

Richardson Independent School District

Wallace Elementary

2022-2023 Campus Improvement Plan



Mission Statement

All students will experience a safe, engaging, and challenging environment where respect is valued, pride is nurtured, and success is expected; empowering students to be prepared for the 21st century.

Vision

Where all students learn, grow, and succeed

Value Statement

Integrity-Inspiration-Inclusiveness-Innovation

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Indian or Alaskan Native	
Asian	102
Black, Non-Hispanic	107
Hispanic/Latino	150
Multiple	19
Native Hawaiian or Pacific Islander	
White, Non-Hispanic	207
Total	588

Wallace is composed of a diverse student population of 588 students in PK-6. Our Asian population consists of unschooled, asylee refugees from Burma and our Afghan population has significantly increased. The Hispanic & White student groups have stayed relatively stable. Wallace is continuing to focus on academic growth for all students on local & state assessments for ELL language learners, African American students, and students served through Special Education.

Demographics Strengths

The student population at Wallace is very diverse, representing varied backgrounds and cultures. This is a strength as this gives the entire student body the opportunity to not only learn about the many cultures, but to also grow respect the backgrounds and cultures that are presented.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The mobility rate is greater than 10% per year. **Root Cause:** The rent for apartments continues to increase.

Student Achievement

Student Achievement Summary

Wallace improved its state academic rating from a letter grade of "D" to a letter grade of "B" due to good first instruction and significant student growth. Wallace staff will participate in RISD additional training opportunities, embedded professional development in Professional Learning Communities, and in ongoing support/feedback. Teachers in grades K and 1 participated in the Texas Reading Academies in the 2021-22 school year. Grade 2 teachers participated in the RSSP program which will strengthen TEKS alignment and instruction. This year, teachers in grades 2 and 3 are participating in the TExas Reading Academies. Wallace will wholeheartedly support the district vision all students reading on grade level by third grade and all students experiencing at least a year's growth.

Although, Wallace has made significant gains overall, math achievement still lags behind reading. As a result, teachers will participate in professional learning and extended learning opportunities that will take them through a deep assessment of the math standards and the expected student outcomes.

Student Achievement Strengths

The majority of the students demonstrate growth on MAP assessments from BOY to EOY. The students are able to engage in meaningful conversations in which they not only respond to questions, but also ask questions. They interact respectfully in a collaborative manner to complete assignments and projects. Our Wallace Wolves demonstrate leadership qualities in their day to day interactions with peers, teachers, and staff members.

School Culture and Climate

School Culture and Climate Summary

Overall, Wallace students enjoy coming to school and believe the campus is a safe and nurturing environment. We have implemented a positive behavior system and school wide expectations for all common areas. This year, students (and teachers) receive "Catch a Wolf" tickets for exhibiting our PBIS traits. All students and staff have been assigned a Wolf team and complete for points each nine weeks. This year, Wallace will continue to implement SEL campus-wide. We embrace the challenge of developing a schoolwide expectation for manners, mutual respect, and following directions. In addition, Wallace has instituted the Wallace Way - a system for increasing student confidence, leadership, and responsibility in the classroom by standing to speak, tracking the speaker, focusing on manners and leadership traits.

School Culture and Climate Strengths

Students assist in the development of Wolf PACKS.

Students honor the Wolf PACKS due to ownership and quarterly incentives.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Wallace 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. Wallace will research best practices and provide resources to support teachers as they maintain a nurturing work environment focused on student success by building relationships. Wallace will continue to support new teachers through strategic pairing with mentor teachers. In addition to ongoing data analysis and needs assessments, administrators will be able to provide recommended or required professional development sessions for staff in need of support.

