

**Richardson Independent School District**  
**Hamilton Park Pacesetter Magnet**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

## District Mission Statement

To serve and prepare all students for their global future

## Hamilton Park Pacesetter Magnet Mission Statement

HPPM's mission is to cultivate a diverse community of learners through maximizing opportunities for every child to attain optimal social, emotional, and academic success.

## Vision

RISD where all students learn, grow and succeed.

Hamilton Park Pacesetter Magnet, a landmark community working together to prepare and empower learners for their global future.

## Values

Integrity- Inspiration-Inclusiveness-Innovation

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# Comprehensive Needs Assessment

## School Processes & Programs

### School Processes & Programs Summary

We are designing a professional development plan to aid our campus development in tools necessary for STAAR 2.0 Development

- word walls
- anchor charts
- small group instruction

We have revamped our professional learning community process and now refer to it as CLG

### School Processes & Programs Strengths

PLC Process utilizes data and looks at students individually weekly

### Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Staff needs to be more acquainted with new systems **Root Cause:** new campus leadership

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## **Student Data: Assessments**

- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

## **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Gifted and talented data

## **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Attendance data
- Discipline records

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- T-TESS data
- T-PESS data

# Goals



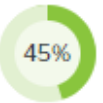

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.













**Performance Objective 1:** Ensure all students including our special education, ESL and Section 504 students have opportunities to be challenged by rigorous course offerings.

**Evaluation Data Sources:** Emphasis on Sped academic improvement and discipline, ELL, and advanced academics.  
Campus will meet standard.  
STAAR ,MAP, IXL, Quizzes (Math), and Performance Assessments(Reading)

**Summative Evaluation:** Exceeded Objective

**Next Year's Recommendation:** Stretch testing over the course of the administration window. This year we completed it in 2 days initially and it caused stress on the campus as a whole.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Inform teachers about the embedded tools and resources in district curriculum to support all students including those with disabilities and additional learning needs. <b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR, MAP and QSA and increase positive response on climate survey <b>Staff Responsible for Monitoring:</b> Administrators, SPED teachers, Instructional Coaches.  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use PLCs, RTI/MTSS/Branching Minds and other systems, including data tracking , to promote continuous improvement in Special Education, Dyslexia, ELL (Emerging Bilingual) programs, and students with 504 plans. <b>Strategy's Expected Result/Impact:</b> PLCs will meet at least every four weeks to review student performance data. Data will include district designed assessment results, MAP, IXL, Branching Minds, ELlevation, and tracking sheets. <b>Staff Responsible for Monitoring:</b> Administrators, Bilingual teachers, Dyslexia teachers, Special Education teachers, Instructional coaches, PLCs	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to enforce clear and consistent implementation of discipline management plan for all students including our special populations; strategies to inform staff of discipline process <b>Strategy's Expected Result/Impact:</b> Lower discipline referrals for all students including our special populations. <b>Staff Responsible for Monitoring:</b> Administrators, Sped Teachers and all Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
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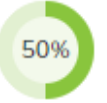





**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 2:** Document through RTI/MTSS/Branching Minds the progress of students.

**Evaluation Data Sources:** LLI (Leveled Literacy Intervention), MAP (Measures of Academic Performance), mCLASS, Really Great Reading, Do The Math, Zearn, Performance Assessments (Reading), and Quizzes(Math).

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Have teacher's set up tier 3 plans in Branching Minds before October

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement the use of LLI, DRA, Really Great Reading, Do The Math to improve understanding. <b>Strategy's Expected Result/Impact:</b> Improve STAAR scores, MAP and mClass scores <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Classroom teachers  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
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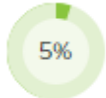

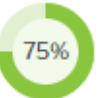






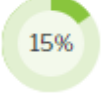


**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 3:** Clear and consistent implementation of discipline management plan; strategies to inform staff of discipline process

**Evaluation Data Sources:** Positive Response (Positive office referrals, RKC- Respectful, Kind, Confident Award, Bug Boutique, Proud Pacesetter Award, Ron Clark House Points), Handbook, discipline office referrals, and Focus Disciplinary Reports.

