

Mineola Independent School District

Mineola Elementary School

2018-2019 Goals/Performance Objectives/Strategies



Table of Contents

Goals	3
Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)	3
Goal 2: Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)	7
Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)	10
Goal 4: Recruit, develop, and retain excellent employees who are part of the Mineola community and who are focused on quality service to our students and their families. (Highly Qualified Staff)	12
Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)	13
Goal 6: Operate in an efficient and effective manner to be good stewards of available resources. (Fiscal and Operational Management)	16
Comprehensive Support Strategies	18






Goals

Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

Performance Objective 1: Develop an aligned instructional program focused on consistent and viable curriculum for all learners.

Evaluation Data Source(s) 1: Increased use of the professional learning community (PLC) process to focus professional planning centered on improving the academic performance of ELL students in all content areas, and improving campus writing performance as Detail in Performance Objective 2.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
Comprehensive Support Strategy 1) All campus PLCs will implement and utilize a common PLC agenda focused on the 4 Key Questions of a PLC.	Principal Asst. Principal Lead Teachers	Consistent implementation of PLC protocols			
	Problem Statements: School Context and Organization 1				
Comprehensive Support Strategy 2) The Campus Master Calendar will denote all PLC Dates for the Year. PLC times are noted on the calendar in the following formats. Weekly PLC = Instructional Planning Monthly PD days = Designated for Professional Learning work on Problems of Practice, Analyzing Student Data, Analyzing Student Work Monthly RTI Days = Designated for Data Review, Progress Monitoring, and Tiered Intervention Planning	Principal, Teachers	PLC minutes, agendas, DATA Team Documents, Intervention Logs, Tier 2 Documentation, Tier 3 Documentation, Copies of common assessments			
	Problem Statements: School Context and Organization 1				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Performance Objective 1 Problem Statements:

School Context and Organization

Problem Statement 1: PLC teams are in various stages of implementing the PLC process to its fullest capacity. **Root Cause 1:** PLC time is not consistently focused on the 4 critical questions of a PLC.






Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

Performance Objective 2: The percentage of students in grades K-8 who are on or above grade level in reading and math will increase by 3% in 2018 towards 10% increase by 2020, using multiple measures such as MAP, STAAR, and Running Records

Evaluation Data Source(s) 2: Increase the number of students demonstrating individualized growth with each administration of MAP from BOY to EOY.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
<p>Comprehensive Support Strategy 1) Expand the implementation of Blended Learning practices, small group instruction and instructional technology systems to support individualized learning by increasing the numbers of teaching staff involved in the Blended Learning Pilot Program.</p>	Principal	Increased student growth due to focused on personalized learning.			
<p>Problem Statements: Curriculum, Instruction, and Assessment 1, 2 Funding Sources: MIZ Grant - 20000.00</p>					
<p>Comprehensive Support Strategy 2) Implement an expanding training model focused on training all writing teachers in Kemah Writing Strategies and Curriculum by the completion of the 2020 school year. 2017-2018 - 4th Grade Writing Teachers 2018-2019 - 3rd Grade Writing Teachers 2019-2020 - 5th Grade Writing Teachers</p>	Principal, Reading Interventionist	Common academic language and vertically aligned instructional practices.			
<p>Problem Statements: Curriculum, Instruction, and Assessment 1, 2</p>					
<p>Comprehensive Support Strategy 3) Create a Writing Task Force that will help design and implement vertically aligned writing practices and common campus expectations for writing. Tasks will include but are not limited to - -Establish Essential Learning Targets per grade level in writing -Establish Grade Level - Held Accountable List (Common Writing Expectations for all writers) -Assist in the implementation and training of core content teachers on writing support activities.</p>	Principal, Asst. Principal, Writing Task Force Chair	Common academic language and vertically aligned instructional practices.			
<p>Problem Statements: Student Achievement 2 - School Context and Organization 1</p>					

