

Richardson Independent School District
O. Henry Elementary
2022-2023 Campus Improvement Plan



Mission Statement

O.Henry's mission is to build a positive community where diverse learners thrive academically and socially.

Vision

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

Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	5
School Culture and Climate	6
Staff Quality, Recruitment, and Retention	7
Curriculum, Instruction, and Assessment	8
Parent and Community Engagement	9
School Context and Organization	10
Technology	11
Goals	12
Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.	12
Goal 2: We will guarantee that all students will perform at or above grade level.	20
Goal 3: We will recruit, retain and reward quality personnel.	34
Goal 4: We will ensure that ALL families, businesses and community partners are fully engaged in the mission of our district.	38
Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.	42
Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.	44
State Compensatory	46
Budget for O. Henry Elementary	46
Personnel for O. Henry Elementary	46
Title I Personnel	47

Comprehensive Needs Assessment

Demographics

Demographics Summary

Demographics:

O.Henry Elementary is one of two RISD schools situated within Garland city limits. With approximately 476 students, we represent a diverse population. Our ELL, Economically Disadvantaged, and Asian populations continue to increase each year while our African American and White student groups remain somewhat consistent in size. The attendance rates of our students remain relatively high. O.Henry continues to focus on the performance of our special populations on local, state and national assessments for English language learners and our students served through special education. O.Henry values these diverse student and community populations which result in a rich learning environment for all.

Student Achievement

Student Achievement Summary

O.Henry received an overall rating of B for the 21-22 school year. The campus and is celebrating growth in all assessments while also earning distinctions in Reading, Science and Post-secondary Readiness. O. Henry saw an overall achievement increase of 20 points. In addition to more students meeting the passing requirement, students were also achieving at a higher level. In 20-21, 27% of students performed at the Meets or Above Grade Level Standard. In 21-22, 49% of students were able to achieve at that same level. In the individual tests, Reading saw a 20 point increase, Math an 8 point increase and Science a 10 point increase. O.Henry will continue to support the District Improvement Plan by emphasizing growth for every student and growth for every staff member.

School Culture and Climate

School Culture and Climate Summary

Overall, O.Henry students enjoy coming to school and believe the campus is a safe and nurturing environment. Through Positive Behavior and Intervention Support (PBIS), we have created a culture of respect at O.Henry. We continue to implement CHAMPS in the classroom to give students the expectations and support they need to be successful. We believe this proactive approach will promote a culture of positive interactions between staff, students and our community.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

O.Henry maintains a focus on the recruiting, hiring and retention of a highly qualified and student focused staff. The partnership between campus and district level leadership is paramount to the successful achievement of this goal. O.Henry will continue to support new teachers through the assignment of Mentor teachers that have been trained through Richardson Promotes Mentoring. Using both formal and informal data, along with frequent walkthroughs with feedback, administrators will work with teachers in order to help them reach their growth goals. Additionally, O.Henry will provide support to teachers interested in pursuing multiple Career Pathways offered by RISD, and O.Henry will encourage staff members as they seek to identify a career path that connects with their strengths as educators.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

O.Henry is aligned with RISD's comprehensive plan to direct the design, implementation, monitoring, evaluation, and revision of curriculum. Various data sources are utilized regularly to inform curriculum development as well as the deployment of central level specialists to support implementation of instruction. Data indicates the need for continued refinement of curriculum and the associated professional development, in order to identify best practices for advancing the progress of English Language Learners, bilingual students, dyslexic students and students with disabilities. Additional comprehensive plans guide the development of local student assessments, both formative and summative, as well as the utilization of assessment data to inform instructional decisions. Since the 2016-17 school year, elementary time standards have included a block of intervention time in core subject areas.

Parent and Community Engagement

Parent and Community Engagement Summary

O.Henry will continue to focus on increasing links between home and school by providing systematic opportunities for parent engagement and community involvement. Our PTA will continue to strive to increase in PTA membership, outreach, and involvement. Through Local School Council and surveys, O.Henry will provide opportunities for increased stakeholder input. O.Henry will continue to promote the district wide translator program, and parent education programs such as English as a Second Language for Adults, the Berkner Area Parent Partnership, and community connections with local businesses.

