

Mineola Independent School District

Mineola Primary 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)	6
Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)	8
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)	10
Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)	12
Goal 6: Operate in an efficient and effective manner to be good stewards of available resources. (Fiscal and Operational Management)	14
Comprehensive Support Strategies	16

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: The percentage of students in grades K-2 who are on or above grade level in reading and math will increase by 10% from October to May 2019.

Evaluation Data Source(s) 1: Running Records, MAPS for reading and math

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
Comprehensive Support Strategy 1) Continue summer reading and math enrichment for students in kindergarten, 1st and 2nd grade at risk of failure and English language learners	Faculty Principal Assistant Superintendent	Enrollment of students in summer reading and math enrichment			
Comprehensive Support Strategy 2) Head Start and Pre-K will be provided for students at-risk	Principal Assistant Superintendent	Enrollment and demographic information regarding Head Start and Pre-K students			
Comprehensive Support Strategy 3) Professional Learning Communities will meet weekly to effectively plan each content area, disaggregate data and identify instructional improvements	Faculty Principal	School Schedule and PLC minutes			
Comprehensive Support Strategy 4) Review student data in regard to mobility, discipline, retention and migrant status to determine if student needs are being met	Faculty Principal	PLC, ILT, and CIPC minutes			
Comprehensive Support Strategy 5) Provide quality instruction through the use of SIOP strategies in all content areas targeted at specific sub-populations	Faculty Principal	Lesson plans, PLC meetings and minutes, faculty meeting agendas			
Comprehensive Support Strategy 6) Students in grades PK-2 will be provided accelerated Balanced Literacy Instruction in a small group setting to ensure readiness on reading level assessments	Faculty Principal	Enrollment of students in Reading Intervention Specialist program, lesson plans from RIS, and end of year student summaries			


<p>Comprehensive Support Strategy</p> <p>7) Professional development opportunities will be provided for all faculty and staff that focus on meeting the needs of economically disadvantaged, Hispanic, and African American students</p>	<p>Faculty Principal ESL Teacher</p>	<p>PLC meetings, Professional Development Week agenda, SIOP training sign-in sheets, Faculty meetings and agendas</p>			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

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: 10 percent improvement on reading level assessments for the following subgroups: African American, Hispanic, ESL and Economically Disadvantaged

Evaluation Data Source(s) 2: Running Records to attain instructional level and MAPS for reading and math - BOY, MOY, EOY

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Students in grades K-2 will be provided with specific, prescribed literacy instruction and interventions	Faculty Principal	Lesson plans, RtI schedules, RtI meetings once a six weeks			
Comprehensive Support Strategy 2) Professional Development opportunities will focus on differentiated instruction, SIOP, math instruction, and writing	Principal Assistant Superintendent	PLC meetings, Professional Development Week agenda, SIOP training sign-in sheets, Faculty meetings and agendas			
3) Homebound services will be provided as needed	Principal	Number served			
					

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: 10 percent increase in student participation in extra-curricular programs and leadership opportunities

Evaluation Data Source(s) 1: Utilize classroom teachers and students invitations to assist students with participation in Robotics and UIL events.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) UIL Academic events will be held to extend student knowledge of Creative Writing, Storytelling, and Music Memory	Faculty Principal	UIL participation, UIL rosters, UIL results			
2) Robotics will be held to increase students intellectual, social and creative skills	Faculty Principal	Robotics enrollment			
					

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 2: Provide 21st century learning opportunities for all students

Evaluation Data Source(s) 2: Promote the use of students using computer based programs, iPads, iMacs, and publishing through Google. Incorporate innovative project based learning for all students.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Provide professional development relevant to the use of technology in classroom instruction	Principal	PLC meetings, Professional Development Week agenda, Faculty meetings and agendas			
2) Use MAPS software to provide guided instruction and interventions	Faculty Principal				
Funding Sources: MIZ Grant - 6260.00					
3) Provide all students with a technology enrichment rotation to acquire skills	Faculty Principal	School schedule, lesson plans			
4) Ensure that all classrooms are equipped with the necessary technology and resources for innovative instruction	Faculty Principal	Technology Assessment Data			
					

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

Performance Objective 1: Increase the use of positive behavior interventions

Evaluation Data Source(s) 1: Create and incorporate PBIS plan on campus with all students.

Summative Evaluation 1:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Character building lessons, including Bullying prevention, conflict resolution and drug and violence awareness, to be provided at each grade level to build more positive behaviors	Faculty Principal Counselor	2 character education lessons in each class each 9 weeks.			
2) Consistent guidelines for behavior established and post throughout entire school	Faculty Principal	Discipline Review Committee agenda and minutes			
3) Provide professional development and training for specific needs of our student population	Faculty Principal	Training sign-in sheets			
4) Celebration of student behaviors through recognition and celebrations	Faculty Principal	Little Jackets of the Week Yellowjacket Awards 9 weeks celebrations for all Es in conduct and perfect attendance			
5) Development of a Discipline Review Committee to begin implementation of a campus-wide behavior plan.	Faculty Principal	Discipline Review committee agenda and minutes			
					

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

Performance Objective 2: Meet the safety and security needs of students and staff