4) Implement the following campus grading requirement - All core content teachers will assign and take a grade on at least one cross-curricular writing assignment per grading cycle.	Principal, Asst. Principal, Teachers	Increased writing time will improve fluency of writing and application of writing skills.			
	Problem Statements: Student Achievement 2				
5) Hire additional a certified ESL teacher and an ESL inclusionary aide to ensure that ELL learners have direct supports daily.	Principal	Specifically designed instruction and supports that are routinely implemented with fidelity will increase student performance.			
	Problem Statements: Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: 199.... Local - 57952.00				
6) Provide additional professional development to equip teachers will the skills necessary to support ELL learners. Suggested Trainings: -SIOP Strategies -ELL strategies -Vocabulary Instruction	Principal, Asst. Principal, Curriculum Director, ESL teacher	Increased professional competencies will increase student performance when strategies are implemented with consistency.			
	Problem Statements: Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 1				
7) Launch the Family Literacy Project to engage all ELL families in a supportive educational environment.	District Family Literacy Project Trained Staff, Principal	Increased parent involvement will boost student performance.			
	Problem Statements: Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 1				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. Root Cause 1: ELL services have not been commensurate with the level of student need and classroom instructors are not fully equipped to provide the differentiated instruction needed within the regular classroom setting.
Student Achievement
Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. Root Cause 1: ELL instruction has primarily occurred as a content based program within the regular classroom. Teachers express that they need more professional development to meet ELL needs.
Problem Statement 2: Writing Performance is below the state target of 60% in all reporting groups. Root Cause 2: Writing instruction is inconsistently implemented and takes various forms across the district and campus.
Curriculum, Instruction, and Assessment
Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. Root Cause 1: ESL instruction has been provided in the regular classroom setting with inconsistent implementation of SIOP strategies.
Problem Statement 2: Campus writing performance has consistently been below the state target of 60% for the past 3 years. Root Cause 2: Inconsistent implementation of writing curriculum and lack of direct ESL support has impacted overall writing progress.
School Context and Organization

Problem Statement 1: PLC teams are in various stages of implementing the PLC process to its fullest capacity. **Root Cause 1:** PLC time is not consistently focused on the 4 critical questions of a PLC.


Goal 2: Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)

Performance Objective 1: Implement activities to become a 21st Century technology school district.

Evaluation Data Source(s) 1: Evidence of through software program usage reports, disciplinary reports involving inappropriate technology usage, and professional development documentation for staff.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
Comprehensive Support Strategy 1) Implement Guidance and Counseling Lessons focused on - Internet Safety Cyber-Bullying Digital Footprint Digital Responsibility Training	Guidance Counselor, Teachers	Students will be able to self-manage their technology in a responsible manner. Office referrals for technology related issues will reduce.			
	Problem Statements: Technology 1				
2) Homeroom teachers will create specific procedures for checking out devices to individual students and will check inventory on a daily basis. Teachers will also conduct, periodic device checks to ensure that all components of the device are being properly maintained by the students.	Teachers	The lifespan of the devices should be increased due to proper care and maintenance.			
	Problem Statements: Technology 1				
3) Students will sign a RESPONSIBLE TECHNOLOGY USE CONTRACT to acknowledge that they have been instructed on proper technology use at school and they understand their technology usage is being monitored by an internet monitoring system - such as Go Guardian.	Principal, Counselor, Teachers	Students will be able to self-manage their technology in a responsible manner. Office referrals for technology related issues will reduce.			
	Problem Statements: Technology 1				
4) Teachers will be provided multiple opportunities for face to face professional development on Instructional Technology Resources and Effective Implementation of Instructional Technology. Suggested Training Structures: - Mini Technology Con - EdCamp Day Focused on Technology	Campus Instructional Media Specialist	Teacher's confidence and professional capacity to implement instructional technology on a daily basis in the classroom will increase.			
	Problem Statements: Technology 2				

5) Research and implement blended learning formats for English Language Arts Content that is commensurate with the formats currently available in math and science.	Principal, Teachers	Teachers and students will have an equitable experience and be able to support learners utilizing blended instruction in all content areas.			
	Problem Statements: Technology 3				
					

Performance Objective 1 Problem Statements:


Technology
Problem Statement 1: Campus Safety and Security measures specifically designed to address the risks associated with increased technology access. Root Cause 1: The campus has fully implemented 1:1 technology which brings with it a variety of safety and security concerns to address.
Problem Statement 2: Teachers lack the confidence and training to fully implement and utilize all aspects of the technology available to them. Root Cause 2: Lack of time devoted to training.
Problem Statement 3: Access to blended learning platforms is not equitable among all content areas. Root Cause 3: We have not previously had the access to the technology devices that would warrant the need for more platforms.

Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

Performance Objective 1: Meet the safety and security needs of students and staff including the teaching and encouraging of positive schoolwide behavior.