Staff Quality, Recruitment, and Retention Strengths

- New teachers are assigned mentors
- New teachers participate in on-going professional development opportunities at the campus level
- Mentors and Mentees meet monthly
- Mentees are given the opportunity to observe other teachers.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Wallace utilizes the curriculum provided by the district. Multiple data sources are used consistently to drive classroom instruction, as well as the focus for I-Time and small group instruction. Data indicates a need for closing the gaps between our sub-populations. Also, students will continue to receive dyslexia, special education and ESL support. Teachers will routinely participate in Extended Planning in which they will be given the opportunities to dive deeply into the curriculum and design instruction that will meet the needs of ALL students. Wallace values the differentiation in presentation of curriculum to meet the needs of all students within the diverse student population at Wallace.

Curriculum, Instruction, and Assessment Strengths

Teachers have grown in the area of developing lessons and implementing instruction that is tightly aligned to the Texas Essential Knowledge and Skills (TEKS).

Parent and Community Engagement

Parent and Community Engagement Summary

Wallace will continue to focus on increasing links between home and school by providing systematic opportunities for parent engagement and community involvement. Wallace PTA membership has grown significantly. Wallace regularly sends Connect - Ed messages in English and Spanish while the parent liaison translates for the majority of refugee population. Wallace encourages parent volunteers and partnerships with community organizations such as Lake Highlands Womens' League, Lake Highlands Exchange Club, Prestoncrest Church, and Pepsi Co. to enhance the lives of our students and the opportunities our school may provide. Town Hall meetings will also take place this year at the apartment complexes to increase collaboration with all parents and community stakeholders.

Parent and Community Engagement Strengths

The Wallace PTA is very active on the Wallace campus. Wallace has also developed partnerships with several organizations in the Lake Highlands community. (Lake Highlands Estate, ELKS Club, Lake Highlands Women League)

School Context and Organization

School Context and Organization Summary

Wallace will focus on celebrating ALL growth of staff and students and monitor data to focus decisions to ensure that this growth occurs. Wallace has developed growth goals for every student topping out at 100% within a 5-year period. The master schedule has been built with the input of MTA, ESL, and special education teachers to maximize instructional time and provide opportunities for multiple interventions. The use of I-Time will be monitored on a frequent basis to ensure growth is happening throughout the school year. Wallace data meetings will be held each six weeks with administrators, counselors, and classroom teachers to review individual student in the areas of academic achievement, behavior, and attendance data.

Technology

Technology Summary

Technology integration is an important component of student learning environment at Wallace Elementary, and we will be leaders in the area of class sets of iPads. Teachers will use devices and learn additional technology strategies to facilitate learning and provide feedback to students and parents. Teachers will receive new MAC computers and will receive specific training to effectively use the new devices. The computer lab at Wallace will be outfitted with MAC computers and students will learn how to effectively use the new models. We will continue to work with our district Instructional Technology Cluster Specialist to provide teachers with professional development opportunities in the area of technology.

Technology Strengths

Every student has an iPad. Teachers have iPads and MacBook Air laptops. Technology is used for both individual and collaborative student work. Students are given the opportunity to practice using the iPads which is beneficial since most assessments are given online.









Priority Problem Statements

Goals

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

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









Evaluation Data Sources: Increase students meeting the CCMR indicator from 61.3% to 70%

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Students in sixth grade will visit a college and participate in a college tour virtually. A parent training will also be provided for 6th grade parents to support them in planning for pre-AP, Junior High Transition and Magnet School Programs. Strategy's Expected Result/Impact: Increased number of outgoing 6th grade students enrolling in advanced courses in 7th grade. Staff Responsible for Monitoring: Counselors./				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 2: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning







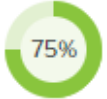









Evaluation Data Sources: Move as a district from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes Survey

Strategy 1 Details		Reviews			
Strategy 1: Ongoing training will be provided by the Technology Committee to support teachers with the implementation of iPads as an instructional tool. Faculty, staff, students, and parents will be trained in Internet safety/digital citizenship. Strategy's Expected Result/Impact: Students will be proficient in the use of technology (iPads) which will lead to increased student achievement. Staff Responsible for Monitoring: Staff Responsible for Monitoring, LITE, Technology Committee, Instructional Technology Support		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 unique needs of all our students.

















Performance Objective 3: Implement activities into RISD campuses in order to support students' academic, social and emotional growth.









