

Pampa Independent School District
Stephen F. Austin Elementary
2018-2019 Campus Improvement Plan



Mission Statement

The Mission of Austin Elementary School is to produce learners who are compassionate, competent, confident, and future-ready.

Vision

Pampa ISD will become the premier destination district in the Panhandle!

Core Beliefs

P Purposefulness - We believe that the core business of schools is to ensure that every student every day is provided challenging, engaging, and meaningful work; therefore, we will purposefully prepare ourselves and our students for authentic experiences that ensure they are future-ready.

A Authentic Engagement - We believe that students and adults learn best when they are actively involved in the learning process; therefore, we will promote engaging and active learning opportunities to staff and students that develop an attitude of being a life-long learner.

M Mindset for Growth - We believe that all students are capable of high achievement and that intelligence is developed and that achievement results from consistent and effective effort; therefore, we will support and encourage students and staff to have a growth mindset in order to meet expectations of excellence.

P Preparedness- We believe that students must be prepared for a future of rapid change; therefore, we will foster the abilities to reason, to solve problems, to be challenged, and to use technology as a significant tool for learning.

A Assurances - We believe we have a collective responsibility to create and sustain a safe environment that is respectful, caring, engaging, vibrant, and culturally responsive. We believe the alliance of home, school, and community promotes both school and student success; therefore, we will promote ongoing stakeholder communication and seek authentic, trusting relationships.

PISD's Guiding Question:

What's Your Plan???

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Comprehensive Needs Assessment

Revised/Approved: October 04, 2018

Demographics

Demographics Summary

The population of Austin Elementary has been steadily changing for several years. The primary differences are the increases of the Low Socio-Economic subgroup and the number of Special Education students being served at Austin. The trend does not necessarily involve an ethnic subgroup, but is across all ethnicities.

Total enrollment for the 2015-16 school year was 442.

- 226 Males
- 216 Females
- 17 LEP students (3.66%)
- 193 (43.6%) Economically Disadvantaged
- 9.73% Special Education

Ethnicity

- American Indian .84%
- Asian .42%
- Black African American .42%
- Hispanic/Latino 24.68%
- White 70.25%
- 2 or more races 3.38%

Demographics Strengths

- Large number of students from stable homes.
- Strong community network of support.

Student Academic Achievement

Student Academic Achievement Summary

- Continue work on writing skills (campus-wide)
- Incentives for students who excel in Reading
- Work on reading comprehension, summarizing, & poetry
- Push multiplication, division, & problem-solving
- Focus on Economically disadvantaged, Special Education & LEP students in Reading
- Focus on Economically Disadvantaged, Special Education, & At-Risk students in Math

Student Academic Achievement Strengths

- Attendance over 96 % for the year
- Met Standard in all 4 Indexes
- Achieved an Index Score of 78 in Index 1 (Target score was 60)
- Achieved an Index Score of 46 in Index 2 (Target score was 32)
- Achieved an Index Score of 40 in Index 3 (Target score was 28)

School Processes & Programs

School Processes & Programs Summary

Austin Elementary will continue to recruit and hire highly qualified staff. Mentors will be provided for new staff and measure will be taken to ensure that the staff works well together and supports one another. Our curricular goals will be based off of student reading levels and testing scores. We will focus on taking steps to meet our goals. The teachers will be trained in PLCs and we will be focusing on instructional techniques and processes that will help us meet our goals and ensure student success. Teachers will be given intensive and ongoing training regarding the PRIDE Lab program.

School Processes & Programs Strengths

- Data Analysis
- RTI
- Writing Rubrics
- TEKS Resource System
- Reading Recovery
- Dyslexia
- Curriculum alignment
- Tracking Student Progress
- Professional Learning Communities
- Fundamental 5
- Handle With Care

Perceptions

Perceptions Summary

Austin Elementary has a historic culture of success. The faculty is willing to do what is asked of them, in general. The Professional Learning Community model has had active participation for several years and works well to provide opportunities for training and collaboration. This will continue as we continue to seek more ways to collaborate and work together horizontally and vertically.

Perceptions Strengths

- Parent conferences
- Parent communication
- Social Media presence
- Leadership team meetings
- Awards assemblies
- Newsletter
- Positive administrative support
- PRIDE Sheets/ChAMPS
- WOW Wednesday

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Student Success Initiative (SSI) data for Grades 5 and 8

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Male / Female performance, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- State certified and high quality staff data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data

Goals



Revised/Approved: October 04, 2018







Goal 1: Austin Elementary will achieve excellence in academics.