Evaluation Data Source(s) 2: Standard Response Protocol will be distributed to parents, students, and classroom teachers. Teachers and administration will continue to implement the SRP and participate in drills.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Campus personnel will contact parents when students are absent	Office Staff Faculty Principal	Documentation of contact			
2) Partner with the Mineola Police Department and Fire Department in an effort to assure a safe learning environment	Principal Faculty	Documented visits from Fire and Police Department in lesson plans and field trips			
3) Review and implement district Crisis Management Plan and procedures	Principal Faculty	Revised Crisis Management Plan, Faculty Meeting agendas			
4) Train faculty and staff in the identification of students with suicidal tendencies, early mental health concerns and bullying for early identification	Faculty Principal Counselor	Documentation of certificate from At-Risk for Elementary School			
5) Recognize students with perfect attendance to increase awareness of attendance and academic achievement	Principal Faculty	Increase in student attendance from 2016-2017.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

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: 100 percent of Mineola Primary School's faculty and staff will be highly qualified

Evaluation Data Source(s) 1: All teachers will have current teaching certificates in their teaching field.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Post vacancies to actively recruit highly qualified applicants	Principal	Postings on Region VII website and School District website			
2) Annually review teacher certifications, service records, and paraprofessional training to ensure all meet highly qualified standards	Assistant Superintendent Principal	All teachers meet highly-qualified status			
3) Provide opportunities to participate in GT training	Assistant Superintendent Principal	Good morning e-mail and faculty meeting agenda			
					

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 2: Provide support and mentoring for new employees to the district

Evaluation Data Source(s) 2: campus assigned mentors and scheduled meetings to assess new teacher needs and concerns

Summative Evaluation 2:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) New teachers will be assigned a grade level mentor to assist them in campus policy, grade level needs, and instruction.	Assistant Superintendent Principal				
					

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

Performance Objective 1: 20 percent increase in on-campus parent activities

Evaluation Data Source(s) 1: Provide opportunities for parents to volunteer and participate in school activities.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Develop and implement parent involvement nights	Faculty Principal	Sign-in Sheets from parent nights			
2) Continue to develop Fitness Friday as a way to bring in parents and community members	Faculty Principal	Sign-in sheets			
3) Implement Literacy Partners for volunteers to have an opportunity to volunteer reading with students.	Superintendent Principal	sign-in sheets			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

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

Performance Objective 2: Increase communications with parents and community members

Evaluation Data Source(s) 2: Utilize social media accounts, Skyward Messenger, and Remind 101 to communicate campus news and upcoming events.

Summative Evaluation 2:

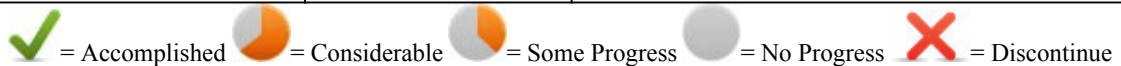
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Keep social media, website and calendar up to date with latest information about Mineola Primary School	Staff Faculty Principal	Number of people who visit the website, and prescribe to the calendar			
Funding Sources: 199.... Local - 1825.00					
2) Invite various organizations and clubs into Mineola Primary School for community service and volunteer opportunities	Faculty Principal	volunteer sign-in sheets			
					

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

Performance Objective 1: Operate within the established budget for the 2018-2019 school year

Evaluation Data Source(s) 1: Monitor the 2018-2019 budget to ensure the campus is staying within allotments and showing fiscal responsibility with steward dollars.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Check all purchase request forms before ordering materials	Faculty Principal	Signatures of all approving personnel			
2) Accumulate resources for off setting the cost of materials outside of the 2018-2019 budget	Faculty Principal	Fundraisers, purchase orders using activity funds			
3) Include all faculty and staff in the budgeting process	Assistant Superintendent Principal	Faculty meeting agendas, PLC agendas, and ILT agendas			
4) Campus site-based decision making team will meet to discuss the budget	Principal	CIPC agendas and minutes			
					

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

Performance Objective 2: Maintain Mineola Primary School's facility

Evaluation Data Source(s) 2: With facility director work together to maintain campus building and classrooms.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Respond to maintenance needs in a timely manner	Principal Facility Director	Documentation of maintenance needs and response time			
2) Dedicate two walkthroughs a year with Superintendent or Facility Director to identify needs and develop strategies for on-going maintenance	Superintendent Facility Director Principal	Documentation of walkthroughs			
					

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Continue summer reading and math enrichment for students in kindergarten, 1st and 2nd grade at risk of failure and English language learners
1	1	2	Head Start and Pre-K will be provided for students at-risk
1	1	3	Professional Learning Communities will meet weekly to effectively plan each content area, disaggregate data and identify instructional improvements
1	1	4	Review student data in regard to mobility, discipline, retention and migrant status to determine if student needs are being met
1	1	5	Provide quality instruction through the use of SIOP strategies in all content areas targeted at specific sub-populations
1	1	7	Professional development opportunities will be provided for all faculty and staff that focus on meeting the needs of economically disadvantaged, Hispanic, and African American students
1	2	2	Professional Development opportunities will focus on differentiated instruction, SIOP, math instruction, and writing