Evaluation Data Sources: Lesson Plans, Lesson Implementation, Decreased Discipline, ISS and OSS Referrals

Strategy 1 Details	Reviews			
Strategy 1: Wallace students will participate in Second Step (SEL Program) for a minimum of 20 minutes daily to increase problem solving skills and decrease office referrals. Strategy's Expected Result/Impact: Implementation of an SEL curriculum will decrease office referrals, increase school climate, and equip students with problem solving skills. Staff Responsible for Monitoring: Administrators, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Wallace will utilize PACKS as a classroom management system to develop an instructional structure in which students are responsible, motivated, and highly engaged in the specific task at hand. Wallace will utilize a PBIS Committee to target campus needs and create a plan of action. Strategy's Expected Result/Impact: Students will develop a sense of awareness for others and respect their differences. Teachers will be able to identify students needing additional supports and resources. Staff Responsible for Monitoring: Administrators, Classroom Teachers, Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide varied opportunities for students to participate in extra-curricular activities. Strategy's Expected Result/Impact: Increased student participation in extra-curricular activities. Staff Responsible for Monitoring: Admin, extra-curricular program sponsors, counselors	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 unique needs of all our students.

Performance Objective 4: Create Pk-12 programming to support healthy life choices by students and staff













Strategy 1 Details	Reviews			
Strategy 1: Wallace will align with the Live Wise Live Healthy objectives outlined by RISD. We will provide systematic support for students in crisis through our Student Success Meetings and MTSS Process aligned to Branching Minds. We will continue to seek proven and highly successful interventions for students struggling in reading and math. Strategy's Expected Result/Impact: Students experiencing crisis will be provided with the resources and supports needed to help them be healthy and productive members of the Wallace community. Staff Responsible for Monitoring: Counselors, ILT Team, and Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students will participate in such programs as Teen Screen (6th grade) and daily SEL lessons. Students will participate in anti-bullying dating violence (grade level appropriate) and harassment lessons. Bullying incidents will be documented and communicated to parents. Strategy's Expected Result/Impact: Students will develop a sense of awareness for others and respect their differences. Teachers will be able to identify students needing additional support and resources. Staff Responsible for Monitoring: Administrators, Counselors, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Wallace will establish a clearly defined discipline management plan through the use of PBIS. Staff will receive ongoing training that will be provided by the campus PBIS team. Strategy's Expected Result/Impact: Improved student discipline and decreased number of student referrals Staff Responsible for Monitoring: Administration, PBIS Team (District and Campus), Teachers, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: All faculty and staff will be trained in suicide/substance abuse prevention and intervention. Strategy's Expected Result/Impact: Faculty/staff will be aware of the signs of suicide/substance abuse. Staff Responsible for Monitoring: Admin, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Faculty, staff and students will be trained on internet safety/Digital citizenship. Strategy's Expected Result/Impact: Proper/safe use of internet. Staff Responsible for Monitoring: Admin, Technology Assistant, Classroom Teachers, Parents	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.



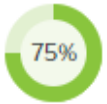



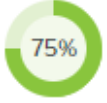





Performance Objective 5: Ensure a culture and environment that embraces equity, diversity and inclusion throughout RISD programs and systems of support

Evaluation Data Sources: Increase hiring and representation of staff and students in all areas of district function, including increased achievement of Hispanic, AA, Asian, ELL and SPED performance as measured by STAAR (see performance growth goals).

Strategy 1 Details	Reviews			
Strategy 1: Offer training led by our instructional coaches in collaboration with our Special Education, and SEL departments to help staff understand the needs, supports, accommodations, and resources to ensure academic and social behavior (discipline) success for our special education students. Strategy's Expected Result/Impact: Teachers will gain a better understanding of special education students and how to better academically and socially serve them. Staff Responsible for Monitoring: Admin, Instructional Coaches, Special Education Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will utilize the Student Success Team process and MTSS process. Interventions will be logged and monitored using Branching Minds. Strategy's Expected Result/Impact: Increased student achievement as a result of early identification and interventions Staff Responsible for Monitoring: Administrators, Instructional Coaches, Special Education Team, Teachers	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 unique needs of all our students.

