

Duncanville Independent School District

Merrifield Elementary School

2019-2020 Formative and Summative Reviews

Accountability Rating: D



Mission Statement

The mission of Duncanville Independent School District is to provide each student with the necessary skills to achieve lifelong success and contribute to a global society.

Vision

Duncanville ISD –Writing success stories, one student at a time.

Value Statement

- We believe students are our first priority.
- We model personal integrity and ethical behavior.
- We value and respect all students, staff, families, and community members.
- We provide a safe, nurturing environment to foster academic excellence and positive relationships.
- We embrace continuous improvement, data-driven decision making, and mutual accountability for organizational excellence.
- We believe every staff member contributes to student success.

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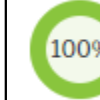



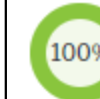
Goal 1: Focus on Student Success









Performance Objective 1: By the end of 2019-2020, between 75% or more students will demonstrate MEETS mastery performance on reading, math, and writing assessments.

Evaluation Data Source(s) 1: district assessments, STAAR assessments

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	July
<p>Targeted Support Strategy TEA Priorities Build a foundation of reading and math ESF Levers Lever 5: Effective Instruction 1) Target Area: Reading (All grades) Students will be identified for additional small group support. Based on current levels of achievement students will receive acceleration or intervention support through the TIER services of RTI. Priority TEKS of need cumulative data. During small group instruction, teachers will plan and model authentic workstations that engage at higher level thinking. Activities will include word work, vocabulary enrichment, dictionary and grammar skills, response journals to enhance prior learning so that students are better able to transfer and apply knowledge that will take place. Subpop group: (All, GT, LEP, Hisp, AA, Econ Dis, SPED, At-Risk)</p>	Admin ILT	Guided Reading/ Meta-cognition training for teachers will occur. Campus formative and district assesments will show an increase in the number of students who reach the MEETS standards on the two year comparison in reading				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p>Targeted Support Strategy TEA Priorities Build a foundation of reading and math ESF Levers Lever 5: Effective Instruction 2) Target Area: Math (All grades) Students will be identified for small group support based on current levels of achievement through the services of the RTI for at-risk learner. Priority TEKS will be spiraled in based on cumulative data every 6 weeks. During the guided math teachers focus will be numeracy, problem of the day/warm-up, mini-lesson, learning stations, and reflection/closure. The learning stations are to include numerical fluency, vocabulary, word problems, technology, spiral review and writing response.</p>	Admin ILT	Campus formative and district assessments will show an increase in the number of students who reach the MEETS standards on the two year comparison in math.				
<p>Targeted Support Strategy TEA Priorities Improve low-performing schools ESF Levers Lever 5: Effective Instruction 3) Target Area: Writing (all grades) Plan and incorporate an increased number of model writing opportunities as part of the writing process while including mentor text. Subpop groups: All, GT, LEP, Hisp, AA, Econ Dis, SPED, At-Risk)</p>	Admin ILT	Continuation of a Balanced Literacy Framework with fidelity will show an increase in the number of students who reach the MEETS standards on the two year comparison in writing.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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			Dec	Mar	May	July
<p>Targeted Support Strategy TEA Priorities Build a foundation of reading and math</p> <p>4) Target Area: Highly effective Reading and Math Teachers and staff will receive the necessary materials to provide TEKS aligned instruction to students in the core areas. We will also provide accelerated or intervention instruction to students in the core content areas in order to provide instructional acceleration during the school day and instructional intervention during Saturday school for At-Risk Learners. Saturday school payroll, instructional materials, technology laptops and instructional supplies, composition notebooks, flashcards, enrichment bridge books, mentoring minds enrichment books, general supplies need for intervention and acceleration such as pencils and pencil sharpeners, and specialized supplemental materials for the accelerated intervention program. Teachers will utilize TEKS Enhanced Verification document and IQ test analysis to create plans of intervention and acceleration. (Subpos groups: All GT, LEP, Hisp, AA, Econ Dis, SPED, At-Risk)</p>	Admin ILT	As a result of implementation of acceleration or intervention lessons, we expect to see an increase instructional growth, particularly in the MEETS and MASTERS performance levels on campus common assessments and district assessments per the two year data comparison.				
<p>Targeted Support Strategy TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 2: Effective, Well-Supported Teachers</p> <p>5) An emphasis will be placed on providing Tier 1 professional development to both general education and special education teachers, which will focus on instructional alignment and increased engagement of all Tier 1 students; but, will specifically focus on providing inclusion/support services to all special education students. Teacher will be able to determine the best methods to scaffold lessons, give shared grades, and both teachers make the necessary accommodations and modifications, to ensure success for all students.</p>	Admin ILT	As a result of implementation of Tier 1 instruction, with RTI accomodation supports as needed, we expect to see an increase instructional growth, particularly in the MEETS and MASTERS performance levels on campus common assessments and district assessments per the two year data comparison.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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Targeted Support Strategy ESF Levers Lever 5: Effective Instruction 6) Ensure quality Tier 1 instruction is provided to our Early Childhood students and Bilingual/ESL students through aligned lessons and aligned instructional delivery.	Admin ILT	Student growth on CLI and district assessments.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: Focus on Students, Families and Community

Performance Objective 1: By May of 2020, over 1000 parents/guardians will have participated in campus events that were designed for parents to be partners in their child's education.