**Summative Evaluation:** Exceeded Objective

**Next Year's Recommendation:** Establish RCA House System with all of its components between August & September and explain to students different positive reinforcement rewards that can be obtained

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implementation of PBIS / CHAMPS, positive office referrals, Pacesetter 200 Club, Ron Clark house points, handbook, bullying form, SEL, counselors <b>Strategy's Expected Result/Impact:</b> Lower discipline. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal  <b>Title I:</b> 4.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor and support implementation of SEL programming at HPPM <b>Strategy's Expected Result/Impact:</b> positive response SEL survey results Walkthrough data Decrease in ISS/OSS referrals <b>Staff Responsible for Monitoring:</b> administration, PBIS Team, Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Campus Pathways to Equity Curriculum to address and raise awareness of equity, diversity, and inclusion <b>Strategy's Expected Result/Impact:</b> Students and staff will have an awareness of of the needs of equity, diversity, and inclusion. <b>Staff Responsible for Monitoring:</b> Administrators, Counselor, Staff	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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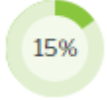










**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.








**Performance Objective 4:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

**Evaluation Data Sources:** Move as a campus from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes Survey. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Build trainings into Professional Development Days

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase number of technology rich exemplary lessons and PD sessions <b>Strategy's Expected Result/Impact:</b> # of teachers using exemplary lessons Feedback from teacher focus group <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Grade Level PLCs, teaching staff	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide purposeful innovative, and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning <b>Strategy's Expected Result/Impact:</b> Increased teacher tools <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Grade Level PLCs, teaching staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide bullying and cyberbullying awareness training for staff and students. <b>Strategy's Expected Result/Impact:</b> Create awareness of bullying and cyberbullying Reduce % of bullying incidents Create clear pathway to report incidents of concern <b>Staff Responsible for Monitoring:</b> Administrators, counselor, grade level teaching staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Create parent workshops to support technology Initiative. Topics include: Digital footprint; Managing digital environment; Cybersafety; Cyberbullying <b>Strategy's Expected Result/Impact:</b> Provide parents with awareness tools of cyberbullying Create awareness of bullying and cyberbullying Reduce of bullying incidents Create clear pathway to report incidents of concern <b>Staff Responsible for Monitoring:</b> Administrators, counselor, grade level teaching staff	Formative			Summative
	Nov	Jan	Mar	June
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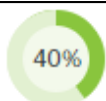
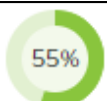
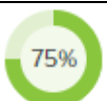
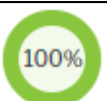
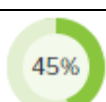
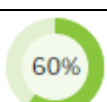
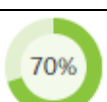
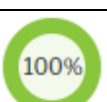
**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.









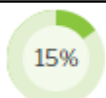



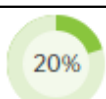
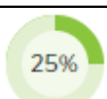
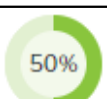
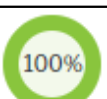




**Performance Objective 5:** Create K-6 programming to support healthy life choices by students.

**Evaluation Data Sources:** 100% of students will complete fitness gram and 80% or more students will complete guidance homework.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** calendar fitness gram dates prior to 2nd semester