Performance Objective 6: The campus will monitor data reports concerning immunization compliance, student absences in order to monitor communicable diseases. The Campus Emergency Response Team will conduct AED drills each semester.

Strategy 1 Details	Reviews			
Strategy 1: Students' attendance will be monitored using the A2A system. Letters will be generated alerting parents of the excessive absences and the A2A team can track absences in order to monitor communicable disease issues. Parents will also be notified when immunization records are not current. Strategy's Expected Result/Impact: There will be an increased number of healthy students on the campus as a result of the monitoring. Increased average daily attendance percentages. Staff Responsible for Monitoring: Admin, SDS, Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: The Campus Emergency Response Team (ERT) will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: The ERT will know how to respond if a cardiac event occurs on campus.	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 unique needs of all our students.

Performance Objective 7: The campus will increase the number of minutes students spend in the Early Childhood programs.













Strategy 1 Details	Reviews			
Strategy 1: Wallace will continue to implement a full day PK program. Strategy's Expected Result/Impact: Increased number of students reading on grade level by 3rd grade. Staff Responsible for Monitoring: Admin, PK Teachers, Literacy Dept.	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 1: Improve student performance and ensure 100% of campuses are rated "Met Standard"

High Priority

















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

Strategy 1 Details	Reviews			
Strategy 1: Focus on student growth in PLCs, specifically in the subpopulations. Lesson design and planning will focus on PLC Questions 3 and 4. We will increase the number of students who meet their growth measures on STAAR. Strategy's Expected Result/Impact: BOY, MOY, and EOY MAP Data Staff Responsible for Monitoring: Administrators, ILT and Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: PLCs will be lead by ILT and follow DDI protocol after all major local and district assessments. (MAP, QSA, STAAR) Strategy's Expected Result/Impact: Increased student achievement on local and district assessments. Staff Responsible for Monitoring: Campus Admin, ILT, Academic Facilitator	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas in an effort to increase the number of students moving from approaches to meets in all tested areas on STAAR 2.0.

Evaluation Data Sources: Increased student achievement on MAP, QSA, and STAAR assessments

Strategy 1 Details	Reviews			
Strategy 1: The academic facilitators and Instructional Coach will take an active part in training PLC leads, and strengthening Tier 1 training. Wallace will work in PLCs to ensure that instruction aligns with TRS, Lead4Ward, and the assessed curriculum. Strategy's Expected Result/Impact: Increased Student Achievement Staff Responsible for Monitoring: Admin, Academic Facilitator, Instructional Coach, and Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Recurring PLC meetings to collaboratively plan lessons: SE Breakdown, Know and Show Charts Strategy's Expected Result/Impact: Effective Tier 1 Instruction and Increased Student Achievement Staff Responsible for Monitoring: Admin, Academic Facilitator, Instructional Coach, and Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: In PLCs, teachers will monitor the progress of sub-populations (AA, Hispanic, Asian, SpEd, etc.) and develop intervention plans to increase student achievement in all tested areas (grades 3-6 reading and math). Interventions will be tracked in Branching Minds. Student Success Meetings (RTI) will be used to identify students and MTSS Process which is aligned to Branching Minds will be used to monitor progress. We will continue to seek proven and highly successful interventions for students struggling in reading and math. Strategy's Expected Result/Impact: Increased Student Achievement in all Student Sub-Populations Staff Responsible for Monitoring: Admin, Academic Facilitator, Instructional Coaches, and Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Students will be given the opportunity to build readiness for STAAR 2.0 by participating in math quizzes, by participating in online programs that will expose them to the STAAR 2.0 question types. Strategy's Expected Result/Impact: Increased student achievement in all assessed subject areas on STAAR 2.0. Staff Responsible for Monitoring: Admin, Instructional Coaches, Teachers, Students	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: Implement a K-12 Balanced Literacy Program (Reading and Writing).









