

Memphis Independent School District
Austin Elementary
2014-2015 Goals/Performance Objectives/Strategies



Mission Statement

The mission of Austin Elementary is to empower each child, through excellence in teaching and learning and in partnership with the parent and community, to achieve his/her personal best, become responsible, respectful, and productive citizens, and embrace lifelong learning in a safe and positive environment.

Vision

The vision of Austin Elementary School is to work cooperatively with parents, students and community members to help students become lifelong learners and ultimately become productive and responsible citizens in the 21st century.

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Goals

Goal 1: Austin Elementary will improve all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 1: Austin Elementary will increase STAAR passing rates by 5% for all students on all grade 3-5 tests.

Summative Evaluation: STAAR Data, DMAC Reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Identify and provide acceleration for students in need of accelerated instruction identified through benchmark data, snapshot exams, daily work and tests, and disaggregation of previous years' STAAR results.	Principal and Teachers	Benchmark test results, Snapshot results, Acceleration schedules and plans--Timeline: Aug-June			
2) Supplement the curriculum with programs such as: TEKS Math Target and Target the Question Intervention (4 week math problem-solving review to use preceding test), Target Reading, Fast ForWord, integrated cross-curricular technology projects, Study Island, Accelerated Math, Accelerated Reading, Rhymes & Times math facts program, and various free online resources.	Principal & Teachers	STAAR results, benchmark scores, snapshot scores, Fast ForWord reports, student report cards, AR/AM Reports--Timeline: Aug-June			
3) Maintain Kilgo and YAG scope and sequence for reading, math, writing, and science.	Principal, Teachers	Scope and Sequence checklist, Lesson Plans--Timeline: Aug-June			
4) Analyze previous years' STAAR data for gaps in educational programs and to identify areas of needs.	Principal, Teachers	STAAR data, Kilgo Data Driven Decision worksheets, DMAC Hotspot report, lesson plans---Timeline: Aug-June			
5) Provide small group/individual acceleration during school through the use of instructional assistants.	Principal, Teachers	Lesson Plans, schedules--Timeline: Aug-June			
6) Teachers will be provided staff development for utilizing and implementing strategies to improve student performance in the core academic subject areas.	Principal	Sign-in sheets, teacher attendance certificates--Timeline: Aug-July			
7) Vertical teams will be formed and will meet periodically to share and align strategies.	Principal	Calendar, Team Reports--Timeline: Aug-May			
8) Teachers will participate in Instructional Coaching activities led by Region 16 personnel.	Principal, Region 16 personnel	Calendar, Lesson Plans, STARR results--Timeline: Sept-May			






9) Recognize students for hard work, improvement in academics, success in various areas, and positive behavior during Friday morning celebrations and through the selection of monthly honor students.	Principal, Teachers	Brag Tags, bulletin board, newsletter--Timeline: Aug.-June			
10) Academic success will be celebrated with student certificates and by sending letters to the parents of A and A/B Honor Roll students.	Principal and Secretary	Certificates, Parents Letters--Timeline: Aug-June			
11) Federal Target Strategy: Implement Extended Learning Time (E.L.T.) 3 days a week for students to receive enrichment or remediation in small groups with staff members and high school students on specific math objectives based on student performance.	Principal, Teachers	Lesson Plans, Grades, assessments--Timeline: Sept-May			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 1: Austin Elementary will improve all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 2: Austin Elementary will provide a comprehensive instructional program and differentiated instruction to improve student performance on TSAP by 5% for all students including At-Risk, Homeless, ESL, Special Education, GT, and Migrant.