Evaluation Data Source(s) 1: Evidence of reduction of discipline issues resulting in a safe and positive environment conducive to academic success.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Continue the Consistent Implementation of A School - Wide Positive Behavior Supports to include: -The Jacket Motto -The 3 R's -Common Area Expectations and Lesson Plans -School-Wide Attention Signal -School-Wide Positive Reinforcement System -School Wide Student Recognition Plan	Principal, Counselor, Teachers	Reminders to parents, observation			
	Problem Statements: School Culture and Climate 2				
2) Provide Positive Behavior Supports utilizing the KICKBOARD PBIS System.	Principal, Asst. Principal, Counselor, Teachers	Improved classroom behavior			
	Problem Statements: School Culture and Climate 2 Funding Sources: Title IV - 2627.00				
3) Conduct internal audits to ensure safety and security measures are being implemented with fidelity. Audits to include checks for - -All Staff Wearing Badges -All Unauthorized Visits Denied Access -Recess Zone Properly Staffed and Supervised -Exterior Doors Remain Locked -Cafeteria Doors Remain Locked -Standard Response Protocol practiced monthly -Scanning ID of all Visitors & Sign-Outs -Students Dismissed to Car Tags Only -All Classrooms have up to date emergency maps & emergency supplies	Principal, Asst. Principal, Safety Committee	Improved staff awareness and correct response to security situations. Improved situational awareness and confidence in responding during crisis.			
	Problem Statements: School Culture and Climate 1, 2				
					

Performance Objective 1 Problem Statements:


School Culture and Climate
Problem Statement 1: There is an increased need for the implementation of safety and security measures around campus. Root Cause 1: The layout and design of the facility and access to out buildings creates student supervision and safety concerns.
Problem Statement 2: There is a lack of consistent supervision of students during transition times. Root Cause 2: Campus expectation are not being implemented consistently.

Goal 4: Recruit, develop, and retain excellent employees who are part of the Mineola community and who are focused on quality service to our students and their families. (Highly Qualified Staff)

Performance Objective 1: Professional Development activities will be provided to maintain Highly Qualified status.

Evaluation Data Source(s) 1: The number of teachers participating in professional development

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Provide mentor teams for new teachers to retain and support highly qualified teachers.	Principal	Mentor team participation			
Problem Statements: School Context and Organization 1					
Comprehensive Support Strategy 2) Teachers will be provided opportunities to attend training on district designated initiatives such as: -Comprehensive Writing Instruction -Balanced Literacy -ELL Instructional Strategies -Inclusive Practices for Special Education Learners -Blended Learning	Principal, Curriculum Director	Certificates, walkthroughs			
Problem Statements: Student Achievement 2 - Curriculum, Instruction, and Assessment 1, 2					
					

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 2: Writing Performance is below the state target of 60% in all reporting groups. Root Cause 2: Writing instruction is inconsistently implemented and takes various forms across the district and campus.
Curriculum, Instruction, and Assessment
Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. Root Cause 1: ESL instruction has been provided in the regular classroom setting with inconsistent implementation of SIOP strategies.
Problem Statement 2: Campus writing performance has consistently been below the state target of 60% for the past 3 years. Root Cause 2: Inconsistent implementation of writing curriculum and lack of direct ESL support has impacted overall writing progress.
School Context and Organization

Problem Statement 1: PLC teams are in various stages of implementing the PLC process to its fullest capacity. **Root Cause 1:** PLC time is not consistently focused on the 4 critical questions of a PLC.


Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)

Performance Objective 1: Provide an increased number of parental and community involvement opportunities.

Evaluation Data Source(s) 1: An increased number of parents and community members involved in attendance at events.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Conduct a Parent Involvement preference survey to gain input from parents on their needs.	Principal, Teachers	Conference Schedules, Attendance			
2) Continue to provide consistent and on-going parent communication in a variety of modalities - -Remind -Facebook Posts & Videos -Facebook Live Events -Web-site Pages -Campus Take Home Notes	Principal. Counselor. Teachers.	Copies of Communication Funding Sources: 199.... Local - 1825.00			
3) Host at least one parent involvement event per six weeks to include ideas such as: -Meet the Teacher Night -Grade Level Orientation -6 Weeks Awards Assemblies -Donuts for Daddy -Muffins for Mom -Storybook Ball -Cyber-Bullying -Raising a Social Media Savvy Kid -Parenting with Love and Logic -Fine Arts / Music Showcase -Career Fair -Color Run -Extra-Curricular Offerings With In the Community	Teachers. Principal. Counselor.	Attendance. Parental response.			