Performance Objective 1: 1.1. Austin Elementary School will close academic performance gaps between our school and our accountability cohort, our region and our state.








Evaluation Data Source(s) 1: 2018 Accountability Rating

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) 1. Austin will provide TEKS based curriculum delivery in core subjects Sept. - May (System Safeguard Activity)	2.4, 2.5, 2.6	Campus Principal(s), Literacy Specialists, Teacher(s)	Common Assessments, Benchmarks, I Station, Progress Monitoring, Indicators of Progress (ISIP), STAAR, TELPAS				
Funding Sources: 199 - General Fund - 0.00							
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 2) 3. Austin will continue to provide supplementary instruction through literacy groups in K-2. Sept. - May (System Safeguard Activity)	2.4, 2.5, 2.6	Reading Recovery Teacher	Common Assessments, Progress Monitoring, Benchmarks, ISIP				
Funding Sources: 199 - General Fund - 0.00							

<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>3) Austin will continue to provide identification, instruction and progress monitoring for children with dyslexia and related disorders. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Campus SIT Team, Counselor, Dyslexia Specialist, Instructional Specialist, Principals, Classroom Teachers	Summative - State Assessments, Benchmarks, Progress Monitoring, WADE (Wilson Assessment of Decoding and Encoding)				
Funding Sources: 199 - General Fund - 0.00							
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) 5. Austin will provide targeted interventions for children with a Tier 3 designation or with STAAR-related or instructional concerns. Sept. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Campus Interventionist, Classroom Teachers, Instructional Specialist, Principals, Reading Recovery Teacher, SPED Teacher	Common Assessments, Benchmarks, Progress Monitoring				
Funding Sources: 199 - General Fund - 0.00							
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>5) Austin Elementary will provide a balanced approach to literacy using all 8 components, including an explicit and systematic phonetic component. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Literacy Specialists, Classroom Teachers, SPED Teacher, Inclusion Aides	Summative - STAAR, Common Assessments, Progress Monitoring				
Funding Sources: 215 - ESSA, Title I-D - 0.00							
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>6) ELL Assistance will be provided by an ELL certified teacher to the eligible students at Austin Elementary at each grade level. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	ESL Certified Classroom Teachers	Summative - TELPAS/LAT				
Funding Sources: 263 - ESSA, Title III, LEP - 0.00							
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>7) Austin will participate in the Window on a Wider World Grant program. Every student will attend at least one WOWW event in the school year. Oct. - May</p>	2.5, 2.6	Principals, Classroom Teachers, WOWW Campus Coordinator	Summative - Observation of wider range of accessible knowledge of arts and applicable instruction				
Funding Sources: 461 - Campus Activity Fund - 0.00							

<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>8) Austin Elementary will implement intervention times for Math and Reading at least 4 times a week. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Principals, Classroom Teachers, Instructional Specialist	Summative - Performance on state assessments, benchmarks, common assessments				
Funding Sources: 461 - Campus Activity Fund - 0.00							
<p>Targeted Support Strategy Critical Success Factors CSF 4 CSF 5</p> <p>9) Austin students will participate in a TEKS-based music curriculum with an emphasis on musical performance. Sept. - May</p>	2.4, 2.5, 2.6	Principals, Lead Teacher, Parent Volunteers	Summative - Student performances on campus and in the community.				
Funding Sources: 461 - Campus Activity Fund - 0.00							
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>10) Austin Elementary will increase academic rigor with enrichment opportunities in all grade levels and all subject areas through increasing student critical writing. Aug. - May.</p>	2.4, 2.5, 2.6	Campus Administration, Instructional Specialists, Teacher	Lesson Plans showing critical writing activities and student critical writing products displayed for all subject areas.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>11) Austin Elementary will integrate technology in instruction and curriculum through increasing the number of iPads and Chromebooks available for and used by students as well as providing training for teachers on how to use technology for instruction and include it in student assignments. Aug. - May.</p>	2.4, 2.5, 2.6	Campus Administrators, Teachers, Technology Dept.	Technology grants, increased number of iPads: student use logs				
<p>12) Austin Elementary will implement monthly writing contests to encourage writing more and with more relevance.</p>		Principal	Students will be awarded at morning meetings and their pieces will be displayed.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>13) Austin Elementary will implement instructional strategies from the book, Teach Like a Champion, in order to increase student engagement and rigor of delivery of the TEKS.</p>	2.4, 2.5, 2.6	Principal, campus T-TESS Appraisers, Teachers	<p>Students will be more engaged in more rigorous lessons leading to higher student outcomes.</p> <p>STAAR scores will increase due to more time on task and increased levels of engagement in the learning.</p>				

