Richardson Independent School District

Yale Elementary

2022-2023 Campus Improvement Plan

Mission Statement

A united community that grows all students academically, socially, and emotionally to inspire successful, global leaders of tomorrow.

Vision

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

Value Statement

Integrity - Inspriation- Inclusiveness - Innovation

FOCUS

Students are the primary focus of RISD staff and staff if the primary focus of the administration.

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Yale is home to 415 prek-6 students, including a central Special Education program, ECSE and DLC.

We are a growing neighborhood school. Yale serves a diverse student population that is comprised of students identifying in the the following demographics:

- 46.5% White
- 25.5% Hispanic
- 12.3% African American
- 9.16% Asian
- 6.5% Two or more ethnicities
- 20% Special Education
- 11.4% Emergengt Bilingual
- 11.8% Gifted and Talented
- 40.2% Economically Disadvantaged
- 15.7% Meet criteria for 504

Student Achievement

Student Achievement Summary

In 2021-22, Yale Met Standard in all indexes.

On STAAR reading:

3rd grade - 79% approaches, 61% meets, and 45% mastered

4th grade- 84% approaches, 65% meets, and 39% mastered

5th grade- 78% approaches, 54% meets, and 42% mastered

6th grade- 71% approaches, 54% meets, and 29% mastered

On STAAR math:

3rd grade- 74% approaches, 52% meets, 27% mastered

4th grade- 84% approaches, 63% meets, 39% masters

5th grade- 70% approaches, 40% meets, and 20% masters

6th grade- 81% approaches, 50% meets, 23% masters.

On STAAR science for 5th grade- 56% approaches, 32% meets, and 6% masters

School Culture and Climate

School Culture and Climate Summary

Yale is a safe and learning focused campus where students enjoy coming to school. Yale continues to address campus behavior management through the implementation of Positive Behavior Interventions and Support (PBIS) for positive reinforcement of appropriate behaviors, and CHAMPS to set clear expectations for classroom management. Yale also focuses on social-emotional development through daily SEL curriculum, Sanford Harmony. We believe this approach promotes a culture of positive interactions between staff, students, and community.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Yale maintains a focus on the retention of a highly qualified and student focused staff. Yale will research best practices and provides resources to staff for continued growth through professional development, professional learning communities, and data analysis meetings as we focus on student success for all. Yale continues to support new teachers through the assignment of mentor teachers.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Yale utilizes curriculum that aligns with district and state standards. Master schedules are developed to provide consistancy and limit

disruptions in instuctional blocks. Time within the school day is provided for individualized instruction ("i-Time") to support the needs of all

learners. Support staff works with students identified as English Language Learners and students with disabilites. Data driven decisions are made by

monitoring and evaluating student growth through summative and formative assessments. Our professional staff utilizes on-going data analysis to make

instructional decisions, as we target growth for all student groups.

Parent and Community Engagement

Parent and Community Engagement Summary

Yale continues to focus on increasing links between home and school by providing opportunities for parent engagement and community involvement. Yale partners with the PTA to support and increase PTA membership, outreach, and involvement on our campus.

School Context and Organization

School Context and Organization Summary

The Yale goal for 2022-2023 aligns with the RISD district vision: Where all students connect, learn, grow, and succeed. Yale is focused on growth goals to ensure 100% of Yale students are successful within district and state time lines. Yale's master schedule has been built to maximize instructional time and to provide opportunities for student interventions including Social-Emotional growth. Campus data meetings are scheduled to focus on student interventions and monitor student growth.

Technology

Technology Summary

Technology integration is an important component of student learning at Yale. All students have access to 1-1 technology in their classrooms. Teachers monitor technology through Apple Classroom, as well as other avenues such as IXL, Zearn, and ST Math. Students are encouraged to explore iPad apps for use in applying new skills and creating projects. Yale continues to provide technology opportunities for students and evaluate strengths and weaknesses in student learning. Differentiation for all levels drives the implementation of technology within each classroom.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- State and federal planning requirements

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Prekindergarten Self-Assessment Tool
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data

Student Data: Student Groups

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

Student Data: Behavior and Other Indicators

- Attendance data

- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data

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:
Ensure all students graduate college and/or career ready as measured by CCMR indicators (AP, College Ready Assessments, Dual-Credit)

    Evaluation Data Sources: Increase students meeting the CCMR indicator from 65% to 70%

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Need to ensure a 3rd-6th grade career day is in place. Career pathways highlighted on community newsletter.