<p>4) Offer bilingual translation for all family engagement opportunities such as -</p> <ul style="list-style-type: none"> -parent teacher conferences -parent meetings -parent engagement nights -disciplinary meetings -ARD/504 meetings 	<p>Principal, Asst. Principal, Counselor, Teachers</p>	<p>Increased parent involvement from our non-english speaking community.</p>			
					

Performance Objective 1 Problem Statements:

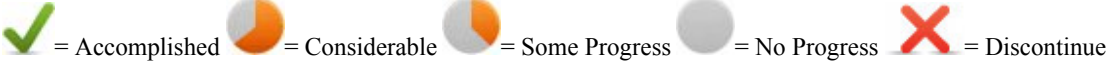
<p>Demographics</p>
<p>Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. Root Cause 1: ELL services have not been commensurate with the level of student need and classroom instructors are not fully equipped to provide the differentiated instruction needed within the regular classroom setting.</p>

Goal 6: Operate in an efficient and effective manner to be good stewards of available resources. (Fiscal and Operational Management)

Performance Objective 1: Prepare and complete a plan for budget that reflects fiscal responsibility.

Evaluation Data Source(s) 1: Staff participation in the budget process.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Principal will approve and submit campus level purchase level requisitions.	Principal	Purchase Requisitions			
2) Principal will require that staff members denote how the purchase requests connect to campus goals or strategies.	Problem Statements: Curriculum, Instruction, and Assessment 1, 2				
3) 3) Requests for Professional Development days away from instructional time will only be approved when - -they are 100% aligned to a specific campus goal (ELL, Writing, Blended) -the cost factor associated with a missed instructional day is justified by - 1. Immediate Impact to Instruction (Quick Turn - Around and Implementation) 2. Trainer of Trainer Model is utilized (Attendee is expected to turn training around back on campus)	Principal, Teachers	Decreased days out of the classroom, more direct instructional days improve student performance.			
Problem Statements: Student Achievement 1, 2 - Technology 2					
					

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. Root Cause 1: ELL instruction has primarily occurred as a content based program within the regular classroom. Teachers express that they need more professional development to meet ELL needs.

Problem Statement 2: Writing Performance is below the state target of 60% in all reporting groups. **Root Cause 2:** Writing instruction is inconsistently implemented and takes various forms across the district and campus.

Curriculum, Instruction, and Assessment

Problem Statement 1: ELL academic performance on multiple measures is not commensurate with the performance of their peer group. **Root Cause 1:** ESL instruction has been provided in the regular classroom setting with inconsistent implementation of SIOP strategies.

Problem Statement 2: Campus writing performance has consistently been below the state target of 60% for the past 3 years. **Root Cause 2:** Inconsistent implementation of writing curriculum and lack of direct ESL support has impacted overall writing progress.

Technology

Problem Statement 2: Teachers lack the confidence and training to fully implement and utilize all aspects of the technology available to them. **Root Cause 2:** Lack of time devoted to training.

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	All campus PLCs will implement and utilize a common PLC agenda focused on the 4 Key Questions of a PLC.
1	1	2	The Campus Master Calendar will denote all PLC Dates for the Year. PLC times are noted on the calendar in the following formats. Weekly PLC = Instructional Planning Monthly PD days = Designated for Professional Learning work on Problems of Practice, Analyzing Student Data, Analyzing Student Work Monthly RTI Days = Designated for Data Review, Progress Monitoring, and Tiered Intervention Planning
1	2	1	Expand the implementation of Blended Learning practices, small group instruction and instructional technology systems to support individualized learning by increasing the numbers of teaching staff involved in the Blended Learning Pilot Program.
1	2	2	Implement an expanding training model focused on training all writing teachers in Kemah Writing Strategies and Curriculum by the completion of the 2020 school year. 2017-2018 - 4th Grade Writing Teachers 2018-2019 - 3rd Grade Writing Teachers 2019-2020 - 5th Grade Writing Teachers
1	2	3	Create a Writing Task Force that will help design and implement vertically aligned writing practices and common campus expectations for writing. Tasks will include but are not limited to - Establish Essential Learning Targets per grade level in writing -Establish Grade Level - Held Accountable List (Common Writing Expectations for all writers) -Assist in the implementation and training of core content teachers on writing support activities.
2	1	1	Implement Guidance and Counseling Lessons focused on - Internet Safety Cyber-Bullying Digital Footprint Digital Responsibility Training
4	1	2	Teachers will be provided opportunities to attend training on district designated initiatives such as: -Comprehensive Writing Instruction -Balanced Literacy -ELL Instructional Strategies -Inclusive Practices for Special Education Learners -Blended Learning