<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 5</p> <p>14) Austin Elementary will implements a schoolwide reading competition that will run both semesters to increase the number of books and the number of pages read by students.</p>	2.4, 2.5, 2.6	Counselor, IS, Principal, teachers	Students will test at higher reading levels.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							











Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 2: 1.2. Austin Elementary School will develop and incorporate a comprehensive system to successfully serve special education, at-risk, economically disadvantaged, and English language learners.

Evaluation Data Source(s) 2: 2018 Accountability Rating

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Austin Elementary will continue to serve Special Education students (k-4) with Read 180 and System 44 programs in a resource setting as well as 5th grade students on grade level in an inclusion setting.</p>	2.4, 2.5, 2.6	Campus Administration Special Education Teachers	STAAR Scores and Program data that shows growth.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 4</p> <p>2) Austin Elementary will provide inclusion support for Special Education students as designed in the IEP.</p>	2.4, 2.5, 2.6	Campus Administration Special Education Teacher General Education Teachers	STAAR scores, program data, increased reading levels.				
<p>3) Austin Elementary will continue to serve ELL students in the regular education environment with an ELL certified teacher familiar with language acquisition strategies.</p>		Campus Administration General Education Teachers	STAAR scores and reading level gains.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 4</p> <p>4) Austin will continue the enrichment of high-performing students by providing leveled instruction for gifted learners during Intervention time, as well as providing pull out once a week for identified gifted learners with the PAAS teacher Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Principal, Teachers, PAAS Teacher	Increased numbers of students who score Level III Advanced on STAAR tests				

Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 5)) Austin Elementary staff will take data from universal screening to inform instruction and monitor the progress of students. Aug. - May (System Safeguard Activity)	2.4, 2.5, 2.6	Principal, Teachers	RTI notes and data				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 6) Austin staff will implement differentiated instruction on all levels. Aug. - May (System Safeguard Activity)	2.4, 2.5, 2.6	Principal, Teachers	Lesson Plans PLC minutes				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 7) Designated intervention times will include enrichment instruction and activities at all levels. Grade Levels may differ. Aug. - May (System Safeguard Activity)	2.4, 2.5, 2.6	Principal, Teachers	Intervention Plans, Lesson Plans, PLC notes				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 8) Austin Elementary will utilize the Imagine Learning program with ELL students.	2.4, 2.5, 2.6	IS, Teachers, Principal	Increased levels of English usage, increased TELPAS and STAAR Scores.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 3: 1.3. Austin Elementary School will continue to systematically integrate technology into its classrooms that reflects the development of 21st Century Skills in lesson design.

Evaluation Data Source(s) 3: Progress toward 1 to 1

Bright Bytes Survey results

Lesson plan data

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 1) Austin Elementary will put new Chromebooks in every classroom 3-5 and increase use of IPADS at the k-2 level to 1:1.	2.4, 2.5, 2.6	Campus Administration Teachers					
Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 7 2) Ongoing training by the district Instructional Technology Director to build capacity in teachers for implementing technology into daily instruction	2.4, 2.5, 2.6	Principal, Instructional Technology Director	Walk-throughs showing increased use of technology, Lesson Plans				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 4: 1.4. Austin Elementary will develop and implement a plan to ensure our students are college and career ready upon graduation from High School.

Evaluation Data Source(s) 4: 2018 accountability ratings

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 7</p> <p>1) Austin Elementary teachers will have continued training and help to implement quality questioning and other continued training on differentiation and higher order thinking.</p>	2.4, 2.5, 2.6	Campus Administration Teachers					
<p>Critical Success Factors CSF 4 CSF 5</p> <p>2) Altrusa will continue to honor our 4th grade students with the "Lunch With Dignitaries" program. These students are picked because of their willingness to work hard, help other students, and work well with classmates.</p>	2.5, 2.6	Altrusa club members, Fourth grade teachers	List of 4th grade students who were picked each month.				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) Austin Elementary Staff will complete one book study on teaching strategies.</p>	2.4, 2.5, 2.6	Principal	This book study will enable teachers to work with more diverse groups of students and prepare all students for college.				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 5: 1.5. Austin Elementary will work to increase attendance.