Strategy 1 Details			Reviews			
Strategy 1: Continue to increase opportunities to develop career, college or military path awareness in elementary to ensure every student is prepared for life after high school including life skills.			**Formative**			**Summative**
			Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Participate in iDream 2023 Increased AVID rich campus environment Increase in positive student survey data Increased career opportunities **Staff Responsible for Monitoring:** Counselor Principal Assistant Principal Elementary AVID liaison Classroom teachers			50%	75%	100%	100%

Strategy 2 Details			Reviews			
Strategy 2: Provide STEM opportunities to all students that exhibits student ability to develop and apply problem-solving, critical thinking, and creativity in real-world scenarios.			**Formative**			**Summative**
			Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increase of students identifying STEM as pathway Student Climate Survey Response iDream 2023 Yale Career Day **Staff Responsible for Monitoring:** Administrators Classroom teachers Counselor LITE STEM Team			50%	75%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

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

Performance Objective 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. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with technology professional learning in multiple settings. Increase teacher/staff capacity in intentional usage of online learning tools.

Strategy 1 Details	Reviews			
Strategy 1: Provide purposeful and relevant professional development for all staff to ensure technology integration that impacts teaching and maintains high levels of student learning and safe digital behavior.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Bright Bytes Survey Data	**Nov**	**Jan**	**Mar**	**June**
Professional Development survey Feedback Results iTeam communication and supports **Staff Responsible for Monitoring:** Principals STEM Team Technology Assistant AIM teachers LITE Counselor Classroom teachers	55%	65%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

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

Performance Objective 3: Implement activities at Yale in order to support students' academic and emotional intelligence growth.

    Evaluation Data Sources: % of students who engaged in SEL implementation (70%-Target Baseline)

    Summative Evaluation: Exceeded Objective

    Next Year's Recommendation: Increase staff training throughout the year to provide additional layers of behavioral support.

Strategy 1 Details	Reviews			
Strategy 1: Readdress and monitor implementation of PBIS/CHAMPS/MAC to address classroom management, structure, and routines.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: % positive response on climate survey (staff and students) Decrease in referral PBIS/CHAMPS walkthrough and feedback process **Staff Responsible for Monitoring:** PBIS Team Campus Administration	60%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Clear and consistent implantation of Yale's discipline management plan and strategies to inform staff of discipline process.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Decrease in ISS/OSS referrals	Nov	Jan	Mar	June
Staff survey increase in the area of discipline support Professional learning opportunities **Staff Responsible for Monitoring:** Campus Administrators PBIS Team	50%	75%	100%	100%

Strategy 3 Details	Reviews			
	Formative			Summative
Strategy 3: Yale's parents will be aware of the bullying plan put in place at Yale Elementary and bullying/cyber bullying incidents.	**Nov**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Parents survey increase in the knowledge of the bullying process Communication provided through Community Newsletters Participate in Live Wise, Live Healthy **Staff Responsible for Monitoring:** Campus Administration Counselor	50%	75%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 4: Expand implementation of the Live Wise Live Healthy initiative.

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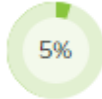
Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue with communication of district and campus health programs.

Strategy 1 Details	Reviews			
Strategy 1: Communicate and implement a comprehensive awareness program to support student wellness and prevention of bullying, cyber bullying, harassment, and dating violence. **Strategy's Expected Result/Impact:** Participate in Live Wise, Live Healthy % increase in positive response on student and staff survey feedback and evaluation from staff, students and community **Staff Responsible for Monitoring:** Counselor Campus Adminstration School Nurse	**Formative**			**Summative**
	Nov	Jan	Mar	June
	55%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Implement health and wellness plan as well as coordinated health program 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:** PE Coach Nurse Counselor Campus Administration	**Formative**			**Summative**
	Nov	Jan	Mar	June
	60%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Enhance prevention programming for substance abuse.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Red Ribbon Week	**Nov**	**Jan**	**Mar**	**June**
Counseling Lessons Student Climate Survey Results Staff Climate Survey Results too Good for Drugs Curriculum 4-6th grade **Staff Responsible for Monitoring:** Counselor Campus Administrator	50%	100%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Strengthen program of services for students identified at-risk for self-harm and Yale will have Suicide/ Substance Abuse Prevention and Intervention Training for staff and students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Campus training by Counselor	**Nov**	**Jan**	**Mar**	**June**
 Student Climate Survey Results **Staff Responsible for Monitoring:** Counselor Campus Administration	50%	100%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Ensure 100% of students have a school/home connection (club, extra curricular, activity, an adult at school)	**Formative**			**Summative**
Strategy's Expected Result/Impact: Reading Club Running Club Safety Patrol Yale Night Activities Student council Choir Mentoring Program STEM Club Lego Club Culture Club PALS Pit crew Service projects **Staff Responsible for Monitoring:** Campus Administration Club Sponsors Counselor	**Nov** 40%	**Jan** 75%	**Mar** 100%	**June** 100%