School Context and Organization

School Context and Organization Summary

O Henry is aligned with RISD's ONE VISION and will focus on GROWTH for ALL students, teachers, administrators, and all personnel. We are focused on growth goals to include 100% of RISD students to be successful within the timeline established by the state. The OHE schedules were created to maximize instructional time and to provide opportunities for student interventions. Campus data meetings are scheduled to focus on student interventions to monitor campus success with student performance. Campus needs will be identified to focus on and O.Henry will monitor student performance every 9 weeks.

Technology

Technology Summary

Technology integration is an important component of student learning at O.Henry. Teachers use student devices (ipads) to facilitate technology integration within student learning and provide real time feedback on a larger scale than previously thought possible. O.Henry has been trained on and adopted the SAMR (Substitution, Augmentation, Modification, Redefinition) model to evaluate the level of technology integration taking place in a classroom. Not all lesson needs to be at Redefinition, as the needs of integration in each lesson vary. We meet regularly with our district technology specialist and on campus Google Guide for on-going, real-time training.









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 available technology in meaningful ways to create authentic learning experiences that enhance, engage, and extend.

Evaluation Data Sources: Move as a district from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes survey. This includes teacher and student use of the 4Cs, (Communication, Collaboration, Critical Thinking, and Creativity) teacher and student Digital Citizenship (internet safety), skills, and using digital methods for assessment within the classroom.

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Provide purposeful and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning. Strategy's Expected Result/Impact: Professional Development Survey Feedback Results. Utilization of district I-Team staff to provide professional learning to enhance campus growth. Analyze Bright Bytes survey data. Staff Responsible for Monitoring: Administrators I-Team coach TA Coaches Title I: 2.4	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 expectations of the graduate profile.

Performance Objective 2: Implement activities that support students' academic, social and emotional wellness.

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

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement SEL daily. Strategy's Expected Result/Impact: % of positive responses on SEL survey results (staff and students' baseline year) % increase in attendance Decrease in ISS/OSS referrals Walkthrough data Staff Responsible for Monitoring: Administrators Counselor Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide ongoing PBIS, CHAMPS, and discipline professional development and supports based on continual implementation which includes: setting expectations, monitoring expectations, and rewarding staff and students through clear and consistent implementation of discipline management plan. Strategy's Expected Result/Impact: % positive response on climate survey (staff and students) Decrease in office/ISS/OSS referrals PBIS/CHAMPS walkthroughs and feedback process Staff Responsible for Monitoring: Administrators PBIS team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				



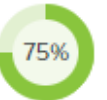





Strategy 3 Details	Reviews			
Strategy 3: Ensure that all staff are trained on digital citizenship and internet safety, as well as preventing bullying, harassment, and dating violence and that students are taught grade-level appropriate lessons on these topics. Ensure implementation of a communication plan to inform parents of bullying incidents. Strategy's Expected Result/Impact: Fewer office/ISS/OSS referrals Staff Responsible for Monitoring: Administrators PK Teachers Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: 6th grade students will be given the opportunity to participate in "Time to A.C.T." lessons. Strategy's Expected Result/Impact: Suicide Prevention Identify any mental health issues Staff Responsible for Monitoring: Counselor 6th grade teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue to provide students with STEM experiences including career inspiration and exploration to support student growth toward the world of work. Strategy's Expected Result/Impact: College and Career readiness and awareness Staff Responsible for Monitoring: Administrators STEM AF Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Ensure the 5 graduate profile competencies are taught through effective curriculum planning and implementation and engagement strategies. Strategy's Expected Result/Impact: Empowers every student to take risks, be creative, find acceptance, and grow. Staff Responsible for Monitoring: Walk throughs PLC discussion	Formative			Summative
	Nov	Jan	Mar	June
				
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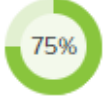