Evaluation Data Source(s) 1: During the 2019-2020 school year, several parent involvement opportunities will be provided to parents, sign in sheets, parent survey will be used to determine the effectiveness of parental involvement opportunity.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	July
<p>TEA Priorities Build a foundation of reading and math</p> <p>1) Target Area: Reading and Math-Staff will coordinate student Academic Parent events that will assist our parents in understanding the curriculum and how they can support their child at home with academic concepts. (Curriculum Night, STAAR Parent Night, Fall Parent Conference, Reading/Literacy Night, Math night, Science night. Academic Recognition will be provided by classroom teachers. (Subpop group: All, GT, LEP, Hisp, AA Econ Dis, SPED, At-Risk)</p>	Admin ILT	Increase in literacy, reading, and math student progress. Increase in parent involvement numbers.				
<p>TEA Priorities Build a foundation of reading and math</p> <p>2) Parent training sessions will be offered throughout the year so the parents are able to access the most current information and learn how to assist their child with school work. Topics are based on parent needs that are identified. (Curriculum workshops, Internet/Social Media Safety, Homework Strategies, and Parenting Skills for Test Anxiety).</p>	Admin ILT	Parents will gain a better understanding of the curriculum in order to support the learning of their child at home.				
<p>TEA Priorities Improve low-performing schools</p> <p>3) Students will participate in coordinated health services annual Fitness gram PE screening .</p>	Admin ILT	Fitness gram health screening results will be analyzed by the physical education teachers and administrators.				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 3: Focus on Operational Excellence

Performance Objective 1: By the end of 2019-2020 school year, 100% of the staff have an increased understanding of the Campus Improvement Plan and district's five strategic goals.

Evaluation Data Source(s) 1: Minutes from Campus Improvement Committee meetings and staff trainings.

Summative Evaluation 1: Met Performance Objective








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	May	July
<p>TEA Priorities Build a foundation of reading and math</p> <p>1) Increase staff leadership opportunities. Highly effective staff will facilitate as mentors, Professional Development presenters, teacher leaders, etc. During PLC's and during instructional staff meetings.</p>	Admin ILT	Staff development presentations will directly correlate with a campus instructional focus area. Evidence of implementation will be observed through lesson plans and agendas.				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 4: Focus on Employees and Organizational Improvement

Performance Objective 1: By the end of 2019-2020 school year, 90% of the teacher satisfaction survey responses will be favorable.

Evaluation Data Source(s) 1: Result of teacher survey, professional development, and data from employee recognition efforts.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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			Dec	Mar	May	July
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>1) Staff will be identified for employee recognition through administrator emails, staff update Kudos, employee of the month, and teacher of the year nominations so that positive efforts are recognized consistently. Our staff will plan for and participate in team building activities that will result in campus-wide culture participation and accountability in order to retain highly effective teachers. We will participate in the district job fair to recruit and retain highly effective teachers. Recruitment efforts will be provided by teacher leaders and administrators.</p>	Admin ILT	Employee recognition will result in increased moral and higher yield of employee effectiveness.				
<p>TEA Priorities Improve low-performing schools</p> <p>2) Staff will participate in instructional Learning Walks and PLC's to identify instructional trends and analyze instructional effectiveness by grade level and as a campus. PLC commitments and norms will be established. Instructional planning and professional development will be incorporated during PLC's.</p>	Admin ILT	Evidence of effective instructional delivery and alignment to the campus instructional focus as outlined in the T-TESS domain/dimension of focus.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p>TEA Priorities Improve low-performing schools 3) Weekly monitoring of attendance patterns to increase attendance percentage. Daily phone calls will be made. Weekly truancy prevention measure meetings will occur with parents. We will also implement and teach social emotional lessons at Merrifield through the use of the Sanford Harmony curriculum lessons which include bully free learning environment to prevent violence. SEL learning opportunities will be presented during our monthly guidance lessons.</p>	Admin ILT	Increase in attendance percentage. Guidance lessons that focus on bully free learning environment. Community circles to increase a positive culture.				
<p style="text-align: center;"> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 5: Focus on Financial Stewardship

Performance Objective 1: By the end of March 2020, 85% of the operational budget will have been encumbered in order to ensure that all classrooms have the materials that are needed for student success.

Evaluation Data Source(s) 1: Monthly reports showing expenditure progress, requisition requests detailing needs and materials

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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TEA Priorities Recruit, support, retain teachers and principals 1) Office staff will be trained on the purchase order requisition process as it applies to ordering classroom materials and resources so that we can procure the necessary items throughout the year.	Admin ILT	100% Financial integrity in regards to campus expenditures.				
= Accomplished = Continue/Modify = No Progress = Discontinue						