Evaluation Data Sources: Balanced Literacy Model/Framework

Strategy 1 Details	Reviews			
Strategy 1: Wallace will focus on balanced literacy in monolingual classes through the alignment of resources, balanced time and treatment, and best instructional practices. Teachers in K-2 will participate in Extended Planning that will focus on the literacy block. Strategy's Expected Result/Impact: A clear understanding of balanced literacy and best teaching practices for monolingual and bilingual students will be outlined and followed. Increased number of students reading on grade level by 3rd grade. Staff Responsible for Monitoring: Admin, Literacy Department, Literacy Interventionist and Classroom Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 4: Ensure 100% of English Language Learners (ELL) students 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 district performance growth goal

Strategy 1 Details	Reviews			
Strategy 1: Wallace will target students who struggled with the listening and speaking portions of TELPAS. Additional practice with the online platform will be used to support these students on TELPAS. ESL students will be pulled out for phonics, vocabulary and reading support. Strategy's Expected Result/Impact: By the end of the year, all EL students will increase by one level. Staff Responsible for Monitoring: Admin, EL teachers, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 5: Wallace will improve 3rd grade reading performance by by focusing on literacy in PK-12.



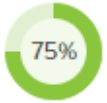





Evaluation Data Sources: Progress monitoring through running records, QSAs, etc.

Strategy 1 Details	Reviews			
Strategy 1: Wallace will continue to participate in the Big 12 Schools reading initiative and implement the use of a student reading interventionist. Strategy's Expected Result/Impact: All students reading on grade level by 3rd grade. Staff Responsible for Monitoring: Admin, Classroom Teachers, ESSER Support Teacher, Literacy Specialist	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: K-2 Teachers will participate in required PD conducted by the Literacy and Intervention department. Second and third grade teachers will participate in the Texas Reading Academies (TRA). Strategy's Expected Result/Impact: All students reading on grade level by third grade. Staff Responsible for Monitoring: Admin, instructional coach, campus reading specialist, K-2 reading teachers	Formative			Summative
	Nov	Jan	Mar	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 6: Wallace will implement a School Wide AVID Program







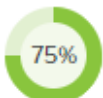

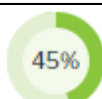
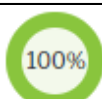
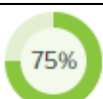
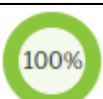




Evaluation Data Sources: Increased student achievement on local and state assessments

Strategy 1 Details	Reviews			
Strategy 1: All teachers will participate in AVID training at the beginning of the year. The AVID site team will meet monthly to progress monitor the implementation of the AVID program and its components. Strategy's Expected Result/Impact: Teachers will gain the knowledge needed to implement an effective AVID program. Staff Responsible for Monitoring: Admin, AVID Site Team, Classroom Teachers	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: Students will participate in MAP assessments at the beginning of the year, middle of the year, and end of year.







Evaluation Data Sources: MAP Data

Strategy 1 Details	Reviews			
Strategy 1: The MAP Family reports will be sent home to parents after each MAP assessment. Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Admin, Instructional Coaches, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students will participate in goal setting for success after the MOY MAP assessment. Strategy's Expected Result/Impact: Increased Student Achievement Staff Responsible for Monitoring: Admin, Instructional Coaches, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Teachers will participate in Data Dig sessions after each MAP administration. In the sessions, teachers will analyze the data, determine strengths/weaknesses, and develop intervention/enrichment plans.	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 8: All teachers will complete GT professional development hours and acquire the certificate. (Foundational-30 hours, Update 6 hours)

















Evaluation Data Sources: GT logged hours and certificates

Strategy 1 Details	Reviews			
Strategy 1: The Advanced Learning Teacher (ALT) works with teachers to ensure the hours are met to acquire a certificate. Strategy's Expected Result/Impact: Teachers will meet the requirements to earn a certificate. Staff Responsible for Monitoring: ALT Teacher and classroom teachers	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflect the RISD student population









Evaluation Data Sources: Increase in diverse demographic representation in RISD hiring from 32.4% to 40%