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









Performance Objective 3: Continue PK - 6 programming 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 on the student survey.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to communicate and implement a coordinated health program to support student 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: Administrators Counselor School Nurse Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Emergency Response Team will have AED drills at least once each semester. Strategy's Expected Result/Impact: ERT Team will be prepared to respond quickly should a cardiac emergency occur on campus Staff Responsible for Monitoring: School Nurse Emergency Response Team Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Staff will monitor student absences in order to monitor communicable disease issues on the campus. Strategy's Expected Result/Impact: Documentation of student absences, dates, and reasons Staff Responsible for Monitoring: Nurse Student Data Specialist Administrators Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Monitor student data reports in an effort to monitor immunization compliance of the student body. Strategy's Expected Result/Impact: Valid and updated student immunization records Staff Responsible for Monitoring: Nurse Administrators Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Strengthen program for self-harm and drug and alcohol awareness/prevention Strategy's Expected Result/Impact: Participation in Red Ribbon Week Counseling lessons/campus training by counselor Increased staff awareness and ability to recognize potential crisis Student Climate Survey results Staff Climate Survey results Staff Responsible for Monitoring: Counselor Administrators Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Implement health and wellness plan as recommended by the SHAC committee. Strategy's Expected Result/Impact: Wellness plan results Student Climate Survey results Staff Climate Survey results Staff Responsible for Monitoring: Nurse Counselor Administrator PE coaches Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Ensure 100% of students have a school/home connection (club, extra-curricular activity, adult at school). Strategy's Expected Result/Impact: Teacher sponsored clubs Running Club Band, orchestra Choir Art Club Book Club Staff Responsible for Monitoring: Administrators Title I: 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 8 Details	Reviews			
Strategy 8: Ensure systems of support are provided to at-risk students including: a. Refugee/Asylee b. Homeless c. Foster care Strategy's Expected Result/Impact: Service reports Staff Responsible for Monitoring: Student services Administrators Counselor Student Data Specialist Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Ensure Title IX policies and practices are utilized appropriately at O. Henry Elementary. Strategy's Expected Result/Impact: Title IX Staff Training Campus Investigation Data Staff Responsible for Monitoring: Administrators Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Increase awareness, student reporting options, and parent communication for the areas of bullying and cyberbullying. Strategy's Expected Result/Impact: Utilize and advertise Live Wise, Live Healthy programming Staff Responsible for Monitoring: Counselor Administrators Title I: 2.4, 2.6	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 expectations of the graduate profile.

Performance Objective 4: Ensure a culture and environment that embraces equity, diversity, and inclusion throughout RISD programs and support.

Evaluation Data Sources: Increase hiring and representation (43% tp 50% hiring) of staff and students in all areas of district functions, including increased achievement of Hispanic, AA, Asian, EL, and SPED performance as measured by STAAR

Summative Evaluation: Exceeded Objective



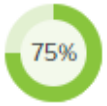



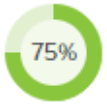

Strategy 1 Details	Reviews			
Strategy 1: Campus Pathways to Equity - OHE's identified area of growth is academic growth/achievement for the students identified as special education. Strategy's Expected Result/Impact: Increase the percentage of special education students who approach or meet the academic achievement levels on STAAR. Staff Responsible for Monitoring: Administrators Special Education Teachers Classroom Teachers Title I: 2.4, 2.5, 2.6 Funding Sources: Additional resources will be purchased to target the at-risk populations - 199 - State Compensatory Education - \$500	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement Connecting Cultures lessons in K-6 grades as prescribed by the district. Strategy's Expected Result/Impact: Students' understanding/acceptance of other cultures Staff Responsible for Monitoring: Administrators Title I: 2.4, 2.5, 2.6	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 1: Improve student performance and ensure campus is rated "Met Standard"









Evaluation Data Sources: O.Henry will meet standard on STAAR.
O. Henry will meet or exceed identified Board Goals for 2021-2022.













Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Evaluate and monitor all student groups measured for accountability with a focus on increasing the number of students moving from approaches to meets in all test areas. Strategy's Expected Result/Impact: Improve student performance on STAAR and TELPAS in all tested areas. Meet performance growth goals aligned with DIP Review of student performance data by student groups by teacher each 9 weeks Staff Responsible for Monitoring: Administrators Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Intentional planning during PLC to focus on student growth and needs of individual students using TRS, Schoology, and Lead4Ward resources as well as monitoring the implementation of strategies. Strategy's Expected Result/Impact: Increase the number of students moving from "approaches" to "meets" in all tested areas. Increase the number of students reading on grade level PK-2 Staff Responsible for Monitoring: Administrators ILT Classroom teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Target missed federal system safeguards and increase the percentage of students at the meets and masters achievements levels in the following student groups: All students Hispanic Economically Disadvantaged EL Strategy's Expected Result/Impact: Targeted Walkthroughs Professional Development provided by ESL/Bilingual team, SPED, and ILT. Teacher lesson plans Students performance data review after unit and district assessments Staff Responsible for Monitoring: Administrator ILT Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: PK-2 teachers will use Frog Street, Benchmark, and Literacy Library Resources to support core ELAR instruction and increase the number of students reading on grade level PK-2 Teachers will use EOY Reading Test Data to set growth goals for planning and data analysis purposes Strategy's Expected Result/Impact: Increase number of students reading on grade level Staff Responsible for Monitoring: Administrators Specialists Teachers SPED teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Improve STAAR Reading performance through the implementation of the TEKS, Benchmark resources, TRS, and LLI/SIL. Strategy's Expected Result/Impact: Increase in STAAR reading scores Increase number of students moving from approaching to meets and masters Review of student performance data by student groups and by teachers each 9 weeks Data PLCs Increase student groups meet performance growth goals Increase students reading on grade level based on DRA, MAP, mClass, and QSAs Staff Responsible for Monitoring: Administrators ILT Teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Improve 3rd and 6th grade STAAR Math performance using TRS, Lead4Ward, IXL, Mentoring Minds, MAP & QSA data analysis Strategy's Expected Result/Impact: Increase in STAAR math scores Increase number of students moving from approaching to meets and masters Review student performance data by student groups and by teacher each 9 weeks Data analysis PLCs Increase student groups meeting performance growth goals Staff Responsible for Monitoring: Administrators ILT Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Utilize MAP testing in Reading and Math three times per year (BOY, MOY, EOY) to track student progress and plan effective lessons and interventions for all students K-6th. Including student and parent education and student goal setting for growth. Strategy's Expected Result/Impact: Increased student performance in Reading and Math Data PLCs Student performance reviewed and reports shared with parents Staff Responsible for Monitoring: Administrators Interventionists and specialists Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Ensure all certified staff completes 30 hours of Gifted and Talented professional development. Ensure staff members who have completed 30 hours complete their 6 hour annual update. Strategy's Expected Result/Impact: Teachers earn 30 hours of Gifted and Talented certification and maintain it. Staff Responsible for Monitoring: Administrators Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 9 Details	Reviews			
Strategy 9: Ensure all eligible teachers (K-3rd grade English and others, including campus support staff) complete 60 hours of Texas Reading Academy professional development. Strategy's Expected Result/Impact: Teachers complete 60 hours and earn TRA certification Ensure K-1 teachers are implementing TRA strategies Staff Responsible for Monitoring: Administrators Texas Reading Academy Coaches Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Utilize tutors, interventionists, specialists, and classroom teachers to ensure that Accelerated Learning Plans are written and implemented for all students who did not meet the required standard on Spring 2022 STAAR in order to meet the tutoring requirements of House Bill 4545. Strategy's Expected Result/Impact: Students will complete 30 hour of accelerated learning for each STAAR subject that they did not pass. Tutoring will be documented in Branching Minds. Staff Responsible for Monitoring: Administrators IC Math specialist Reading Interventionist Math Interventionist ESSER teacher Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
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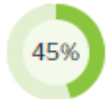







Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4ward, PLC)