Summative Evaluation: TAKS data, AEIS report, TELPAS report, TPRI

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Students will have the opportunity to participate in Fast ForWord to improve Reading/ELA performance.	Principal, Teachers, Fast ForWord coach, Special Programs Director	Fast ForWord reports, student report cards, STAAR results--Timeline: Aug-June			
2) Homeless students will be provided needed items such as school supplies, clothing, glasses, etc.	Principal, Special Programs Director	Homeless reports--Timeline: Aug-June			
3) Homeless students will be served as specified by guidelines of McKinney-Vento.	Principal, Special Programs Director	Registration reports--Timeline: Aug-June			
4) Qualifying students will be served by the Dyslexia Coordinator.	Principal, Dyslexia Coordinator	Dyslexia schedule, student testing and reports--Timeline: Aug-June			
5) At-Risk committee will meet twice a year and as needed, to review At-Risk students' progress and make recommendations.	Principal, At-Risk Committee	At-Risk Cards--Timeline: Aug-June			
6) ELA teachers will utilize Sheltered Instruction strategies with ESL students.	Principal	Lesson Plans, Walk-Throughs--Timeline: Aug-June			
7) Differentiated instruction will be utilized to meet the needs of special education and GT students.	Principal, Teachers	Lesson Plans, Walk-Throughs--Timeline: Aug-June			
8) Teachers of GT students will complete a minimum of thirty clock hours of initial staff development and then at least six hours of continuing staff development each year.	Principal	Staff Development Certificates, Sign-in sheets--Timeline: Aug-July			
9) Students with disabilities will be served in the Least Restrictive Environment as decided by the ARD committee.	Principal, ARD committee	IEPs, student schedules--Timeline-Aug-June			
10) All student populations will be provided access to acceleration before, during, or after school to improve their academic performance in the core areas of reading/ELA, math, and science.	Principal, Teachers, Special Programs Director	Acceleration attendance reports--Timeline: Oct-June			
11) Teachers will be provided staff development for teaching special needs students and at-risk students in the core academic subject areas.	Principal	Sign-in sheets, attendance certificates--Timeline: Aug-July			
12) Federal Target Strategy: Students and teachers will participate in a school-wide vocabulary enrichment program.	Principal, Teachers	STAAR results, TELPAS scores, student use of vocabulary in conversations and academic work--Timeline: Sept-May			

13) GT students will have the opportunity to participate in enrichment activities during QUEST meetings twice a month.	Principal	Lesson plans, projects--Timeline: Sept-May			
14) Federal Target Strategy: Students will utilize "iStation", an online reading program, to improve targeted reading TEKS.	Principal, Teachers	Lesson plans, assessment scores, STAAR results--Timeline: Sept-May			
15) Federal Target Strategy: Students will utilize "Think Through Math", an online math program, to improve targeted math TEKS.	Principal, Teachers	Lesson plans, assessment scores, STAAR results--Timeline: Sept-May			
16) Federal Target Strategy: Teachers will participate in a professional book study using the book "The Differentiated Classroom" by Tomlinson to identify and implement strategies to better meet the needs of individual students.	Principal, Teachers	Faculty meeting notes, lesson plans, classroom observation, STAAR results--Timeline: Sept-May			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 1: Austin Elementary will improve all students' performance on state and locally mandated tests to help each student meet his/her educational potential.

Performance Objective 3: Austin Elementary will maximize achievement for all students identified as Migrant, so that such students receive full and appropriate opportunities to meet the same challenging state academic content and student academic achievement standards that all children are expected to meet.






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) ID&R: Beginning July 1 through June 30, identify and recruit migrant children and youth, including conducting annual residency verification and other Identification and Recruitment (ID&R) activities according to specific timelines, as outlined in the Texas Manual for the Identification and Recruitment of Migrant Students.	Special Programs Director, Migrant Recruiter, Principal	calendars, migrant student enrollment and activity--Timeline: July-June			
2) ID&R: Conduct ID&R activities as outlined in the ID&R plan as provided by the State MEP.	Special Programs Director, Migrant Recruiter, Principal	calendar, migrant student enrollment; Timeline--July-June			
3) Migrant Services Coordination: Within the first grading period of the school year that the child who is eligible for migrant services is in the district, (1) determine individual needs for instructional and support services, (2) identify available resources and make referrals to address said needs, such as tutoring, WIC, HEP, dropout prevention program, (3) coordinate with entities to ensure that the child has access to the appropriate services, and (4) follow up to monitor and document progress.	Special Programs Director, Migrant Recruiter, Principal	Migrant activity log, Acceleration attendance sheets; Timeline--July-June			
4) Migrant Services Coordination: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed to demonstrate success on the previous or current year's STAAR tests or other TSAP in any content area are accessing local, intrastate, and interstate opportunities available for summer remediation.	Special Programs Director, Migrant Recruiter, Principal	Acceleration attendance sheets, TAKS and STAAR reports--Timeline: July-June			
5) Provide acceleration in core content areas before, during or after school.	Principal, HQ Teacher	Acceleration attendance sheets; Timeline--Oct-May			
6) Provide small group or individual acceleration during the regular school day with a paraprofessional or classroom teacher.	Principal, HQ Teacher	Schedules, lesson plans; Timeline--August-June			
7) Offer summer programs--Project SMART (including current or past programs) for migrant students.	Special Programs Director, Principal, HQ Teacher	Summer school schedules, attendance records, lesson plans--Timeline: June-July			

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 2: Austin Elementary will increase student attendance and completion rate.