Strategy 1 Details	Reviews			
Strategy 1: Wallace will continue to seek out diverse candidates to participate in the interview process, and we will ensure our interview process is equitable and uniform for all candidates. Strategy's Expected Result/Impact: Equitable hiring practices that align with RISD guidelines Staff Responsible for Monitoring: Admin and Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: New teachers will participate in the New Teacher Academies conducted at the campus level. Wallace will ensure all new teachers are assigned a mentor who will meet with the new teacher at least once per week. Strategy's Expected Result/Impact: Increased retention rate of new teachers. Staff Responsible for Monitoring: Admin, Teacher Mentors, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: District walk through forms will be used to give intentional, specific feedback for district growth. Strategy's Expected Result/Impact: Increased retention of qualified personnel. Staff Responsible for Monitoring: Admin, Instructional coaches, academic facilitator, TRA coach	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: Increase student achievement of all student populations, specifically students with disabilities, through successful implementation of TEKS and Lead4ward in all curricular areas.









Evaluation Data Sources: PD agendas, Sign In Sheets and Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: Teachers will participate in PD that will lead to the successful implementation of TEKS and Lead4ward in all curricular areas to enhance learning of all student populations, including students with disabilities. Strategy's Expected Result/Impact: Increased student achievement in all student populations	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 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 groups meetings/parent survey.

Strategy 1 Details		Reviews			
Strategy 1: Wallace will promote evening events to increase parent participation (Meet the Teacher Night, Open House, Parent/Teacher Conferences, Multicultural Night, etc.) Wallace will work with the PTA to provide after-school activities and events such as the Wallace Auction, Spring Market, etc. Strategy's Expected Result/Impact: Parents will attend events on campus and leave with tools and strategies to help their child with learning. Funding provided for parent education and engagement during our four evening events. Staff Responsible for Monitoring: Administrators Title 1 Parent Involvement Coordinator		Formative			Summative
		Nov	Jan	Mar	June
					
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> 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 the Blackboard Mass communication system.













Evaluation Data Sources: Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses at or above 85%

Strategy 1 Details	Reviews			
Strategy 1: Wallace will utilize digital newsletters to provide monthly communication to parents and community members, Blackboard Mass Communication and social media to deliver these newsletters, and paper newsletters provided by grade levels monthly. Strategy's Expected Result/Impact: Parents will receive timely communication about events, campus expectations, and topics of focus for instruction. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 25%	<div><div></div></div> 65%	<div><div></div></div> 80%	<div><div></div></div> 100%
<div><div>0%</div>No Progress</div> <div><div>100%</div>Accomplished</div> <div><div>→</div>Continue/Modify</div> <div><div>✗</div>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 3: Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations to include the continued partnership with the Wallace PTA.













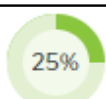
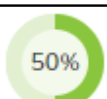
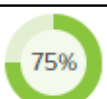

Evaluation Data Sources: Sign In Sheets, Agendas/Programs









Strategy 1 Details	Reviews			
Strategy 1: Wallace will continue partnerships with Women's League, Exchange Club of Lake Highlands, Lake Highlands Estate and PTA volunteers. Strategy's Expected Result/Impact: Increased number of volunteers and support from community partners. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Wallace will use ongoing creative avenues to communicate and market the Wallace brand to the parents and the community. Strategy's Expected Result/Impact: Increased number of volunteers and support from community partners. Staff Responsible for Monitoring: Admin	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: Budget Ledger









Strategy 1 Details	Reviews			
Strategy 1: Wallace elementary will align needs and financial resources to ensure responsible use of funding. Strategy's Expected Result/Impact: Title I funding will be used to purchase reading, math, and science resources to support STAAR grades 3-6. Staff Responsible for Monitoring: Administrators, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Wallace will identify and qualify for grants that will help meet the expected outcomes of the campus. Strategy's Expected Result/Impact: Wallace will apply for a grant with the League of 100 Women, LH Exchange Club, and the LH Women's League. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide training and support for staff processing PO's, sub payments. Strategy's Expected Result/Impact: Ensure staff are following proper financial policies and procedures. Staff Responsible for Monitoring: Administration Executive Secretary	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Conduct fall and spring training for employees on proper money handling procedures. Strategy's Expected Result/Impact: 100% Compliance on financial audit. Staff Responsible for Monitoring: Administration Executive Secretary	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details		Reviews			
Strategy 5: Provide training to staff who directly order/receive goods. Strategy's Expected Result/Impact: Ensure staff are aware of proper procurement procedures and implement policy to 100% compliance.		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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