Evaluation Data Sources: OHE will receive a campus rating of Met Standard and meet or exceed identified Board Goals for 2022-2023.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement meaningful PLCs by providing ongoing training on how to utilize Lead4Ward and TRS in order to answer the 4 PLC questions. Strategy's Expected Result/Impact: Performance growth goals Increase in student performance on Performance Assessments and CBA Staff Responsible for Monitoring: Administrators ILT Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize district-wide professional development days and early release days to support and train teachers how to analyze data to inform instructional decisions in the classroom Strategy's Expected Result/Impact: Performance Growth Goals Increase number of students moving from approaches to meets in all tested area Staff Responsible for Monitoring: Administrators ILT Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Use assessments and QSA's to monitor and evaluate student progress towards mastery of grade level standards. Strategy's Expected Result/Impact: Performance growth goals Lead4Ward Heat Map Staff Responsible for Monitoring: Administrators ILT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement ELAR TEKS with a balanced literacy focus and utilize ESSER teachers to address students reading on or above grade level in PK - 2. Strategy's Expected Result/Impact: Lesson plans PLC agendas Walkthrough data Staff Responsible for Monitoring: Administrators ESSER teachers CRSs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Implement revised TEKS resource system curriculum as aligned to STAAR 2.0, the RISD graduate profile, and RISD teacher competencies and monitor TRS implementation through the RISD aligned walkthrough form. Strategy's Expected Result/Impact: Increased performance on growth goals Ensure teachers are competent in implementing instructional priorities that align with the refined goals Utilized aligned walk through form Staff Responsible for Monitoring: Administrators Coaches	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: Ensure implementation of vertically aligned math curriculum PK-6 to support 3rd through Junior High math achievement and increase Algebra 1 Junior High enrollment.

Evaluation Data Sources: The percent of students who score at the meets level in 3rd grade math will grow from ____ to ____.
The percent of AA students who score at the meets level in 3rd grade math will grow from ____ to ____.
The percent of Hispanic students who score at the meets level in 3rd grade math will grow from ____ to ____.

Summative Evaluation: Met Objective

Strategy 1 Details		Reviews			
Strategy 1: Students will use a variety of different platforms to gain pre-Algebra skills. Strategy's Expected Result/Impact: Higher math QSA and STAAR scores. Staff Responsible for Monitoring: CMS, Administration, Math Interventionist		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 4: Use the A2A system to educate families on the importance of student attendance.

Evaluation Data Sources: Increase the O.Henry attendance rate from ____ to ____.

Summative Evaluation: Met Objective

















Strategy 1 Details	Reviews			
Strategy 1: Utilize the A2A attendance system to notify and communicate about attendance with parents Strategy's Expected Result/Impact: Decrease in student absences Staff Responsible for Monitoring: Administrators Student Data Specialist	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Create adult connections with students who are at risk of becoming leavers to increase future graduation rates. Strategy's Expected Result/Impact: Decrease in student absences Reduce number of drop outs Students have a trusted adult Staff Responsible for Monitoring: Administrators Student Data Specialist Teachers and staff mentors	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: Implement a systemic approach to develop new and existing programming for special student services to ensure quality instruction and service supports for ALL students.

Evaluation Data Sources: Student performance meets or exceeds expected increase as defined by Board Goals.

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Provide MTSS training to staff and provide time for the MTSS team to discuss students who are Tier 3 in behavior or academics with teachers during PLCs and/or staff meetings. Strategy's Expected Result/Impact: 100% of Tier 3 students will have a plan, goals, and interventions in Branching Minds. Completed MTSS framework for behavior and/or academics. Staff Responsible for Monitoring: administrators, SLP, diagnostician, classroom teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Support 5th and 6th grade teachers as they begin professional learning to compact curriculum to accelerate student learning to be prepared for 8th grade Algebra 1. Strategy's Expected Result/Impact: 5th and 6th grade teachers will implement new learning with the support of the coaches Staff Responsible for Monitoring: Administrators Coaches TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: GT ALT will provide differentiated instruction to grow, stretch, and challenge GT students. Strategy's Expected Result/Impact: Increase in GT enrollment, retention, and performance Staff Responsible for Monitoring: Monica Simmons Sara Mooney	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 6: Ensure 100% of English Learner students make progress towards an Advanced level in proficiency in Reading, Writing, Listening and Speaking on TELPAS, and they will meet all passing standards for district and state assessments.

Evaluation Data Sources: Student performance meets or exceeds expected increase as defined by Board Goals.