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Review of enrollment records to verify immunization compliance. <b>Strategy's Expected Result/Impact:</b> 100% of students attending school with complete immunizations. <b>Staff Responsible for Monitoring:</b> Nurse and Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop and train Campus Emergency Response Team and conduct AED drills each semestere in an effort to be prepared to respond quickly if a cardiac event should occur on campus. <b>Strategy's Expected Result/Impact:</b> CERT team will be ready to respond quickly if a cardiac event should occur campus. Drills will be conducted to insure preparedness <b>Staff Responsible for Monitoring:</b> Administrators, Campus Nurse, CERT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Communicate and implement a comprehensive awareness program to support student wellness <b>Strategy's Expected Result/Impact:</b> Implement program (Live Wise, Live Healthy) % increase in positive response on student and staff survey # attend at parent information workshops (baseline) feedback and evaluation from staff, students and community. <b>Staff Responsible for Monitoring:</b> Administrator, Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Increase awareness and student reporting options for the areas of bullying and cyberbullying, and develop a communication plan to inform parents of bullying incidents. <b>Strategy's Expected Result/Impact:</b> Implement live Wise live Healthy programming <b>Staff Responsible for Monitoring:</b> Counselor, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Suicide/Substance Abuse Prevention and Intervention training for all faculty and staff <b>Strategy's Expected Result/Impact:</b> Increase of awareness of Suicide/Substance Abuse in order to reduce student incidents. <b>Staff Responsible for Monitoring:</b> Counselor, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Counselor will work with 6th graders to Raise awareness for students and families of how to report possible unsafe intentions of students <b>Strategy's Expected Result/Impact:</b> Provide 6th grade students with Teen Screen. <b>Staff Responsible for Monitoring:</b> Counselors and Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Monitor student absence information in order to monitor communicable disease issues on the campus <b>Strategy's Expected Result/Impact:</b> Keep students healthy and the school open <b>Staff Responsible for Monitoring:</b> Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Ensure 100% of students have a school/home connection (club, extra curricular, activity, an adult at school) <b>Strategy's Expected Result/Impact:</b> Student Involvement Report <b>Staff Responsible for Monitoring:</b> Counselor and Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
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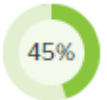













**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 6:** Ensure students are college and career ready as measured by CCMR indicators & the Richardson ISD Graduate Profile (Financial Literacy, Effective Communication, Real World Connections, Emotional Intelligence, and Critical Thinking)

**Evaluation Data Sources:** MAP Data

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Implement Thursday college shirt day to promote college going culture

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create a College, Career and Military Ready Culture and utilize TRS to support CCMR standards <b>Strategy's Expected Result/Impact:</b> College Promotion Days, Career Days, Guidance Lessons connected to Careers and College, Classroom connections to Careers and College, College display in cafeteria. <b>Staff Responsible for Monitoring:</b> Counselor, Administrators	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure the participation of HPPM 6th graders in the transition program from Elementary to Jr High <b>Strategy's Expected Result/Impact:</b> Parent participation in the informational meeting. Student Jr. High assignment notification <b>Staff Responsible for Monitoring:</b> Counselor and Parents	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement Year 3 of BHS STEM Grant <b>Strategy's Expected Result/Impact:</b> BHS Learning Community logic model short and long-term goals as approved by Educate Texas and Texas Instruments Classes signing up for field trips to STEM center Partnership with Kyndra Johnson to support campus goals for STEM <b>Staff Responsible for Monitoring:</b> STEM & Technology Specialist Admin STEM Action Team	Formative			Summative
	Nov	Jan	Mar	June
				
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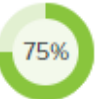



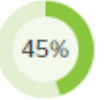




**Goal 2:** We will guarantee that all students will perform at or above grade level.









**Performance Objective 1:** Professional Development for Zearn & Phonics Small Groups, Weekly CLG (Collaborative Learning Groups)/ PLC sessions for teachers, monitor implementation of campus initiatives, RISD Curriculum, and vertical alignment of vocabulary & strategies.

**Evaluation Data Sources:** Hamilton Park Pacesetter Magnet scholars will meet or exceed grade level status on STAAR Exams and will show growth on MAP Middle of the Year and End of the Year Exams.

**Summative Evaluation:** Exceeded Objective

**Next Year's Recommendation:** Include these trainings in the August Professional development session

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement weekly classroom observations, instructional support <b>Strategy's Expected Result/Impact:</b> Overall student achievement, more student engagement during lessons. <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement meaningful professional development to support TRS, Lead4ward and PLC. <b>Strategy's Expected Result/Impact:</b> # of teachers participating in course offerings, increase in positive response on culture survey Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure all classroom teachers complete the required G/T training (30 or 6 hours) for the year. (New teachers have one year to complete the initial 30-hour training) <b>Strategy's Expected Result/Impact:</b> GT certificate of completion <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Kinder and First grade teachers will participate in the TRA this year and will implement evidence-based literacy instruction, assess student progress, and use data to drive instruction to ensure students have a strong foundation in reading and writing. <b>Strategy's Expected Result/Impact:</b> Increase the number of students reading on grade level. <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, K-1 Teachers, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