Performance Objective 1: Austin Elementary will maintain a 97% attendance rate.






Summative Evaluation: PEIMS Attendance reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Contact parent if a student is absent more than one day or if a student's attendance drops below 90%.	Principal, Attendance Clerk/Secretary, Teachers	Attendance records--Timeline: Aug-June			
2) Provide weekly, monthly, six-weeks, semester, and yearly attendance incentives.	Principal, Attendance Clerk/Secretary	Weekly attendance reports, awards assemblies,--Timeline: Aug-June			
3) Maintain attendance committee by meeting as needed to review student attendance.	Principal, Attendance Clerk/Secretary, Attendance Committee	Attendance reports-Timeline: Aug-June			
4) Celebrate "100% attendance days" by grade level or school-wide.	Principal, Attendance Clerk/Secretary	Attendance Reports, Calendar--Timeline: Aug-June			
5) Develop "attendance buddies" between staff and students to provide a support system and accountability outside of the regular classroom teacher and principal.	Principal	Attendance Reports, informal student /staff interviews--Timeline: January-June			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 3: Austin Elementary will maintain a safe and drug free environment.

Performance Objective 1: Austin Elementary will provide information and/or activities to students at least twice a month that will promote a safe and drug free environment.






Summative Evaluation: Safety Drill Log, Discipline Records, PEIMS reports, Lesson Plans, Schedules

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Austin Elementary will maintain a safe environment by offering student guidance on the following: Suicide Prevention, Conflict Resolution Violence Prevention, and Bullying.	Principal, Counselor, Teachers	Counselor schedule, Lesson Plans, Discipline Referral Reports--Timeline: Aug-June			
2) A counselor will be "on call" for students and staff members if a situation arises needing intervention or guidance.	Principal, Counselor	Counselor schedule--Timeline: Aug-June			
3) Monthly safety drills will be held for students and staff.	Principal	Drill Log--Timeline: Aug-June			
4) Students will participate in Red Ribbon Week activities that promote a drug and alcohol free lifestyle.	Principal, Teachers	Red Ribbon Week schedule of activities and events-Timeline: October			
5) Fifth grade students will participate in drug and alcohol prevention curriculum (Project Alert) with Trooper Daniel Hawthorne.	Principal	Calendar/Schedule, Lesson Plans--Tmeline: Aug-May			
6) Teachers will implement and maintain classroom management systems to reduce the following: physical and/or verbal aggression, sexual harassment, and bullying.	Principal, Elementary Counselor, Teachers	Discipline referrals, weekly conduct reports, counselor referrals--Timeline: Aug-June			
7) Students will participate in the required physical activity and any other activity recommended by the School Health Advisory Council (SHAC).	Principal, SHAC members, PE Teacher	SHAC minutes, Lesson Plans--Timeline: Aug-June			
8) A Crisis Prevention and Intervention (CPI) team will be established with training updates held annually.	Principal, GSSA, Teachers	CPI sign-in sheets, training certificates--Timeline: Aug-Dec			
9) Austin Elementary will promote security by locking doors, visitor check-in, and the wearing of staff identification badges.	Principal	Safety Plan, reports from electronic check-in program, observations--Timeline: Aug-Dec			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 4: Austin Elementary will foster positive community, parent, teacher and student communication and relationships.

Performance Objective 1: Austin Elementary will increase parental involvement by 5%.