Evaluation Data Source(s) 5: Attendance Records

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 CSF 5 1) Phone calls and letters to parent when excessive absences occur. Aug. - May	2.4, 2.5, 2.6	Principals, Attendance Officer, Teachers	Attendance records				
Critical Success Factors CSF 4 2) Rotary Club bike drawing held each six weeks for student who had perfect attendance during the six weeks. Oct. May		Principal, Teachers, Rotary Club Officer	Attendance records, Pictures of winners of bicycles				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 5 CSF 6 3) Students will receive recognition at the 6 weeks award assemblies through a certificate and their picture taken with the Lion. They will also receive a backpack tag from the booster club.	2.5, 2.6	Principal, teachers	More students will achieve perfect attendance due to the incentives.				
Critical Success Factors CSF 5 4) Austin Elementary will host a Career Day where students can interact with adults from a number of different professions.	2.5, 2.6	COounselor, Teachers, Principal	Student awareness of careers available and the education required.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 1: 2.1. Austin Elementary School will recruit and retain a quality teaching and administrative staff by providing a system of support and professional development to assist teachers and administrators in reaching their individual performance goals.

Evaluation Data Source(s) 1: School climate survey
Online training records

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 7 1) Ensure that all teachers teaching in core academic subject areas are fully certified in instructional/shortage areas and "highly qualified." Aug. - May	2.4, 2.5, 2.6	Principals, Personnel Director	Formative - % highly qualified report	✓	✓	✓	
Targeted Support Strategy Critical Success Factors CSF 1 CSF 7 2) Provide "First Year Teacher Academy" for new teachers at each campus. These new teachers meet six times a year.	2.4, 2.5, 2.6	Curriculum Team, Principals	Sign in sheets from FYTA days, survey feedback from first year teachers				
Critical Success Factors CSF 1 CSF 3 CSF 7 3) Provide campus mentors for all first year teachers.	2.4, 2.5, 2.6	Principals, Mentor Teachers	survey feedback from first year teachers, mentor reflections and observations of FYT	✓	✓	✓	
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 4) Austin Elementary will provide weekly PLCs to address a variety of staff Professional Development goals as tied to the identified TAIS Goals.	2.4, 2.5, 2.6	Principal	Increased staff competency in the identified instructional areas.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 2: 2.2. Austin Elementary School will ensure high teacher morale through district and campus systems that promote and model a growth mindset.

Evaluation Data Source(s) 2: Staff climate survey

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Teachers will receive a Monday Message that includes inspirational words as well as an ongoing calendar in an effort to increase positive communication, reduce stress, and set a positive tone.		Campus Principal	Positive morale and reduced stress among staff. Survey				
2) A Positive affirmation board will be utilized in the hallway.		Campus Principal	Survey of morale, end of year				
Critical Success Factors CSF 6 3) Utilization of a training room to facilitate adult discussions and trainings in a comfortable and professional setting.		Campus Principal	End of the Year Survey.				
4) Austin Elementary school will be painted and kept looking fresh and clean, bright and peaceful. The lounge and front office will be decorated and provide a welcoming presence.		Principal	Work environment will be conducive to a happy peaceful place.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 3: 2.3. Austin Elementary School will use the T-TESS / T-PSS evaluation systems, as well as teacher and principal standards, to ensure that all educators understand their job expectations and to monitor and encourage individual educator growth.

Evaluation Data Source(s) 3: Walk through, T-TESS, T-PSS, and other data

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 7 1) Create clarity for all PISD personnel by training administrators and teachers on the evaluation system. PISD will provide various opportunities for training and clarification of the rubric	2.4, 2.5, 2.6	Curriculum Team, Principals	Sign in sheets from various trainings				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 6 CSF 7 2) Updated training will be provided for the use of Growth Mindset and goal setting with students and with teachers.	2.4, 2.5, 2.6	Principal and Counselor	Staff will help students to set long and short term goals and be able to do that themselves.				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 7 3) Lesson plans will be looked at weekly following a rubric. The teachers will be provided feedback in order to ask questions and improve their lesson planning processes.	2.4, 2.5, 2.6	Principal	Lesson plans will show qualities of a High-Quality lesson Plan				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Austin Elementary will build a quality staff with high morale.