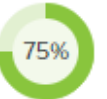






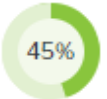
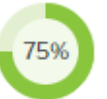

**Goal 2:** We will guarantee that all students will perform at or above grade level.









**Performance Objective 2:** Most efficiently utilize campus supports such as Instructional Coach, 2.5 Interventionists (Math & Reading), and 2 Specialists (Reading & Math).

**Evaluation Data Sources:** STAAR testing data, MAP Assessments, district Performance Assessments & Quizzes

**Summative Evaluation:** Exceeded Objective

**Next Year's Recommendation:** Conduct beginning of year testing sooner to create intervention groups sooner.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Improve quality Tier 1 instruction, improve engagement of lessons, Saturday School tutoring <b>Strategy's Expected Result/Impact:</b> Improve STAAR scores, MAP, QSA. <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches.  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize Attention2Attendance to monitor student absences. <b>Strategy's Expected Result/Impact:</b> Increase in student attendance rates and ensure parents are more aware of tardies and absences. <b>Staff Responsible for Monitoring:</b> Administrators SDS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a communication program to ensure students and parents understand MAP reports and establish individual growth goals <b>Strategy's Expected Result/Impact:</b> Meet 21-22 Goal Progress Measures Communicate and share goal setting with grade level teachers and families <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details		Reviews			
<b>Strategy 4:</b> State Comp Ed money will be used to hire math/reading tutors in the spring semester to strategically work with at risk students. <b>Strategy's Expected Result/Impact:</b> Increase number of students who achieve "meets" standard on assessments <b>Staff Responsible for Monitoring:</b> Administrators, classroom teachers, tutor		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 3:** Improve 4th grade STAAR performance

**Evaluation Data Sources:** MAP Beginning of Year & Middle of Year Assessments, RISD required Performance Assessments & Quizzes.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Utilize STAAR administration data to determine which class the school needs to focus on

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Math Interventionist Students will develop math skills and be on grade level. <b>Strategy's Expected Result/Impact:</b> Improve student reading scores on STAAR, MAP and QSA. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, teachers, instructional coaches  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

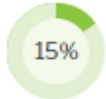

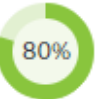









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 4:** Identify Tier 3 & Enrichment students then create GT Extensions & enrichment plans, TCLASS Tutoring(HB 4545), AND Level Up Saturday School (HB 4545).

**Evaluation Data Sources:** GT pull out, GT professional development hours certificate, Level up Achievements, Education Galaxy Reports and Zearn Data

**Summative Evaluation:** Exceeded Objective

**Next Year's Recommendation:** Complete this task by the end of September

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Integrate depth and complexity into lesson plans, collaboration with ALT on campus. <b>Strategy's Expected Result/Impact:</b> Deeper thinking, thinking outside the box, depth and coplexity. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, ALT, ILT  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement requirements from HB4545 to ensure students receive supports identified in Accelerated Learning Plans. <b>Strategy's Expected Result/Impact:</b> Meet 21-22 Goal Progress Measures <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, grade level PLCs	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				













**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 5:** Implement strategies to address students reading on grade level PK-2.

**Evaluation Data Sources:** Texas Reading Academies, required PD from literacy and intervention department.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Add literacy night and other literacy events to campus master schedule. Make efforts to create literature library.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> With support from Reading Interventionist, teachers will imbed foundations of literacy strategies to increase student success. <b>Strategy's Expected Result/Impact:</b> Improve reading ability on DRA and mCLASS. <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches and Interventionists  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> With support from Interventionist and ESSER Teachers, teachers will identify best practices to support the Balanced Literacy model using the TRS, Lead4ward, TRA and Foundations of Literacy trainings across the grade levels. <b>Strategy's Expected Result/Impact:</b> Student literacy skills will improve as measured by QSA, MAP, PA and STAAR. Increase in student academic growth Increase number of students reading on grade level <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, Classroom Teachers, Reading Interventionist ESSER Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> K-2 teachers will utilize their professional development training from the Literacy and Intervention dept, when assessing DRA levels, mClass data, MAP data and assessment data to support student literacy growth. <b>Strategy's Expected Result/Impact:</b> Student performance review monthly in PLC meetings Complete monthly Foundations of Literacy trainings <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, K-2 teachers	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue















**Goal 3:** We will recruit, retain and reward quality personnel.








**Performance Objective 1:** Hire and retain certified, qualified, and dedicated staff

**Evaluation Data Sources:** Continue in diverse demographic representation in HPPM hiring, HPPM New Teacher Academy / Mentor Program, RISD Job Fair participation, and On Campus Student Teacher Development

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue to develop new teacher academy

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Meet with mentees weekly, mentee's observe veteran teachers. <b>Strategy's Expected Result/Impact:</b> Develop strong teachers. <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue implementing the district mentoring program for all new first and second year teachers. In addition to district program requirements, hold campus level trainings for new staff on upcoming dates/events. <b>Strategy's Expected Result/Impact:</b> Documentation of meetings and teacher retention <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches and Mentors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Work to retain high-performing employees through positive interactions and continued support. <b>Strategy's Expected Result/Impact:</b> Teacher turnover rates shall not exceed 10%. Team building activities Increase in campus morale (staff survey) Appreciation notes monthly <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Review historical hiring data to proactively recruit a more diverse staff based on campus demographics <b>Strategy's Expected Result/Impact:</b> Increase in percentage of diverse new hires Specific action plan for future hiring practices <b>Staff Responsible for Monitoring:</b> Admin Human Resources	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				



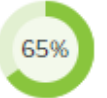









**Goal 3:** We will recruit, retain and reward quality personnel.

**Performance Objective 2:** Provide necessary professional development to successfully implement, meet the Vision, Mission, Goals and Objectives of the district.

**Evaluation Data Sources:** 100% of staff will complete required Professional Development Hours, Increase in positive response rate by staff on professional development session evaluation responses and Increase positive response rate by staff on professional developed offered at campus.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Create professional development plan for the year over the summer

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to provide Dyslexia training, SPED inclusion support, co-teaching, ELL, GT training <b>Strategy's Expected Result/Impact:</b> Improve student achievement <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to provide professional development in all curricular areas to enhance instructional strategies with a focus on supporting TRS, PLC and Lead4Ward <b>Strategy's Expected Result/Impact:</b> Number of Sessions & Participants feedback Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide professional development for instructional staff to support students with disabilities. <b>Strategy's Expected Result/Impact:</b> Number of Sessions & Participants Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Continue to provide professional development to support the following district focus areas and teacher competencies: TRS, Professional Learning Communities, Lead4Ward Strategies, Technology Integration, PBIS/Equity Growth Goals <b>Strategy's Expected Result/Impact:</b> Number of Sessions & Participants Walkthrough data analysis Performance <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
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<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

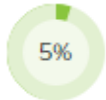

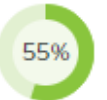





**Goal 3:** We will recruit, retain and reward quality personnel.

**Performance Objective 3:** Utilize Campus Observation tracker, Bambrick's See it, Name it, Do it Coaching model to improve teacher proficiency by giving intentional & specific feedback for teacher growth.

**Evaluation Data Sources:** TTESS data in Eduphoria

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Provide more training and practice for the campus leaders on these systems to implement them with fidelity next year.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Use walkthrough collection methods to ensure consistent delivery of curriculum and provide specific feedback to support teacher growth. 2-3 walkthroughs a week. <b>Strategy's Expected Result/Impact:</b> Walkthrough documents Teacher growth in professional goals TTESS appraisal Review of student performance data during data meetings - Grow teachers <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
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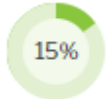







**Goal 3:** We will recruit, retain and reward quality personnel.

**Performance Objective 4:** Leverage community liaison to create new and maintain existing relationships with churches and businesses in the North Texas/ Hamilton Park Area.

**Evaluation Data Sources:** Increased response on teacher of the month voting and quality of prizes given to the teacher of the month

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue relationships through the summer and invite them into the school on multiple occasions

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Collect donations from community businesses to support teachers. <b>Strategy's Expected Result/Impact:</b> Campus acquires funds to support teachers <b>Staff Responsible for Monitoring:</b> Ana Flores Frausto & Keiry Nelson		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

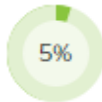



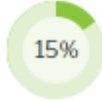







**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

**Performance Objective 1:** Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system

**Evaluation Data Sources:** Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Create clearcut communication plan for next year

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to use Bright byte survey, google forms to gather data from teachers. <b>Strategy's Expected Result/Impact:</b> Improve teacher morale and support teachers. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, instructional team.  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Identify and utilize campus surveys to develop campus goals; focus specifically on teacher morale and discipline. <b>Strategy's Expected Result/Impact:</b> Identify areas of need. Improve campus survey results for both teacher morale and discipline. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.













**Performance Objective 2:** Increase links between home and school by providing systemic opportunities for parent engagement.

**Evaluation Data Sources:** Increase in positive response rate by parent/community in focus groups meetings and/or survey results

Encourage campus participation and partnerships with PTA's, spirit night at local restaurants, Glow and Grow Curriculum Night, Multicultural Night, open house, meet the teacher

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Add monthly parent engagement event to calendar next year

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote positive parent relations and maintain parent engagement. Dinner with dads, Raising Canes spirit night, chick-fil-a, pumpkin chunkin. <b>Strategy's Expected Result/Impact:</b> Parent involvement in Dinner with dads, Raising Canes spirit night, chick-fil-a, pumpkin chunkin. <b>Staff Responsible for Monitoring:</b> Instructional leadership team  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue partnership and maintain 100% staff membership in PTA. <b>Strategy's Expected Result/Impact:</b> 100% staff PTA membership <b>Staff Responsible for Monitoring:</b> Administrators and all staff	Formative			Summative
	Nov	Jan	Mar	June
				
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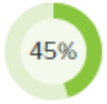





**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

**Performance Objective 3:** Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations.

**Evaluation Data Sources:** Catalog of volunteer hours, names, hours, organizations, locations. Data collected this year is baseline. Increased engagement activities with Community Liaison.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Publicize volunteer opportunities on website

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increased engagement activities with Texas Instruments donation, ATPE, HPUMC mentors <b>Strategy's Expected Result/Impact:</b> Builds community connections. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, Instructional coaches, community liaison'  <b>Title I:</b> 4.1 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Promote evening/outdoor events at school and with local businesses to increase participation and engagement with families. Education opportunities and topics of interest will be provided at monthly PTA meetings for both parents and community members. <b>Strategy's Expected Result/Impact:</b> Parent satisfaction with engagement opportunities at HPPM will be favorable. <b>Staff Responsible for Monitoring:</b> Administration, All staff and PTA	Formative			Summative
	Nov	Jan	Mar	June
				
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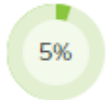

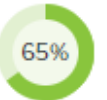









**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

**Performance Objective 4:** Enhance communication processes between home, school and community by providing systematic opportunities for parent engagement and involvement

**Evaluation Data Sources:** Increase in positive response rate by parent/community on 2022-2023 parent survey

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** maintain the campus calendar and be intentional about including and promoting events.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to use various means of communication including Dojo, SeeSaw, Google Classroom, school Facebook page, PTA Facebook page, Twitter, Tuesday folders, robo-calls, and Hamilton Park Herald to reach parents and community. <b>Strategy's Expected Result/Impact:</b> Connect to community and involve parents. <b>Staff Responsible for Monitoring:</b> Administrators and all staff  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to utilize district and campus communication tools such as websites, automated phone calls and text messages, digital newsletters and social media to keep parents/community engaged. <b>Strategy's Expected Result/Impact:</b> Increased parent and community knowledge and involvement in school activities <b>Staff Responsible for Monitoring:</b> Administrators and all staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				









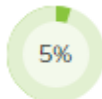



**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.












**Performance Objective 1:** Actively seek alternative revenue services to meet the needs of HPPM.

**Evaluation Data Sources:** Revenue generated from federal, state and competitive grant programs

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** continue to partner with the Lake Highlands Women's League

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Apply for funding from the PTA to enhance HPPM garden <b>Strategy's Expected Result/Impact:</b> Improve school morale and ownership and pride for the school. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I:</b> 4.1 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Apply for funding to hire a part-time tutor to support small group instruction in math and reading. <b>Strategy's Expected Result/Impact:</b> Increase student academic performance <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training and support for all support staff processing POs, sub payment, etc to ensure staff are following proper policies and procedures. <b>Strategy's Expected Result/Impact:</b> Responsible money handling that follows all federal & state laws and TEA code of ethics <b>Staff Responsible for Monitoring:</b> Principals Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Training for all employees each semester on proper money handling procedures. <b>Strategy's Expected Result/Impact:</b> Responsible money handling that follows all federal & state laws and TEA code of ethics. <b>Staff Responsible for Monitoring:</b> Principals Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Ensure all staff who directly order/receive goods are aware of proper procurement procedures. <b>Strategy's Expected Result/Impact:</b> Responsible money handling that follows all federal & state laws and TEA code of ethics. <b>Staff Responsible for Monitoring:</b> Principals Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
 No Progress  Accomplished  Continue/Modify  Discontinue				













**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.





















**Performance Objective 1:** Provide a safe, comfortable, and well-maintained environment at all campuses.

**Evaluation Data Sources:** Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** conduct facilities review during summer break








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Complete safety and security audit <b>Strategy's Expected Result/Impact:</b> Completed audit and program recommendations <b>Staff Responsible for Monitoring:</b> Principal, assistant principal, ILT  <b>Title I:</b> 2.5 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide monthly practice of emergency drills. <b>Strategy's Expected Result/Impact:</b> Emergency Drills & Recommendations <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement "I Know What to Do Day" in October, December, January, and April (LiveWiseLiveHealthy) <b>Strategy's Expected Result/Impact:</b> Feedback from staff, students and parents with a positive increase on staff, student and parent survey <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Communicate via Blackboard with parents after each safety drill as well as communicating on-going safety protocols to students and staff. <b>Strategy's Expected Result/Impact:</b> Greater communication of school safety with families <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement Safety Week (August 29-September 2) participating in Evacuate, Hold and Secure, Lockdown, Shelter in Place, and Fire Drills. <b>Strategy's Expected Result/Impact:</b> Improved comfort and participation with drills and overall safety of staff and students <b>Staff Responsible for Monitoring:</b> Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create a system to ensure all visitors are Raptor'd <b>Strategy's Expected Result/Impact:</b> Any visitor entering the building will have a visible printed badge <b>Staff Responsible for Monitoring:</b> Principals Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Implement district/campus Dress Code Policy and Cell Phone policy. <b>Strategy's Expected Result/Impact:</b> Create a safe and effective learning environment free of distraction <b>Staff Responsible for Monitoring:</b> Principals & Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 2:** Update CIP quarterly to show completion: November 15; January 24; March 28; June 6

- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Share dates and establish SBDM prior to new year

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Meet to discuss progress toward performance objectives and review and revise strategies as needed. <b>Strategy's Expected Result/Impact:</b> Show progress towards campus safety goals Improve student achievement <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

# 2022-2023 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Clayton Claridy	Assistant Principal
Non-classroom Professional	Courtney Andrews	Interventionist
Non-classroom Professional	Kalli Kruse	Instructional Coach
Non-classroom Professional	Lynette Snyder	Interventionist
Administrator	Jerald Wilson	Principal
Non-classroom Professional	Meghan Heinikel	Reading specialist
Non-classroom Professional	Alexandria Lowe	Math Specialist
Non-classroom Professional	Julie Inskip	Counselor
Non-classroom Professional	Veronica Lewis	Counselor