Strategy 6 Details	Reviews			
Strategy 6: Ensure systems of support are provided to students at-risk including:	**Formative**			**Summative**
a. Refugee/Asylees b. Homeless c. Foster Care **Strategy's Expected Result/Impact:** Service Reports **Staff Responsible for Monitoring:** Student Services Counselor Campus Administration Student Data Specialist ESL teacher	**Nov** 50%	**Jan** 75%	**Mar** 100%	**June** 100%

Strategy 7 Details	Reviews			
Strategy 7: Ensure reports of Title IX violations from student and staff follow policies/guidelines and are implemented appropriately at Yale.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Campus Investigation Data Title IX Staff Training **Staff Responsible for Monitoring:** Campus Administrators Executive Director of Title IX	50%	75%	100%	100%

Strategy 8 Details	Reviews			
Strategy 8: Campus Emergency Response Team (ERT) will respond quickly if a cardiac event occurs on campus	**Formative**			**Summative**
Strategy's Expected Result/Impact: AED drills each semester	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: School Nurse Campus Admistartion AED Team	5%	60%	100%	100%

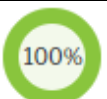| 0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 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).

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue collaboration with Campus Equity Liaison and campus team to plan and build a culture that embraces equity, diversity, and inclusion.

Strategy 1 Details	Reviews			
Strategy 1: Develop and communicate strategy to inform all stakeholders of the supports and strategies from the Department of EDI and Campus Pathway to Equity plan.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Sign in sheets and agenda Cultural diversity/awareness training for staff and students **Staff Responsible for Monitoring:** Counselor Campus Administration Equity, Diversity, and Inclusion Liaison	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Monitor student data reports regarding immunization compliance	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students attend school for support	**Nov**	**Jan**	**Mar**	**June**
Increased Attendance **Staff Responsible for Monitoring:** School Nurse Campus Administration	50%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Monitor student data reports to monitor communicate disease issues on the campus	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Attendance Rates	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: School Nurse Campus Administration	50%	75%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Conduct PLC meetings to monitor strategies such as rigorous, student-focused, and differentiated lessons to promote continuous improvement in prek, Special Education, Dyslexia, ELL, Gifted and Talented, and students served through 504 accommodations..	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Administrators will conduct weekly PLC meetings, conduct walkthroughs, and document observations **Staff Responsible for Monitoring:** Principal Assistant Principal ILT Special Education Team Classroom Teachers	60%	75%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Provide professional learning in the areas of Cultural Competence and Culturally Responsive Teaching.	**Formative**			**Summative**
Strategy's Expected Result/Impact: % positive response increase in culture survey (staff and student) **Staff Responsible for Monitoring:** admin	**Nov**	**Jan**	**Mar**	**June**
counselor Equity, diversity, and inclusion liaison	50%	50%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Monitor and support implementation of Campus Connecting Culture resources in all classrooms.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Connecting Culture Resources	**Nov**	**Jan**	**Mar**	**June**
Professional learning provided by EDI campus liaison Enhanced student-to-student relationships **Staff Responsible for Monitoring:** Administrators Campus Leadership Team EDI team EDI liaison	50%	50%	100%	100%

0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue

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24 of 48

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

Performance Objective 1: Improve student performance and ensure Yale is rated "Met Standard"

    Evaluation Data Sources: Yale achieves meet standard; meet or exceed district performance growth goals

    Summative Evaluation: Exceeded Objective
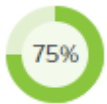
    Next Year's Recommendation: Incorporate universal data tracking folders for student use and additional teacher/student conferencing.