Performance Objective 4: 2.4. Austin Elementary School will ensure the development of a comprehensive professional development plan that will provide each educator with timely, quality, and individualized learning that will help them reach individual professional goals.

Evaluation Data Source(s) 4: School Climate survey

Number of training completed

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 7</p> <p>1) New teachers will improve their practice by attending the First Year Teacher Academy. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Curriculum Team	Formative - Better retention rate, Sign in sheets from the six days of training				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 7</p> <p>2) Austin Elementary will provide professional development on questioning. Aug. - May.</p>	2.4, 2.5, 2.6	Campus administrators, Curriculum Team, Edivate	sign in sheets from training				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>3) Teachers will continue to implement the "Teach Like a Champion" strategies August through May.</p>	2.4, 2.5, 2.6	Principal, Curriculum Team, Instructional Specialist	Walk-throughs, Lesson Plans, Presentations in Staff Development and Staff Meetings				
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>4) Staff members will meet as Professional Learning Communities members collaboratively each week to analyze data utilizing benchmarks, common/formative assessments, and universal screenings to determine interventions and inform instruction. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Principals, Instructional Specialist, Classroom Teachers, Dyslexia Specialist	Summative - Observation, measurement of improved collegiality and student achievement				











<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 7</p> <p>5) Austin Elementary will monitor instructional practices through classroom walk-throughs. Aug. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Principals	Walk-Through Data				
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>6) Training will be provided and support given for classroom teachers to provide tiered instruction for high performing students. Nov. - May (System Safeguard Activity)</p>	2.4, 2.5, 2.6	Principals, Instructional Specialist	Increased numbers of Austin students scoring at Advanced Level III on STAAR				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 3: Austin Elementary will have increased support of the community.

Performance Objective 1: 3.1. Austin Elementary School will provide various opportunities for community members / stakeholders to understand, evaluate, and promote the School Vision and goals.

Evaluation Data Source(s) 1: HB 5 documentation

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 5</p> <p>1) Parent conferences will be held with each parent to discuss each student's progress a minimum of 2 times per year. Oct. & May</p>	2.4, 2.6	Principals, Teachers	Formative - Parent Sign-in sheet, Parent satisfaction and cooperation, and attendance.				
<p>Targeted Support Strategy Critical Success Factors CSF 5 CSF 6</p> <p>2) Austin will host a "Meet the Teacher" day prior to school start. This allows the student to have a positive contact with their teacher and locate their homeroom.</p>	2.6, 3.2	Principals, Teachers	Sign in sheets, attendance				
<p>Critical Success Factors CSF 5</p> <p>3)) Austin Elementary will participate in the District Showcase, demonstrating engaging lessons for the community. November</p>	2.5	Principals, Teachers	Pictures from the event, sign in sheets of Austin parents				
<p>Targeted Support Strategy Critical Success Factors CSF 5</p> <p>4) Kindergarten Roundup will be held in the Spring and Kindergarten Kick-off in August to enroll and screen pre-schoolers for the upcoming year of kindergarten. Spring (System Safeguard Activity)</p>	2.6	Instructional Specialist, Parental Involvement Coordinator, Registrar, School Nurse, Classroom Teachers, Principals	Summative - Increased number of students pre-enroll and have information about kindergarten before the beginning of the school year.				

Critical Success Factors CSF 5 5) Grades 1, 3, and 5 will perform a musical performance that is open to the public and parents. Sept. - May	2.5	Principal, Music Teacher, Classroom Teachers	Sign in sheets from musical programs				
Critical Success Factors CSF 5 6) Austin 4th graders will participate in the Gray County Ag Fair. Nov.	2.5	Principal, Teachers	Formative - Writing assessment, observation, discussion feedback				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 7) Austin will participate in the Window on a Wider World Grant program. Sept. - May	2.5, 2.6	WOWW Coordinator, Principal, Teachers	Formative - Stronger understanding and support by the community, as well as a better appreciation of the arts				
Funding Sources: 199 - General Fund - 5000.00							
Critical Success Factors CSF 5 8) Austin student will continue to participate in the Salvation Army canned food drive. December		Principals, Teachers	Student participation, amount of food collected				
Critical Success Factors CSF 5 CSF 6 9) Austin students will have the opportunity to interact with the community by caroling in nursing homes, banks, daycare centers, and the courthouse. December		Principals, Teachers, Music Teacher	Pictures from the caroling events				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							








Goal 3: Austin Elementary will have increased support of the community.