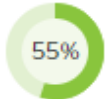






Evaluation Data Sources: Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses;

Strategy 1 Details	Reviews			
Strategy 1: We will extend our welcoming and comfortable environment by providing a relaxing and inviting environment in the teachers' lounge, and decorating our main hall with Wolf Team colors. Classroom will be safe, warm, clean, organized and inviting to maximize student focus and growth. Strategy's Expected Result/Impact: Faculty, staff, students, parents, and community will feel welcomed. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 2: Ensure all business, human resources and student information systems meet the needs of students, staff and parents.



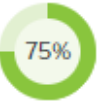





Evaluation Data Sources: Expect a 95% positive response on district climate survey

Strategy 1 Details	Reviews			
Strategy 1: We will increase the quality of customer service in our front office and on the campus through high-quality, memorable interactions with parents, students, and staff. Strategy's Expected Result/Impact: All stakeholders will feel welcome at Wallace as soon as they enter the doors. Staff Responsible for Monitoring: Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 3: Actively engage in on-going safety protocols.













Evaluation Data Sources: Safety Protocol Drill Logs

Strategy 1 Details	Reviews			
Strategy 1: All safety procedures and drills will be conducted monthly and according to guidelines, with follow-up actions and training, and with parent communication, via Blackboard, regarding the drills. We will conduct 'I Know What To Do Days' and Safety Week to communicate safety expectations with students and families. Strategy's Expected Result/Impact: Increased knowledge of what to do in the case of an emergency and trust from parents regarding the quality of safety procedures at Wallace. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 4: Faculty, staff and students will receive on-going training on the safety protocols for the campus and the district.









Evaluation Data Sources: Professional Development Agendas, SEL lessons, Sign-in Sheets

Strategy 1 Details	Reviews			
Strategy 1: Faculty and staff will participate in on-going professional development sessions. Teachers will provide safety lessons for the students during SEL time. Strategy's Expected Result/Impact: Faculty, staff and students will know and be able to implement the safety protocols such as mask wearing, social distancing, and COVID positive/COVID exposure reporting. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Front office staff will be trained in using the Raptor system for all visitors. Visitors must present a valid photo ID, sign in, and be cleared through the Raptor system. All volunteers must complete and get clearance through the VOLY system prior to volunteering, attending field trips, etc. Strategy's Expected Result/Impact: Increased staff/student safety. Staff Responsible for Monitoring: Admin, Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 5: All students will adhere to the dress code and cell phone policies.









Evaluation Data Sources: Decreased referrals for dress code and cell phone violations

Strategy 1 Details	Reviews			
Strategy 1: Both the dress code policy and cell phone policy will be communicated to the students and parents. The information will be communicated to parents via the parent newsletter which will be distributed using Blackboard Mass Communication. Strategy's Expected Result/Impact: Decreased referrals for dress code and cell phone violations Staff Responsible for Monitoring: Admin, Counselors, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 6: The CIP will be updated to show the quarterly progress.

Evaluation Data Sources: Updated CIP

Strategy 1 Details	Reviews			
Strategy 1: The CIP will be updated quarterly by the following deadlines: November 18, January 27, March 31, and June 9. Strategy's Expected Result/Impact: Continuous monitoring of CIP for program/structure effectiveness Staff Responsible for Monitoring: Admin, ILT	Formative			Summative
	Nov	Jan	Mar	June
	 35%	 100%	 75%	 100%
 0% No Progress  100% Accomplished  Continue/Modify  Discontinue				