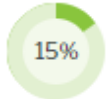

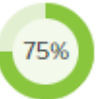





Summative Evaluation: Met Objective

Strategy 1 Details		Reviews			
Strategy 1: Students will work in push in and pull out classes with the ESL teachers. They will practice using the microphones and to increase speaking scores. Strategy's Expected Result/Impact: Increased TELPAS scores Staff Responsible for Monitoring: ESL, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math -		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 7: Increase literacy implementation, enrichment and intervention in grades PK - 6.

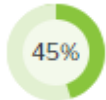
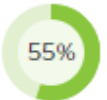
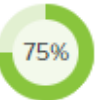





Evaluation Data Sources: Meet 3rd grade Board goal
Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Math interventionist working with 3rd grade students in small groups. Strategy's Expected Result/Impact: Gaps in learning addressed on student level. Staff Responsible for Monitoring: Math Interventionist, CMS, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	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 8: Create a culture of literacy for ALL in grades PK - 2.

Evaluation Data Sources: CIRCLE, mClass, IDEL, Map, and DRA
Summative Evaluation: Met Objective





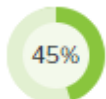







Strategy 1 Details	Reviews			
Strategy 1: Teachers are using district provided assessment data to plan lessons and group students based on needs. Interventionists pulling struggling students. Strategy's Expected Result/Impact: Increased literacy skills in PK-2nd grade. Staff Responsible for Monitoring: Interventionists, CRS, IC, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
<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 1: Support all staff using RISD Innovative Practices to increase retention.

Evaluation Data Sources: Increase in positive responses of staff in focus group and/or staff survey responses.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize and supplement the district mentoring program program to support and retain new staff. Strategy's Expected Result/Impact: Decrease in turnover; Increase in retention rate; Increase in years of experience of RISD teachers Staff Responsible for Monitoring: Lead Mentor Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Strategies for intentional New Teacher Academy on campus will address needs of new teachers through monthly topic-focused meetings, supports, implementing the RISD teacher competencies, and planning sessions with campus specialists. Strategy's Expected Result/Impact: Decrease in turnover Decrease in turnover; Increase in retention rate; Increase in years of experience of RISD teachers Staff Responsible for Monitoring: Lead Mentor Teacher Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue to retain, recruit, and hire a diverse staff (gender, ethnicity, language) Strategy's Expected Result/Impact: Diverse staff to match our diverse student population. Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



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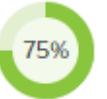

Goal 3: We will recruit, retain and reward quality personnel.













Performance Objective 2: Provide necessary campus professional development to successfully implement the Vision, Mission, Goals and Objectives of RISD/OHE.

Evaluation Data Sources: Increase retention and quality of teachers.

Increase in positive responses by staff on Climate Survey concerning professional development offered on campus .

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide campus professional development in all curricular areas supporting TRS/Lead4Ward. Strategy's Expected Result/Impact: Walkthrough data, planning meeting agendas Staff Responsible for Monitoring: Administrators ILT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	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. Strategy's Expected Result/Impact: Agendas Performance growth goals Improved teacher feedback Improved student performance Staff Responsible for Monitoring: Administrators ILT Special Education Team Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 3 Details	Reviews			
Strategy 3: Utilize the district's walkthrough form to give intentional, specific feedback for teacher growth Strategy's Expected Result/Impact: Teacher retention Increased progress towards TTESS goals Increase in teacher effectiveness improving student growth Staff Responsible for Monitoring: Administrators Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Support teachers in obtaining their ESL certification by EOY 2022-2023. Strategy's Expected Result/Impact: All teachers will have their ESL certification to service students. Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals	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 1: 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 group and/or survey results

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Encourage campus participation and partnership with PTA. Strategy's Expected Result/Impact: Staff membership will be 100%. Families will be engaged in O. Henry PTA activities. OHE PTA membership will be at 300 or more. Staff Responsible for Monitoring: PTA Board All Staff Administrators Title I: 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Facilitate multiple opportunities for family/parent engagement through flexible scheduling of programs/assemblies/events Strategy's Expected Result/Impact: Increased participation Improved communication Calendar of Events Increase parent attendance at school events at greater than 30% Staff Responsible for Monitoring: Principal ILT Counselor Title I: 4.2	Formative			Summative
	Nov	Jan	Mar	June
				



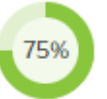





Strategy 3 Details	Reviews			
Strategy 3: Continue to foster business and community partnerships. Strategy's Expected Result/Impact: Stronger community ties and participation in campus events. Staff Responsible for Monitoring: Administrators Title I: 4.1, 4.2 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning	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 2: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system that includes websites, print, social media and video.