Strategy 1 Details	Reviews			
Strategy 1: Utilize district-wide professional development days, PLCs, and early release days to support and train teachers on effective Tier 1 instruction (ELAR TEKS with Balanced Literacy focus, TRS implementation, MAP data, Culturally relevant strategies, and SEL components)	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Professional Development Evaluation Results Inclusion of strategies in Campus Plan based on data Walkthrough analysis Performance Growth Goals Growth of MAP RIT scores **Staff Responsible for Monitoring:** Campus Administration ILT Instructional Coach Campus Reading Specialist **Title I:** 2.4, 2.5, 2.6	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Evaluate and monitor all student groups measured for accountability with an emphasis on African American and Hispanic student groups.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improved Student Performance on state required assessments (STAAR, TELPAS) Review of student performance data by student groups each 9 weeks Review of student performance data by student groups by teacher each 9 weeks Data Meetings as called by Central Office Staff Performance Growth Goals Increased MAP RIT scores **Staff Responsible for Monitoring:** Campus Administration ILT Instructional Coaches Campus Reading Specialist	50%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Increase number of students moving from "approaches" to "meets" in all tested areas.	**Formative**			**Summative**
Strategy's Expected Result/Impact: i-time schedule and plans based on student need.	Nov	Jan	Mar	June
Review of student performance data following each district assessment	50%	75%	100%	100%
Review of item analysis following each district assessment				
Review of student group performance following each district assessment				
Review of student group performance				
TTESS refinement activities				
Performance Growth Goals				
Increased MAP RIT scores **Staff Responsible for Monitoring:** Campus Administration				
ILT				
Instructional Coach				
Campus Reading Specialist				
Title I: 2.4, 2.5, 2.6				

Strategy 4 Details	Reviews			
Strategy 4: Attendance will be monitored and addressed by documentation in A2A	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student attendance	Nov	Jan	Mar	June
Decrease in student tardies **Staff Responsible for Monitoring:** Campus Administration	50%	75%	100%	100%
Student Data Specialist				

Strategy 5 Details	Reviews			
Strategy 5: Create strategies and utilize IXL, Performance Assessments, MAP, and Branching Minds to identify and monitor small group instruction to address reading on grade level and math needs in all grades.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased reading and math performance in all grade levels Review of student performance data following each assessment Increase MAP RIT scores in the areas of math and reading for 3rd & 6th grade **Staff Responsible for Monitoring:** Campus Administration ILT Instructional Coaches Campus Reading Specialist Reading and Math Interventionists Co-Teacher	50%	75%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: PreK-3 teachers will increase literacy knowledge through enriching professional development opportunities provided by the Literacy and Intervention Department and through the Texas Reading Academy (TRA).	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: increased K-3 MAP, MAP, & IXL assessment data increased mClass results from BOY to EOY increased CLI assessment data Classroom evidence of Balanced Literacy **Staff Responsible for Monitoring:** Admin CRS & IC Literacy and Intervention Department Co- teacher Reading Interventionist TRA cohort leaders	45%	75%	100%	100%

Strategy 7 Details		Reviews		
Strategy 7: Implement Accelerated Learning plans for 4th-6th grade students not meeting standard on STAAR 2022 during i-time, small group instruction, and tutoring using Really Great Reading, LLI, Think it Up, FCRR, Do the Math, Zearn, and I-Ready materials.		**Formative**		**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased STAAR mastery and increased STAAR growth to the next proficiency level **Staff Responsible for Monitoring:** Core instructional team 4th-6th grade classroom teachers math & reading interventionists		50%	75%	100%	100%

Strategy 8 Details		Reviews		
Strategy 8: Ensure parent education of MAP assessment through parent ed night, parent/teacher conferences, and student education of MAP in the classroom and goal setting.		**Formative**		**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: increased MAP RIT scores from MOY to EOY **Staff Responsible for Monitoring:** Admin Core Instructional team Classroom teachers **Title I:** 4.1, 4.2		75%	75%	100%	100%

Strategy 9 Details		Reviews		
Strategy 9: Monitor student academic and discipline progress through MTSS/RTI and Branching Minds.		**Formative**		**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased academic performance Specific tier 1, 2, & 3 extensions and interventions Identification of students meeting criteria for GT, dyslexia, and special education programs Reduced office referrals **Staff Responsible for Monitoring:** MTSS committee Admin Counselor SpEd team ALT teacher Classroom teachers Math/Reading Interventionists		50%	75%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

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

    Evaluation Data Sources: Yale will meet standard; meet or exceed district performance goal goals

    Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to implement and monitorTEKS Resource System and embed Lead4ward supports, tools and resources into curriculum documents and as aligned to STAAR 2.0, Graduate Profile, and Teacher Competencies.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Revised Curriculum % increase positive response on climate survey Performance Growth Goals **Staff Responsible for Monitoring:** Campus Administration ILT Instructional Coach Campus Reading Specialist	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Create and use supports to assist teachers in answering PLC Questions	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students achieving meets standard	Nov	Jan	Mar	June
Performance Growth Goals PLC Reflections **Staff Responsible for Monitoring:** Campus Administration ILT Instructional Coach Campus Reading Specialist	50%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: GT Professional Development hours will be met for Campus Administrators, Counselor, and teachers.	Formative			Summative
Strategy's Expected Result/Impact: Foundational hours 30 hours will be completed	Nov	Jan	Mar	June
6 hour update will be completed increased enrollment, retention, and performance of GT students **Staff Responsible for Monitoring:** Campus Administrators counselor	50%	75%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Increase a sensory rich learning environment for to support growth of all special education student including those enrolled in centralized programming such as DLC and ECSE.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased growth and mastery of IEP goals **Staff Responsible for Monitoring:** Admin SLPs Special education teachers- Resource, ECSE, DLC	50%	75%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

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

Performance Objective 3: Support the improvement of graduation rates to ensure students are college and/or career ready

    Evaluation Data Sources: District graduation rate meets or exceeds district performance growth goal

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Ensure incorporation of additional AVID strategies in all grade levels and communication to parents in the weekly newsletter.

Strategy 1 Details	Reviews			
Strategy 1: Ensure resources and supports available to expand AVID programming and meet the needs of ALL students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: AVID implementation campus-wide	**Nov**	**Jan**	**Mar**	**June**
% increase of students enrolled/supported by AVID **Staff Responsible for Monitoring:** teachers Campus Administration AVID coordinator	45%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Counselor will utilize Naviance to guide 6th grade students for junior high transition and course selection	**Formative**			**Summative**
Strategy's Expected Result/Impact: student course selection	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselor Administrators	50%	75%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 4: Ensure 100% of Emergent Bilingual (EB) students will make progress towards a TELPAS advanced level in proficiency in Reading, Writing, Listening and Speaking domains. EB students will meet all passing standards for all district and state assessments.

    Evaluation Data Sources: Student performance meets or exceeds district performance growth goal

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Transition to having a LAT teacher rather than ESL teacher and all classroom teachers will be ESL certified.

Strategy 1 Details	Reviews			
Strategy 1: Ensure ESL teachers have professional development in working with ESL students including Sheltered Instruction training, strategies, English Language, proficiency Standards (ELPS), and/or RtI for ELLs.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: 100% of teachers receive professional development
 	
    Walkthrough analysis (strategies in action)
 	
    TELPAS progress
    Staff Responsible for Monitoring: ESL Teacher
 	
    Campus Administrator
	50%	70%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Ensure all classroom teachers have access and opportunities to obtain ESL certification.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase of EB students passing standards in Reading, Writing, and Speaking **Staff Responsible for Monitoring:** Admin team	50%	75%	100%	→

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

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 Yale student population

    Evaluation Data Sources: Increase in diverse demographic representation at Yale

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Ensure all support schedules are regularly updated to provide new teacher coaching.

Strategy 1 Details	Reviews			
Strategy 1: Yale Elementary will implement innovative practices to increase employee retention such as a 1st and 2nd year mentoring program, New Teacher Academy, provide supports through new RPM teacher academy and campus buddies, and align interview questions with RISD Teacher Competencies.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Staff Responsible for Monitoring: Campus Administrators
 	
    Yale Mentors
 	
    Instructional Coach
	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Utilize district walkthrough form to provide intentional and specific feedback to teachers	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased positive responses on staff climate survey	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators	50%	75%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

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

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

Evaluation Data Sources: Increase in positive response rate by staff on professional development session evaluation responses (True North Logic Evaluation) from 98 % to 100% and Increase positive response rate by staff on professional developed offered at campus from 76% to 90%

Summative Evaluation: Met Objective

Next Year's Recommendation: Evaluate all campus professional development opportunities to support staff need.

