources: Parent Feedback
Community Feedback
Increased Attendance at Activities

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Increase opportunities for parents to be on campus.

Strategy 1 Details

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

Strategy's Expected Result/Impact: Increased parent engagement and encourage them to advocate for student success and the future of the campus.

Staff Responsible for Monitoring: ILT
Campus Administration

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: SWES will involve all students, staff, and parents including historically marginalized populations in campus activities.

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

Staff Responsible for Monitoring: Campus Administration

ESF Levers:

Lever 3: Positive School Culture

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

Evaluation Data Sources: Sign-in sheets for various parent/community involvement activities.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Remove the print calendar and continue sending calendars through digital means.

Strategy 1 Details
<p>Strategy 1: SWES will create a calendar of campus activities and distribute that to parents through both printed and digital means.</p> <p>Strategy's Expected Result/Impact: By giving parents a calendar, they will be able to plan better and attendance will increase at these events.</p> <p>Staff Responsible for Monitoring: Campus staff Campus Administration</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: SWES will involve PK-5 students in a book study.</p> <p>Strategy's Expected Result/Impact: This will help build community with students and staff due to a campus-wide shared experience.</p> <p>Staff Responsible for Monitoring: All Staff</p>

Goal 4: SWES 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: District Trainings
Successful Monthly Drills
EduHero

Summative Evaluation: Met Objective

Next Year's Recommendation: Will continue objective

Strategy 1 Details
<p>Strategy 1: SWES will schedule and carry out a calendar of drills with debriefing after each drill.</p> <p>Strategy's Expected Result/Impact: SWES will be a safe, secure, and healthy environment.</p> <p>Staff Responsible for Monitoring: District Staff Campus Administration Campus 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 will be trained on the consistent implementation of the MFISD safety procedures, Risk Assessment procedures, and Bullying Investigation reporting processes.</p> <p>Strategy's Expected Result/Impact: 100% staff trained.</p> <p>Staff Responsible for Monitoring: Principal</p>

Goal 4: SWES 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 to ensure a safe and healthy environment conducive to student learning.

Evaluation Data Sources: Successful Cluster Drills
Cleaning Protocols

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Will continue objective

Strategy 1 Details
<p>Strategy 1: SWES will conduct regular training for students and staff. SWES will review the training and drills during staff meetings.</p> <p>Strategy's Expected Result/Impact: By training all staff we will create a safe and healthy learning environment for all stakeholders.</p> <p>Staff Responsible for Monitoring: All Staff</p>

Goal 4: SWES 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

Positive Office Referrals

Discipline Data

Mustang of the Month

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue objective and try to incorporate a parent night on behavior.

Strategy 1 Details
<p>Strategy 1: SWES staff will implement 2nd Steps, STOP and Think, and CHAMPS programs into daily instruction.</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, leadership team, counselor</p>

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

Performance Objective 4: SWES will increase the school attendance rate.

Evaluation Data Sources: Daily Attendance

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue enforcing attendance laws.

Strategy 1 Details
<p>Strategy 1: There will be a spreadsheet kept with front office staff to track when attendance letters are sent, truancy prevention plans are signed, and truancy is filed.</p> <p>Strategy's Expected Result/Impact: This will stress to parents the importance of regular school attendance.</p> <p>Staff Responsible for Monitoring: Front office staff Campus Administration</p>

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

Performance Objective 5: SWES will increase behavioral interventions, positive behaviors and positive school culture, thus decreasing referrals and discipline incidents.

Evaluation Data Sources: Discipline Referrals
Positive Office Referrals
Discipline Data
Mustang of the Month
Behavior folders

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue objective

Strategy 1 Details

Strategy 1: SWES will ensure that 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 unwanted behaviors

Staff Responsible for Monitoring: Admin Team, Counselor,

Strategy 2 Details

Strategy 2: 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 safety and counseling of the victims and CPS reporting by staff and admin.

Strategy's Expected Result/Impact: Increased awareness

Staff Responsible for Monitoring: Admin Team

Strategy 3 Details

Strategy 3: SWES will provide counseling and guidance services to support identified student needs regarding early mental health, 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 Assessment and Student Safety Plan.

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

Staff Responsible for Monitoring: Counselor and Admin Team

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

Performance Objective 6: SWES will provide a safe & healthy environment for all stakeholders.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Objective

Strategy 1 Details
Strategy 1: Continue to harden the buildings, improve district safety operations, and increase officer presence to ensure a safe and secure environment. Strategy's Expected Result/Impact: Decreased safety issues. Increased awareness of safety.

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

Performance Objective 1:

SWES will utilize all available resources, including our own community, colleges, universities, regional service centers, education-related professional organizations, job fairs, and alternative certification programs to recruit quality, diverse applicant pools.

Evaluation Data Sources: Application Pool

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue objective

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

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

Evaluation Data Sources: Teacher Retention, Certifications

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to find relevant professional development for teachers

Strategy 1 Details
<p>Strategy 1: SWES will provide relevant, research-based, targeted professional development in order to meet the needs of our staff and campus. Strategy's Expected Result/Impact: We will retain and grow highly qualified staff. Staff Responsible for Monitoring: Leadership and Admin Team</p>
Strategy 2 Details
<p>Strategy 2: SWES 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</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 work, evaluate student work, and plan engaging instruction. Strategy's Expected Result/Impact: Increased collaboration across grade level teams, increase in student performance, lower teacher turn over. Staff Responsible for Monitoring: Principal and Leadership Team</p>

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

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

Evaluation Data Sources: % of teacher turnover is low.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: continue objective

Strategy 1 Details
<p>Strategy 1: SWES will implement effective and active mentor/ mentee program for new hires.</p> <p>Strategy's Expected Result/Impact: Retention of high-qualified teachers.</p> <p>Staff Responsible for Monitoring: Mentors and Admin Team</p>

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

Performance Objective 4: SWES will provide social emotional supports for all district 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: Significant progress made toward meeting Objective

Next Year's Recommendation: continue objective

Strategy 1 Details
<p>Strategy 1: SWES utilizes the "Sunshine Committee" to develop staff activities and events, and monitor staff morale.</p> <p>Strategy's Expected Result/Impact: SWES will increase staff morale and maintain a positive culture and climate where staff enjoy coming to work.</p> <p>Staff Responsible for Monitoring: Sunshine Committee, Admin and Leadership Team</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: Admin and Leadership Team, Counselor.</p>

Goal 6: SWES 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: Some progress made toward meeting Objective

Next Year's Recommendation: Change the strategies

Strategy 1 Details

Strategy 1: SWES ILT and CEIC will review budget expenditures to determine relevance to campus needs and alignment to the CIP.

Strategy's Expected Result/Impact: Budget aligned to CIP

Staff Responsible for Monitoring: CEIC, ILT

TEA Priorities:

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

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments

Strategy 2 Details

Strategy 2: SWES will enhance fiscal transparency as CEIC will be trained on compliance procedures and provide input during the district and campus budgeting process.

Strategy's Expected Result/Impact: Increased knowledge of budget process

Staff Responsible for Monitoring: Principal and Leadership Team

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments