

Richardson Independent School District

Lake Highlands Elementary

2022-2023 Campus Improvement Plan

Accountability Rating: B



Mission Statement

At Lake Highlands Elementary, we empower all students to become effective communicators, inspired leaders, and resourceful thinkers who are given the tools to grow academically and emotionally as lifelong learners.

Vision

Where all students connect, learn, grow, and succeed.

Value Statement

Positive Attitude - Act Respectfully - Wise Choices - Stay Focused

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Lake Highlands Elementary is an elementary school with a diverse student population of about 715 students, PreK through 6th grade. We also are the home to a Child Development Center for three- and four-year-old children of RISD employees. Approximately 33% of the Lake Highlands Elementary population is Hispanic and as a bilingual campus, the needs of these students are met in bilingual classrooms in grades PreK through 4th grades. 4% of our LHE students are African American and 56% of our students are white, with about 35% being economically disadvantaged. Lake Highlands is also home to several of the district's central programs, including the DLC, Preschool Inclusion, Small Talk speech program, and houses a district preschool testing center. Our excellent attendance and discipline rates reflect the wonderful staff, students, parents, and community that make Lake Highlands Elementary a wonderful learning environment for all students. We have a very involved and active PTA and community engagement which all contribute to making LHE the school that it is.

Student Learning

Student Learning Summary

STAAR assessments for the 2020-2021 school year did not count towards state accountability, however, our needs assessment indicates that we will continue to focus on literacy. Specifically, we are working to increase STAAR scores in overall reading and in the all areas. We are also working to increase overall scores in STAAR writing. We face challenges ahead in the next 4 years as we approach the implementation of the highest state standards and have set specific growth goals in every area to anticipate this change. LHE will take advantage of the district's offerings of professional development and training in new curriculum that will address the needs of our focused subpopulations.

School Processes & Programs

School Processes & Programs Summary

The LHE goal for 2021-2022 is to focus on growth for students, teachers, administrators, and all campus personnel. We will focus on celebrating ALL growth of staff and students and use data to make decisions to ensure that this growth occurs with every single student and staff member through our connections. The master schedule has been built with the input of dyslexia and special education teachers to maximize instructional time and provide opportunities for interventions. LHE data meetings will be scheduled according to the district assessments and will focus on what the data tells us about our students' needs. Professional Learning Communities (PLC) will occur each week with a focus on student data, planning, and instructional strategies that support teachers' needs.

LHE maintains a focus on the recruiting, hiring and retention of a highly qualified and student-focused staff. We will use best practices to maintain a nurturing work environment focused on student and staff success. LHE will support new teachers with a mentor who is qualified and trained through the district mentoring program as well as New Wildcat Meetings led by our Instructional Coach. Paired with ongoing data analysis and needs assessments, we will be able to provide recommended or required professional development sessions for staff in need of support. We will work to maintain a positive culture and climate that focuses on growth for all students and staff.

Perceptions

Perceptions Summary

Overall, Lake Highlands Elementary students enjoy coming to school and believe that the campus is a safe and nurturing environment. LHE is entering its fourth year of PBIS implementation, which is a positive, relationship building tool that has increased student's enjoyment at school and works to decrease bullying. We believe that Positive Behavior and Intervention Support (PBIS) will carry us forward with our goal of being a bully-free campus and ensuring that every student feels that they have an adult to turn to when needed. LHE takes pride in our culture of caring, nurturing, and attentive staff who make all students feel welcomed and supported.

LHE will continue to focus on increasing positive relationships between home and school by providing numerous opportunities for parent engagement and community involvement. LHE will continue to support the PTA by increasing membership, including 100% staff participation, and involvement throughout the year

Goals









Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 1: 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: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to move as campus to advanced.

Strategy 1 Details	Reviews			
Strategy 1: Continue use of 1:1 class sets. Strategy's Expected Result/Impact: Technology integrated products in lesson planning to support TEKS. Staff Responsible for Monitoring: Principal Assistant Principal Technology Assistant LITE	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure teachers and students demonstrate appropriate and safe internet safety and digital citizenship. Strategy's Expected Result/Impact: % decrease in number of student referrals/discipline incidences for inappropriate technology use Staff Responsible for Monitoring: Principal Assistant Principal LITE	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



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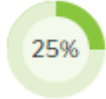

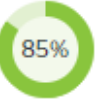

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.













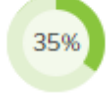



Performance Objective 2: Implement activities into RISD campuses in order to support students' academic, social and emotional growth.

Evaluation Data Sources: 100% of classroom participation

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to grow in this area even more.

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing PBIS professional development and supports, including strategies to ensure clear and consistent implementation of discipline management plan and use of PBIS/Champs, based on year 6 implementation. Strategy's Expected Result/Impact: % positive response on climate survey (staff and students) Decrease in ISS/OSS referral PBIS walkthrough and feedback process Staff Responsible for Monitoring: Administration PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue implementation of daily social-emotional learning curriculum and connecting cultures curriculum Pre-K through sixth grades to promote emotional intelligence and communication skills (Directly focused on Graduate Profile Skills). Strategy's Expected Result/Impact: Decrease in office referrals Increase in pro-social student development Staff Responsible for Monitoring: Counselor, administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Create and implement transition plans for sixth grade students to facilitate a smooth move to junior high school. Strategy's Expected Result/Impact: Students will feel more confident in the transition to junior high school. Staff Responsible for Monitoring: Counselor 6th grade teachers Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Support ESL students by following up with support around last years 7 Steps professional development and implement strategies. Strategy's Expected Result/Impact: Increase in ESL student MAP, STAAR, and TELPAS data. Staff Responsible for Monitoring: Administration ESL Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Focus on teachers using and analyzing formative performance assessments that directly target STEM, Financial Literacy, Critical Thinking/Problem Solving, and Real World Connections. (Directly focused on Graduate Profile Skills). Strategy's Expected Result/Impact: Students showing growth in those skills by pretest/posttest Teachers using data to adjust instruction Student work used in PLC regularly Staff Responsible for Monitoring: Teachers in PLC ILT Admin TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Focus on Campus Pathways to Equity by closing the gap in student achievement of our Hispanic students. Strategy's Expected Result/Impact: Increase in test scores in Hispanic students (MAP, STAAR, mClass, TELPAS) Staff Responsible for Monitoring: Teachers ILT Admin ESL Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Increase opportunities for student career inspiration and exploration. Strategy's Expected Result/Impact: Career Day iDream College Fair AVID Signing Day Staff Responsible for Monitoring: Admin Counselors	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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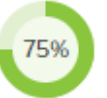

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









Performance Objective 3: Implement district Pre-K to 6th grade programing to support healthy life choices by students and staff.





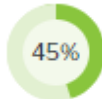







Evaluation Data Sources: 100% of students identify programs and levels of support available when in crisis (student survey)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to improve on this.

Strategy 1 Details	Reviews			
Strategy 1: Create, communicate and implement a comprehensive awareness program to support student and staff wellness (Live Wise Live Healthy) Strategy's Expected Result/Impact: % increase in positive response on student and staff survey feedback and evaluation from staff, students and community Staff Responsible for Monitoring: Principal Assistant Principal Counselor PE teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain program for drug/alcohol awareness and prevention for students and staff Strategy's Expected Result/Impact: Program Description including Red Ribbon Week Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Strengthen program of services for students identified at-risk for self-harm by having all staff complete suicide/substance abuse prevention and intervention trainings and Teen Screen. Strategy's Expected Result/Impact: Teen Screen Results Student Climate Survey Results Suicide Prevention training and plans from counselor Staff Responsible for Monitoring: Principal Assistant Principal Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure 100% of students have a school/home connection(extra-curricular activity or an adult at school). Parent survey about interest in types of extra-curricular offered. Strategy's Expected Result/Impact: PTA membership by parents and staff members More student campus involvement/connection (clubs, sports, cheer) Staff Responsible for Monitoring: Principal Assistant Principal Counselors Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

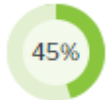















Strategy 5 Details	Reviews			
Strategy 5: Ensure systems of support are provided to students at-risk including: a. Refugee/Asylees b. Homeless c. Foster Care Strategy's Expected Result/Impact: Program Evaluations Staff Responsible for Monitoring: Principal Assistant Principal Counselors SDS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Increase awareness and student reporting options for the areas of bullying, harassment, and dating violence on all campuses, including communicating incident to all parents involved. Strategy's Expected Result/Impact: liveWiseliveHealthy programming Guidance lesson plans Counselor Small Groups Discipline Assemblies PBIS 9 Week Assemblies SEL Lessons Staff Responsible for Monitoring: Principal Assistant Principal Counselors PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 4: Implement coordinated health program.

Evaluation Data Sources: Number of absences related to illnesses

Summative Evaluation: Significant progress made toward meeting Objective





Strategy 1 Details	Reviews			
Strategy 1: Monitor student data reports to ensure immunization compliance of student body. Strategy's Expected Result/Impact: Enrollment records will indicate that students meet requirements. Staff Responsible for Monitoring: Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monitor absence information to track communicable disease issues on campus. Strategy's Expected Result/Impact: Decrease in number of absences related to communicable disease on campus. Staff Responsible for Monitoring: AP Nurse SDS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Campus Emergency Response team will conduct AED drills each semester. Strategy's Expected Result/Impact: Emergency Response Team will understand and implement protocol in a cardiac event. Staff Responsible for Monitoring: Nurse Emergency Response 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.









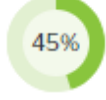

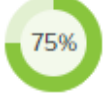

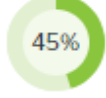



Performance Objective 1: Improve student performance and ensure 100% of LHE are rated "Met Standard"













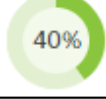







Evaluation Data Sources: 100% of campuses meet standard; meet or exceed district performance growth goals (see addendum)

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize district-wide professional development days to support and train teachers how to analyze data to inform instructional decisions in the classroom Strategy's Expected Result/Impact: Inclusion of strategies in Campus Plan based on data Walkthrough analysis Performance Growth Goals Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach CRS	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Monitoring/Accountability: Evaluate and monitor all student groups in PreK through 6th grades through PLCs to measure for accountability, including data meetings (QSAs, MOYs, SIMs, etc.) Strategy's Expected Result/Impact: Improved Student Performance on state required assessments (STAAR, TELPAS) Review of student performance data by student groups Performance Growth Goals Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach CRS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Review assessment results and identify campus priority student groups including Hispanic students, ELL, and SPED Strategy's Expected Result/Impact: Implementation Plan & Results Review of student performance data Review of item analysis Review of student group performance Review of student group performance by teacher TTESS refinement activities Performance Growth Goals Discipline Data Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach CRS	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Continue MAP testing to identify areas of student difficulties to target intervention topics in order to help students meet their student set growth goals Strategy's Expected Result/Impact: Utilizing MAP data to plan for intervention. Staff Responsible for Monitoring: Administration Classroom teachers IC	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: All new teaching staff will complete 30-hour GT requirement through Region X and returning staff will complete 6 hour update. Strategy's Expected Result/Impact: Increased GT strategies in daily instruction and enrichment for all students Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Use reading and math interventionists and kindergarten and first grade ESSER support teachers to support teachers and students to meet their growth goals. Strategy's Expected Result/Impact: Improved Student Performance on state required assessments (STAAR, TELPAS) Performance Growth Goals Staff Responsible for Monitoring: Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Increase number of students moving from "approaches" to "meets" in all tested areas with focus on growth and supporting targeted students with interventions and support. Strategy's Expected Result/Impact: Increase number of students moving from "approaches" to "meets" in all tested areas Staff Responsible for Monitoring: Admin ILT Interventionists	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
Strategy 8: Focus on improve 3rd grade reading and math and 6th grade reading and math performance by using vertical PLCs and improved planning processes Strategy's Expected Result/Impact: Improved 3rd and 6th grade reading and math performance Staff Responsible for Monitoring: Admin ILT PLC	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Introducing and getting all teachers, students, and families familiar with STAAR 2.0. Focus on teacher competencies and instructional priorities. Strategy's Expected Result/Impact: Increase in STAAR Scores. Staff Responsible for Monitoring: Admin ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Differentiated instruction and programming for GT students. Strategy's Expected Result/Impact: Increased GT enrollment, retention, and performance. GT students growing and being challenged. Staff Responsible for Monitoring: ALT Admin ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Develop and create team approach for MTSS process using Branching Minds. Strategy's Expected Result/Impact: Increased student growth Staff Responsible for Monitoring: Admin ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Support special student populations to ensure academic and discipline improvement. Strategy's Expected Result/Impact: Increase in MAP and STAAR scores for special education students. Decrease in referrals for special education students. Staff Responsible for Monitoring: Admin Special Education Staff	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



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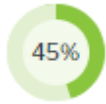







Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward and PLC)

Evaluation Data Sources: 100% of RISD campuses meet standard; meet or exceed district performance goal goals (see addendum)

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize TEKS Resource System and Lead4Ward along with PLC collaboration, including ELAR TEKS with a balanced literacy focus Strategy's Expected Result/Impact: Performance Growth Goals Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach CRS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provides student intervention resources in order to facilitate growth of one year Strategy's Expected Result/Impact: Student movement through a variety of district provided intervention resources Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach CRS Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Continue to provide meaningful professional development to support TRS, Lead4ward and PLC Strategy's Expected Result/Impact: Professional Development Plan # of teachers participating in course offerings % increase in positive response on culture survey Performance Growth Goals Staff Responsible for Monitoring: Principal Assistant Principal Instructional Coach CRS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Support 5th and 6th grade math teachers to begin to compact curriculum to accelerate student learning to be prepared for 8th grade Algebra I Strategy's Expected Result/Impact: Teachers have support necessary to follow district pacing guides Staff Responsible for Monitoring: Admin IC	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 3: Maintain a K-6 Balanced Literacy Program (Reading and Writing)

Evaluation Data Sources: Implementation of balanced Literacy model and framework by the end of May 2022

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Use STAAR data to determine priorities.

Strategy 1 Details	Reviews			
Strategy 1: Ensure that at least 70% of LHE 3-6 graders are at meets state standard for STAAR Math and Reading. Strategy's Expected Result/Impact: Increase results in STAAR Reading, CBA's, MOY's Staff Responsible for Monitoring: Principals IC ELAR Teachers CRS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure that at least 80% of LHE PreK-2nd are meeting grade level expectations based on a variety of district provided assessments, utilizing the required PD from Literacy & Intervention Department Strategy's Expected Result/Impact: Increase in MAP, IXL, DRA, EOY, phonics assessments, etc. Staff Responsible for Monitoring: Principals IC CRS K-2 Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Ensure that at least 80% of LHE PreK-3rd are meeting grade level expectations based on a variety of district provided assessments, utilizing the Texas Reading Academies. Strategy's Expected Result/Impact: Increase in MAP, Mclass, IXL, DRA, EOY, phonics assessments, etc. Staff Responsible for Monitoring: Principals IC CRS K-2 Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
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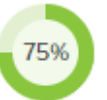





Goal 2: We will guarantee that all students will perform at or above grade level.









Performance Objective 4: Ensure 100% of English Learners (EL) will make progress towards an Advanced Level in proficiency in Reading, Writing, Listening and Speaking. ELL students will meet all passing standards for all district and state assessments.

Evaluation Data Sources: Student performance meets or exceeds campus performance growth goal (see addendum)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Use STAAR/TELPAS data to determine priorities.

Strategy 1 Details	Reviews			
Strategy 1: Ensure classrooms teachers have professional development in working with EL students including strategies, English Language standards, and/or MTSS for ELs. Strategy's Expected Result/Impact: 100% of teachers receive professional development Walkthrough analysis (strategies in action) TELPAS progress Staff Responsible for Monitoring: ESL / BI Teacher Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue implementation of reading intervention program with bilingual students not demonstrating progress towards grade level mastery and progress monitor students Strategy's Expected Result/Impact: Progress of students through MTSS tiers Staff Responsible for Monitoring: Principal Assistant Principal CRS ESL / BI Teacher	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 3 Details	Reviews			
Strategy 3: Continue implementation of ELLevation and ensure all ESL and content teachers progress monitor and adjust to meet needs of students Strategy's Expected Result/Impact: ELLevation usage reports Performance Growth Goals Staff Responsible for Monitoring: ESL / BI Teacher Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> 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 5: Monitor student attendance

Evaluation Data Sources: Student attendance data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Use A2A to communicate with families about excessive absences or change in attendance pattern Strategy's Expected Result/Impact: Decrease unexcused absences Staff Responsible for Monitoring: SDS, AP		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> 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 6: Support accelerated instruction for students who do not pass STAAR.

- Evaluation Data Sources:** Tracking in branching minds
MAP and STAAR Data
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Follow applicable state and district law.













Strategy 1 Details	Reviews			
Strategy 1: These students will receive weekly interventions during or after school. Interventions will deliver targeted TEKS-aligned instruction using effective instructional materials designed for supplemental instruction. Strategy's Expected Result/Impact: Increase in MAP and STAAR data for these students. Staff Responsible for Monitoring: Admin ILT	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 45%	<div><div></div></div> 55%	<div><div></div></div> 75%	<div><div></div></div> 100%
Strategy 2 Details	Reviews			
Strategy 2: Establish accelerated learning committees (ALCs) for students who did not pass the STAAR test in grades 3 or 5 math or reading. Strategy's Expected Result/Impact: Increase in MAP and STAAR data for these students. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 100%	<div><div></div></div> 100%	<div><div></div></div> 100%	<div><div></div></div> 100%
<div><div></div>0% No Progress</div> <div><div></div>100% Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

Performance Objective 1: Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflects LHE student population.

Evaluation Data Sources: Increase in diverse demographic representation in hiring

Summative Evaluation: Significant progress made toward meeting Objective


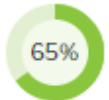






Strategy 1 Details	Reviews			
Strategy 1: Identify, recruit, and hire high-performing staff that meet teacher competencies. Strategy's Expected Result/Impact: Use of Applitrack to find highly qualified candidates Attend RISD job fair in the spring Staff Responsible for Monitoring: Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Create interview questions specific to LHE to address the needs of our students Strategy's Expected Result/Impact: Increased in diverse staff population Staff Responsible for Monitoring: ILT Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: Seek employee input and feedback from LHE staff to inform decision making

Evaluation Data Sources: Staff Surveys, Climate Surveys

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to seek employee input via Staff Climate Survey, other campus-specific surveys, TTESS-related conferences, and PLC discussion, and maintain greater than or equal to 85% participation rate Strategy's Expected Result/Impact: Staff Climate Survey Results Greater than or equal to 85% Participation Rate Survey Results Staff Responsible for Monitoring: ILT Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide support to staff as they engage in activities designed to address topics specific to campus needs based on survey data to maintain positive staff perception in the following areas: TTESS Walkthroughs Feeling supported by supervisor PBIS / Discipline TRS / Lead4Ward Strategy's Expected Result/Impact: Staff Climate Survey Results Perceptions greater than or equal to 90% Positive Response (Strongly Agree/Agree) for Feedback TTESS and Feeling Supported by Supported by supervisor Staff Responsible for Monitoring: ILT Principal Assistant Principal PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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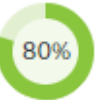

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Goal 3: We will recruit, retain, and reward quality personnel.

Performance Objective 3: Provide necessary professional development to successfully implement meet the Vision, Mission, Goals and Objectives of the district

Evaluation Data Sources: Increase positive response rate by staff on professional developed offered at campus to 90%

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide professional development in all curricular areas to enhance teacher competencies with a focus on supporting TRS, PLC Lead4Ward, PBIS, Technology, Equity, cultural diversity, and SEL Strategy's Expected Result/Impact: Survey Results Participants feedback Performance Growth Goals Staff Responsible for Monitoring: ILT Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to provide professional development for instructional staff to support students with disabilities and GT students Strategy's Expected Result/Impact: Participants feedback Performance Growth Goals Staff Responsible for Monitoring: ILT Principal Assistant Principal ALT Special Education Lead	Formative			Summative
	Nov	Jan	Mar	June
				



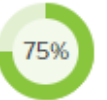





Strategy 3 Details	Reviews			
Strategy 3: Utilize school walk through form to give intentional, specific feedback for teacher growth. Strategy's Expected Result/Impact: Survey Results Performance Growth Goals Staff Responsible for Monitoring: ILT Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Supporting teachers in getting their ESL certification by EOY 22-23 Strategy's Expected Result/Impact: All teachers certified by EOY 22-23 Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: Maintain a positive school climate through campus collaboration and support in an effort to retain professional and auxiliary staff

Evaluation Data Sources: Decrease in teacher turnover and increase in positive response rate on Staff Climate Survey

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Mentoring Program for all new teacher and new-to-campus staff: - RPM - New Wildcat Meetings - New Teacher Academies & Supports Strategy's Expected Result/Impact: Meeting agenda Performance Growth Goals Participant Feedback Staff Responsible for Monitoring: Instructional Coach Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities for teachers to connect outside of contract time & purposeful connections within contract time Strategy's Expected Result/Impact: Survey Results Participant Feedback Staff Responsible for Monitoring: ILT Sunshine Committee Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



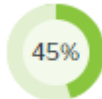











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Goal 4: We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 1: Increase links between home and school by providing systemic opportunities for parent engagement

Evaluation Data Sources: Increase in positive response rate by parent survey results at or above 85%

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Promote positive parent relations and maintain parent engagement at or greater than 85% Strategy's Expected Result/Impact: Parent Survey Results Greater than or equal to 85% Responses (Strongly Agree/Agree) Staff Responsible for Monitoring: Principal Assistant Principal All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue partnership with LHE PTA to support parent engagement through the PTA membership drive and events Strategy's Expected Result/Impact: End of Year Membership Report Staff Responsible for Monitoring: PTA Board Members Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Establish Spanish as a written translation to be included on all campus-produced take-home information materials based on campus need. Strategy's Expected Result/Impact: Thursday EFolder & principal weekly newsletters Staff Responsible for Monitoring: Principal Assistant Principal Clerk	Formative			Summative
	Nov	Jan	Mar	June
				



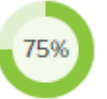









Strategy 4 Details	Reviews			
Strategy 4: Increase business and community partners to support campus Strategy's Expected Result/Impact: Event Attendance College & Career Week Participants Staff Responsible for Monitoring: PTA Board Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Provide parent information workshops in the areas of campus need Strategy's Expected Result/Impact: Needs Assessment Staff Responsible for Monitoring: Principal Assistant Principal PTA Board	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Increase links between home and school by providing information about school PBIS and discipline procedures Strategy's Expected Result/Impact: Decrease in discipline referrals Staff Responsible for Monitoring: Principal AP PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Parent Volunteer Opportunities in Voly each month (library, book fair, events) Strategy's Expected Result/Impact: Increase school/home connection Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </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: 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 or survey responses at or above 85%

Summative Evaluation: Significant progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: Continue campus communication outreach to parents and community through Paw Print (weekly electronic newsletter), Facebook, Twitter, Blackboard messages, Thursday Folders, etc. Strategy's Expected Result/Impact: Improved news/event promotion for campuses with their families and communities. Staff Responsible for Monitoring: Principal Assistant Principal Executive Assistant PTA President	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Identify and utilize campus surveys to develop campus goals and increased positive campus culture, teacher morale, and discipline Strategy's Expected Result/Impact: More targeted goals and strategies based on input from all stakeholders. Staff Responsible for Monitoring: ILT Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









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

Performance Objective 1: Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

Evaluation Data Sources: Maintain district FIRST rating; maintain district bond rating

Summative Evaluation: Significant progress made toward meeting Objective









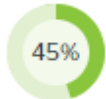




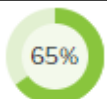


Strategy 1 Details	Reviews			
Strategy 1: LHE will ensure all employees receive training on proper money handling procedures with Fall and Spring trainings. Strategy's Expected Result/Impact: 100 percent complaint on all money handling transactions. Staff Responsible for Monitoring: Executive Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: LHE will identify and qualify for grants based on needs. Strategy's Expected Result/Impact: Fiscally responsible spending Staff Responsible for Monitoring: ILT Executive Assistant Principal Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure expenditures support student outcomes, teacher morale/retention Strategy's Expected Result/Impact: Teacher Retention Staff Responsible for Monitoring: Admin Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				





















Strategy 4 Details		Reviews			
Strategy 4: Provide training and support for all support staff processing POs and sub payment to ensure staff are following proper policies and procedures Strategy's Expected Result/Impact: 100 percent compliance on financial policies Staff Responsible for Monitoring: Admin Executive Assistant		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: Provide a safe, comfortable, and well-maintained environment.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Hold Safety week in August and I Know What to Do Days in October, December, February, and April. Students and staff will go over drills and practice. Strategy's Expected Result/Impact: Parents, staff, and students will know and be able to follow procedures for all possible drills. Staff Responsible for Monitoring: Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate with parents following safety drills and reinforce safety protocols via blackboard after each safety drill. Strategy's Expected Result/Impact: Increase parent awareness Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement Monthly Safety Drills Strategy's Expected Result/Impact: Fire drills will be held monthly in addition to the I Know What to Do Days. Staff Responsible for Monitoring: Admin EOT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure a high quality of customer service in the front office. Strategy's Expected Result/Impact: Parents and community members feel welcomed and supported as soon as they enter the school. Staff Responsible for Monitoring: Front office staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Update CIP quarterly to show completion November 18; January 27; March 31; June 9 Strategy's Expected Result/Impact: 100% completion rate Staff Responsible for Monitoring: Principal, AP, IC	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: System to ensure all visitors are in Raptor. Strategy's Expected Result/Impact: No visitors in the building that are not entered in Raptor. Staff Responsible for Monitoring: Admin Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Dress Code policy communicated to staff, students, and families and consistently implemented. Strategy's Expected Result/Impact: Students, staff, and families know dress code policy and are following it. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Communicate on-going safety protocols to students, staff, and parents through weekly emails, newsletters, and informacast. Strategy's Expected Result/Impact: Students, staff, and parents know and are informed about on-going safety protocols. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				