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide professional development for instructional staff to support students with disabilities	**Formative**			**Summative**
Strategy's Expected Result/Impact: Number of Sessions & Participants	**Nov**	**Jan**	**Mar**	**June**
Performance Growth Goals **Staff Responsible for Monitoring:** Campus Administration IC CRS	50%	75%	100%	100%

Strategy 2 Details	Reviews			
	Formative			Summative
Strategy 2: Continue to provide professional development to support the following district focus areas:	Nov	Jan	Mar	June

Strategy details	Nov	Jan	Mar	June
a. TRS b. Professional Learning Communities (4 Questions) c. Lead4Ward Strategies for planning instruction and data analysis d. Technology Integration e. PBIS/Equity f. AVID g. GT **Strategy's Expected Result/Impact:** Number of Sessions & Participants Walkthrough data analysis Performance Growth Goals **Staff Responsible for Monitoring:** Campus Administration PBIS Team/SEL Team STEM Team AVID team IC/CRS **Title I:** 2.4, 2.5, 2.6 **Funding Sources:** Professional Development- Trips/Conference/Mileage - 211 - Title I, Part A - $4,500	50%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Implement strategies to recruit and retain diversified professional and auxiliary staff.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation of extended PLC planning time	**Nov**	**Jan**	**Mar**	**June**
Monthly Sunshine activities Staff member of the week and staff shout outs Increased positive feedback in the classroom **Staff Responsible for Monitoring:** Leadership team Sunshine team Admin	50%	75%	100%	100%

0% No Progress		100% Accomplished		→ Continue/Modify	✗ Discontinue

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

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 and/or survey results at or above 85%

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Evaluate campus parent survey data.

Strategy 1 Details	Reviews			
Strategy 1: Promote positive parent relations and maintain parent engagement at or greater than 85%	**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey Results	**Nov**	**Jan**	**Mar**	**June**
Greater than or equal to 85% Responses (Strongly Agree/Agree) **Staff Responsible for Monitoring:** Campus Administration **Title I:** 4.1, 4.2 **Funding Sources:** - 211 - Title I, Part A	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Continue partnership with Council of PTAs to support parent engagement through the PTA membership drive	**Formative**			**Summative**
Strategy's Expected Result/Impact: One member for every student goal	**Nov**	**Jan**	**Mar**	**June**
100% of Yale Staff Membership **Staff Responsible for Monitoring:** Campus Administration	50%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Provide parent education events at least once a quarter to develop parent/school home connections such as MAP education event, bullying prevention, math & literacy night, and multicultural night.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Parent Feedback Increase positive response on climate survey % of parents attending at least one parent information workshop **Staff Responsible for Monitoring:** Campus Administration STEM team Counselor **Title I:** 4.1, 4.2 **Funding Sources:** - 211 - Title I, Part A	50%	75%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Identify and utilize campus surveys to develop campus goals; specifically professional development, teacher morale, and discipline	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased agree/strongly agree staff climate results at or above 70% BOY campus survey BOY RISD Survey Mid year campus survey EOY RISD Survey **Staff Responsible for Monitoring:** Campus Administrators	50%	75%	100%	100%

0% No Progress   100% Accomplished   ➡ Continue/Modify   ❌ Discontinue
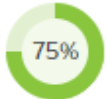
Goal 4: We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our campus.

Performance Objective 2: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system

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

Summative Evaluation: Met Objective

Next Year's Recommendation: Analysis of parent survey data will be needed to evaluate overall progress.

Strategy 1 Details	Reviews			
Strategy 1: Expand community and business partnerships in support of students and initiatives though the SBDM committee, staff incentives, and inviting local vendors to campus evening parent events.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased business and community partnerships # of recommendations for partners **Staff Responsible for Monitoring:** All Staff SBDM PTA partnering	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Communicate strategic planning process and outcomes dynamically throughout the process using a variety of mediums such as Tuesday Folders, campus website, Blackboard messaging, Smore Newsletters, campus marquee, and Talking Points.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased positive parent survey responses Increased Parent attendance at campus events Increased PTA membership **Staff Responsible for Monitoring:** Administrators Leadership Team Technology Assistant Executive Assistant	50%	75%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

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

    Evaluation Data Sources: Catalog of volunteer hours, names, hours, organizations, locations. Data collected this year is baseline.

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Create more opportunities for volunteers from community groups and corporations.