Performance Objective 2: 3.2. Austin Elementary School will provide encourage meaningful, quality, and two-way communication using various means in order to inform parents/community members/stakeholders of events and opportunities involving students and the community.

Evaluation Data Source(s) 2: HB 5 documentation

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 5 1) Teachers make positive contacts with parents, celebrating good student behavior. Aug. - May	2.6	Teachers	Communication Logs				
Critical Success Factors CSF 5 2) Austin will maintain a campus website and Facebook page to keep parents informed of events on the campus. Each certified staff member will maintain a webpage. Aug. - May		Principal, Teachers, Social Media Team member	Facebook posts, Positive comments about Austin Elementary				
Critical Success Factors CSF 5 CSF 6 3) Austin will produce a school-wide newsletter to keep parents informed, as well as classroom newsletters that will include important dates and relevant information, highlights successes, and profile staff		Principals, Classroom Teachers, Parental Involvement Coordinator	Copies of the weekly newsletters, increased satisfaction of parents regarding their awareness of school events				
Critical Success Factors CSF 5 CSF 6 4) Parental Involvement-initiated, campus-based parent survey regarding the academic school year. April		Principal	Responses to survey				
Targeted Support Strategy Critical Success Factors CSF 5 5) Teachers will make a positive parent contact during the 1st two weeks of school.		Principal	Positive Rapport				

<p align="center">Critical Success Factors CSF 5</p> <p>6) Teachers will make a minimum of two positive contacts home to parents each semester</p>		Principal	Positive Rapport				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Austin Elementary will provide a healthy safe school climate for all students and staff.

Performance Objective 1: Austin Elementary will provide campus environment where students and staff are physically safe.

Evaluation Data Source(s) 1: School Climate Survey

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Austin Elementary will secure the school building from those who do not have valid identification or have not passed the driver's license scan. (Aug. - May)		Principals, Classroom Teachers, Front Office Staff	Austin Visitor Tags				
Funding Sources: 199 - General Fund - 0.00							
2) Austin will follow Hazmat procedures and will provide practice safety drills, including fire drills, tornado drills, and lock-in-place drills. (Aug. - May)		All Staff	Safety Drills				
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> 3) Austin Elementary Staff will explicitly teach school wide and classroom expectations to all students and consistently reinforce desired behaviors.	2.5, 2.6	Teachers, Instructional Specialist, Principals, Custodians, Cafeteria workers, and Clerical staff.	Students exhibit desired behaviors, Discipline Referrals reduced, and students receiving more recognition.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							











Goal 4: Austin Elementary will provide a healthy safe school climate for all students and staff.

Performance Objective 2: Austin Elementary will ensure a climate in which students and staff will exhibit an appropriate level of physical, emotional, and social health that will allow for a happy and healthy school experience.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Austin will provide free and reduced lunches and snack packs to students who qualify. (Aug. - May)	2.6	Cafeteria Staff, Front Office Staff, Counselor, Classroom Teachers	Free and Reduced Lunch Forms Improved academic scores due to less student stress over things outside of students' control				
2) Austin will provide healthy lunch choices to all students. (Aug. - May)	2.6	Cafeteria Staff	Student lunch trays will include at least one fruit or vegetable choice daily				
3) Austin will provide staff whose responsibility is redirecting behaviors of emotionally disturbed children. (Aug. - May) (System Safeguard Activity)	2.6	Campus principals, Redirect teacher, Redirect Paraprofessional, Classroom teachers	Reduction of office referrals, Behavior Plan progress documented.				
Funding Sources: 199 - General Fund - 0.00							
4) Austin will promote a healthy, drug-free lifestyle through Red Ribbon Week programs and guidance lessons. (Aug - May)	2.6	Campus Principals, Counselor, Classroom teachers	Red Ribbon Week Programs, Guidance Lesson Schedules				
Critical Success Factors CSF 6		Principal, Counselor, Teachers	Reduced office referrals for discipline				
5) Austin will reward good behavior and character traits of students with a celebration assembly held each six weeks. Oct. - May							
Critical Success Factors CSF 6		Teachers	Reduction in discipline referrals				
6) Students are rewarded for good behavior by their teachers as set per classroom (i.e. Lunch Bunch, "Marble"ous Behavior rewards, Caught Being Good awards, "I Had a Great Day" rewards, positive comments on Thursday Take-Home envelopes, positive marks on PRIDE Sheets etc.).							