Summative Evaluation: Sign-in sheets, Parent Conference Schedules, Newsletters, PTO meeting sign-in sheets

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Hold parent activities such as Open House, awards assemblies, Title 1 parent meetings, STAAR parent informational meetings, musical programs, technology showcase and other assemblies.	Principal	sign-in sheets--Timeline: Aug-June			
2) Parents will be given opportunities to participate in and attend meetings, student performances, and various other activities through the partnership of the Parent Teacher Organization.	Principal, PTO Officers	Sign-in sheets, PTO reminder notes, Parent Newsletter--Timeline: Aug-June			
3) Schedule Parent-Teacher Conferences after the first six-weeks and as needed throughout the year.	Principal & Teachers	Sign-In sheets and conference schedules--Timeline: Aug-June			
4) Utilize VOIP phone service to improve parent-staff communication.	Principal	Newsletter, notes, voicemails--Timeline: Aug-June			
5) Parent newsletters will be sent out with special events, dates, activities, and parenting tips.	Principal	Parent Newsletter Timeline: Aug-June			
6) Parental communication will be enhanced through the use of the outdoor LED sign, Remind 101 texting app, Facebook, the district website, and parent emails.	Principal	LED Sign, Remind 101 record, Email records--Timeline: Aug-June			
7) Use newspapers, newsletters, radio, Facebook, and the district website to publicize school events and student success.	Principal and Staff	Newspaper articles, newsletters, and pictures--Timeline: Aug-June			
8) Communication will be enhanced daily through the use of student planners that are signed daily by the parent and teacher.	Principal and Teachers	Signed Planners--Timeline: Aug-June			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 5: Austin Elementary will recruit and maintain a highly qualified staff.

Performance Objective 1: Austin Elementary will recruit, evaluate, and retain 100% highly qualified personnel.






Summative Evaluation: Highly qualified report, PDAS evaluations, TAKS, TELPAS, Turnover rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Administrative staff will attend teacher job fairs to recruit highly qualified staff.	Administrative Staff	HQ Report--Timeline: spring semester			
2) Provide New Teacher Orientation before school begins for all new professional employees and employees new to campus.	Superintendent, Principal, Special Programs Director	Sign-In sheets--Timeline: August			
3) Provide community contacts, support and information for newly hired employees through a welcome packet.	Principal	Informal/Formal survey of new employees; Timeline--Aug-July			
4) Evaluate professional staff with PDAS.	Principal	Walkthroughs, PDAS Observation Reports, PDAS Summative Reports--Timeline: Aug-June			
5) Provide intensive, research-based staff development for teachers, paraprofessionals, & staff.	Principal	Certificates, Sign-in sheets, Staff Development Calendar-Timeline: Aug-July			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 6: Austin Elementary will implement technology to increase the effectiveness of student learning, instructional management and staff development.

Performance Objective 1: Austin Elementary will provide students with daily technological experiences through student and teacher use of technology in various learning activities.

Summative Evaluation: Lesson Plans, Technology Surveys, Professional Development Certificates

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Jan	Mar
1) Teachers will utilize SmartBoards and document cameras to increase student engagement and the effectiveness of student learning.	Principal, Technology Staff, Teachers	Lesson plans, walkthroughs;--Timeline: Aug-June			
2) Teachers will utilize three COWs (Computers On Wheels) to integrate technology and increase student engagement and productivity using 21st century technology skills.	Technology Staff, Principal	Lesson Plans, Walkthroughs, Pictures, Videos, Technology Projects/Products--Timeline: Aug-June			
3) Teachers will utilize iPads to enhance learning for all students across curriculum areas using 21st century technology skills.	Principal, Instructional Technology Director, Teachers	Lesson Plans, Videos, Pictures, Technology Projects/Products; Timeline--Aug-June			
4) Staff members will be provided ongoing staff development to increase educator proficiency in the integration of technology across the curriculum.	Principal, Technology Staff, Reg. 16 personnel	Certificates of attendance, Sign-in sheets, STAR Chart, Calendar of events--Timeline: Aug-July			
5) Teachers will use Accelerated Reader, Accelerated Math, Discovery Education, Study Island, Learning.com, iStation, Think Through Math, and/or other educational software and programs in content areas.	Principal, Technology Staff	Lesson plans--Timeline: Aug-June			
6) Students will participate in appropriate videoconferences to supplement the curriculum.	Principal, Technology Department, Teachers	Videoconference schedule, lessonplans--Timeline: Aug-June			
7) Students will complete Learning.com activities to teach internet safety and other 21st century technology skills.	Principal, Instructional Technology Director, Teachers	Lesson plans, Learning.com reports--Timeline: Aug-June			
8) Teachers and administration will utilize technology to increase internal and external communication.	Principal, Teachers	email, newsletters, campus homepage, communication logs, district Facebook page--Timeline: Aug-July			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					