Strategy 1 Details	Reviews			
Strategy 1: Coordinate and communicate volunteer opportunities (campus-based, education foundation-based) through Voly, Blackboard, and Talking Points to reach all families.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased involvement in ACME Moms and Tuesday Folder participation Bolster involvement by community. Attract more involvement from PTA and companies seeking ways to designate their volunteer initiatives. Increased engagement activities with business community. Parent chaperoning on field trips and support of campus events. Community Work Day **Staff Responsible for Monitoring:** Campus Principals Front office clerk Campus Executive Assistant	45%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Market the Yale brand to not only the school community but the community at large.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Yard Signs & Decals	**Nov**	**Jan**	**Mar**	**June**
Spirit Stick Award on Spirit Days Connection to community business partners Utilization of RISD Print Services to develop updated logo for campus-wide usage	50%	75%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

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

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

 Summative Evaluation: Met Objective

 Next Year's Recommendation: Continue training for all staff and Munis approvals.

Strategy 1 Details	Reviews			
Strategy 1: Yale will identify and qualify for grants.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased access to grant funding for campus initiatives.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Executive Assistant Campus Administrators ILT	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Ensure training is provided to all professional and paraprofessional staff regarding how to process POs, sub payment, and money handling to ensure staff are following proper policies and produces and understand money handling during Welcome week in August and return to school in January.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Sign in sheets Increased training Receipt books/envelopes **Staff Responsible for Monitoring:** Admin Executive Assistant	50%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Training and analysis of expenditures for campus goods to ensure proper procurement procedures are followed and expenditures support student outcome and teacher morale and retention.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased teacher retention Increased EOY survey data **Staff Responsible for Monitoring:** Admin Executive assistant	50%	75%	100%	100%
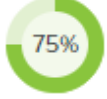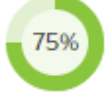
0% No Progress　　　100% Accomplished　　　→ Continue/Modify　　　✗ Discontinue

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

Performance Objective 1: Provide a safe, comfortable, and well-maintained environment at all campuses
Strategic Action Plans: I3.1-I3.4

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

    Summative Evaluation: Met Objective

    Next Year's Recommendation: Additional safety professional learning and reminders to staff at various points in the year at faculty meetings.

Strategy 1 Details	Reviews			
Strategy 1: Provide periodic practice drills of emergency procedures at Yale throughout the year and communicate to parents via blackboard	**Formative**			**Summative**
Strategy's Expected Result/Impact: Fire Drills Monthly	**Nov**	**Jan**	**Mar**	**June**
Lockdown Drill Shelter in Place Secure **Staff Responsible for Monitoring:** Campus Administration	50%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Implement "I Know What to Do Day" four times during the year and Safety Week (Aug.29- Sept. 2).	**Formative**			**Summative**
Strategy's Expected Result/Impact: % positive increase on staff, student and parent survey (5%) Feedback from staff, students and parents	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselor Campus Administration	100%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Yale's teachers and administration will frequently communicate on-going safety protocols with all stakeholders.	**Formative**			**Summative**
Strategy's Expected Result/Impact: % positive increase on staff, student are parent survey (5%)	**Nov**	**Jan**	**Mar**	**June**
Feedback from parents **Staff Responsible for Monitoring:** Campus Administrators Teachers	50%	75%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Update CIP quarterly to show completion.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Evaluation of CIP strategies	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: admin	50%	75%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: All visitors and volunteers will be approved to access the campus upon arrival through the Raptor system in the front office.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased campus safety	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin Executive Assistant Front office Clerk Student Data Specialist	50%	75%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Ensure communication and adherence to cell phone policy and dress code.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Decreased office referrals	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin Classroom teachers	50%	75%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

State Compensatory

Budget for Yale Elementary

Total SCE Funds: $96,192.00
Total FTEs Funded by SCE: 4.4
Brief Description of SCE Services and/or Programs

SCE funding is utilized to support growth of students and teachers in all content areas with a focus on 3-6 math and science. Family and parent engagement activities such as SWARM night and parent education events (Understand MAP, Bullying Prevention) are planned to create collaboration between home and school. Professional development is being sought out to support growth, development, and teacher retention. Emphasis is placed on closing the achievement gap of Hispanic and African American students.

Personnel for Yale Elementary

Name	Position	FTE
Cochran, Ashley	Dyslexia Teacher	1
Rawlings, Brandy	Campus Reading Specialist	0.5
Sprunck, Jacqueline A	Teacher	0.9
Stark, Holly	Dyslexia Teacher	1
White, Carolyn A	Instructional Coach	1