<p>Critical Success Factors CSF 6</p> <p>7) The CHAMPS program is implemented school-wide at Austin to promote positive student behavior. Aug. - May (System Safeguard Activity)</p>		<p>Classroom Teachers, Principals, Instructional Aides, Lunchroom Monitors, Counselor, Interventionist, Instructional Specialist, Parent Volunteers</p>	<p>CHAMPS visuals are evident throughout the school. Formative - Improved classroom behavior exhibited through a decrease in number of office referrals</p>				
<p>Critical Success Factors CSF 6</p> <p>8) Character Awards will be given from each classroom one boy and one girl, each 6 weeks.</p>		<p>Principal, Classroom Teachers</p>	<p>Recognized at 6 weeks award assemblies.</p>				
<p>Critical Success Factors CSF 6</p> <p>9) Bullying awareness lessons at each grade level</p>		<p>Principal, Counselor</p>	<p>Decreased reports of bullying on campus</p>				
<p>10) Students will have the opportunity to earn certificates, LION paws, and booster bucks for good behavior.</p>		<p>Principal</p>	<p>Monthly drawings Good Behavior Book</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Austin Elementary will promote school pride by encouraging and celebrating student participation in extracurricular and co-curricular activities.

Performance Objective 1: 5.1. Austin Elementary School student participation in extra-curricular activities (such as athletics, band, choir, fine arts, UIL academics, and other special student organizations) will increase each year.

Evaluation Data Source(s) 1: HB 5 data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 4 1) We will actively encourage student participation for UIL Academic contest		Principal, Classroom Teachers	Increased numbers of students participating in the UIL contest; increased number of Austin students placing at UIL contest				
Critical Success Factors CSF 4 CSF 6 2) Use FB and Twitter to give recognition to those students who choose to participate in UIL meet. Celebrate their participation and their results.		Principals, Teachers	Pictures from the UIL contest, FB posts and Tweets				
Critical Success Factors CSF 5 CSF 6 3) 5th grade students will perform at the high school for the Spring Concert, in combination with the other elementary choirs. April		Principal, Music Teacher, Fifth Grade Teachers, PJHS Choir Teachers	Sign in sheets from the concert, Increased numbers of students who sign up for choir in 6th grade				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Austin Elementary will promote school pride by encouraging and celebrating student participation in extracurricular and co-curricular activities.

Performance Objective 2: 5.2. Austin Elementary School will improve performance and maintain excellence in all extra-curricular and academic activities by providing students with purposeful practice, coaching support, and by celebrating successes.

Evaluation Data Source(s) 2: HB 5 data

Summative Evaluation 2:








Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Implement opportunities for Austin Elementary students to begin working on fundamental skills in athletics and choir by inviting PHS/PJHS coaches to visit Austin PE and music classes</p>		Principals, Coaches, PE and Music Teachers	Lesson plans showing visits by the coaches				
<p>Critical Success Factors CSF 6</p> <p>2) Use the "Positive Media" campaign to celebrate wins and "personal bests" in UIL meet and Track Meet</p>		Principals, Teachers	FB posts and Tweets				
<p>3) Austin Elementary will implement a schoolwide Mailbox system to send one another letters and notes and recognize one another's achievements. Upper grades will be paired with lower grades to facilitate positive interactions.</p>		Principal	Increased writing achievement as tied to relevance. Increased support and feelings of mutual fondness.				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 5: Austin Elementary will promote school pride by encouraging and celebrating student participation in extracurricular and co-curricular activities.

Performance Objective 3: 5.3. Austin Elementary School will promote pride and success through campus and district media campaigns.

Evaluation Data Source(s) 3: HB 5 data

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Austin will maintain several different Facebook pages in order to display the quality instruction and learning. We will also maintain the electronic sign in a timely manner		Campus Administration Classroom Teachers	End of year # of posts.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
3	1	7			\$5,000.00
4	1	1			\$0.00
4	2	3			\$0.00
Sub-Total					\$5,000.00
215 - ESSA, Title I-D					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$0.00
Sub-Total					\$0.00
263 - ESSA, Title III, LEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6			\$0.00
Sub-Total					\$0.00
461 - Campus Activity Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7			\$0.00
1	1	8			\$0.00
1	1	9			\$0.00
Sub-Total					\$0.00
Grand Total					\$5,000.00