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

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize multiple, creative strategies for on-going communication with parents and community including interpretation services and Talking Points a. Teacher conferences, emails, phone calls home, videos b. Class communications (Seesaw, Google Classroom) c. Blackboard Connect d. Social media Strategy's Expected Result/Impact: Improved communication Increase in positive responses Staff Responsible for Monitoring: All staff Title I: 2.6, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize campus surveys to identify and develop campus goals i.e. teacher morale and discipline. Strategy's Expected Result/Impact: Campus goals are focused on stakeholders' identified needs. Staff Responsible for Monitoring: All staff Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 3 Details	Reviews			
Strategy 3: Provide one campus based volunteer opportunity in Voly per month. Strategy's Expected Result/Impact: Increase volunteer participation Staff Responsible for Monitoring: Executive assistant	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: 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: Use audit reports to evaluate fiscal practice.

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
Strategy 1: O Henry's budget will be operated in a responsible, effective and efficient manner in all areas. Strategy's Expected Result/Impact: Audit results will be favorable Compliance with district policies for money handling Staff Responsible for Monitoring: Executive Assistant Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Plan for employee money handling procedures once per semester. Training will include proper money. handling procedures, processing PO's, etc. to ensure staff is following proper policies and procedures Strategy's Expected Result/Impact: Ensure staff is following proper policies and procedures Responsibly manage resources Staff Responsible for Monitoring: Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure expenditures support student outcomes, teacher morale, retention, etc. Strategy's Expected Result/Impact: Financially responsible Staff Responsible for Monitoring: Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Explore grant opportunities. Identify and qualify for grants when appropriate. Strategy's Expected Result/Impact: Increased grant opportunities Staff Responsible for Monitoring: IC	Formative			Summative
	Nov	Jan	Mar	June
				



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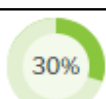
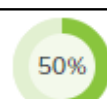
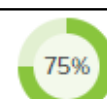
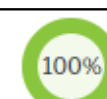


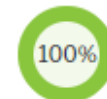

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Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

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

Evaluation Data Sources: Positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey results.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Communicate via blackboard with parents after monthly safety drills. Strategy's Expected Result/Impact: Parents will be informed so that responses to focus groups and/or surveys will be positive. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate on-going safety protocols to students and staff by holding "I Know What to do Days" (Live Wise, Live Healthy) in October, December, January and April. Strategy's Expected Result/Impact: Students and staff will be prepared in emergency situations Campus will have completed by April, 2021 Staff Responsible for Monitoring: Administrators All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Update CIP quarterly to show progress and completion of campus goals: November 18; January 27; March 31; June 9 Strategy's Expected Result/Impact: Ensure focus on the goals of the RISD/OHE mission. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Host Safety Week on August 29 - September 2 and participate in evacuate, hold and secure, lockdown, shelter and place, and fire drills. Strategy's Expected Result/Impact: Students and staff will be prepared during any and all crisis situations.	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Teach staff the "smart casual" dress code definition. Strategy's Expected Result/Impact: Professionally dresses staff Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Create a system to Raptor all visitors. Strategy's Expected Result/Impact: All visitors will wear a Raptor badge. Staff Responsible for Monitoring: Office staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Communicate and implement the RISD cell phone policy. Strategy's Expected Result/Impact: Decrease in cell-phone related discipline issues Increase student engagement	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

State Compensatory

Budget for O. Henry Elementary

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 3

Brief Description of SCE Services and/or Programs

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Personnel for O. Henry Elementary

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Kathy Shivers	Campus Reading Specialist	1
Mary Pena	Aide 1	1
Valerie Frazier	Teacher	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amanda Willett	Campus Math Support	Schoolwide	.5
Catherine Healey	Campus Reading Specialist	Schoolwide	1
Lacey Shepherd	Instructional Coach	Schoolwide	1