

# Duncanville Independent School District

## Smith Elementary School

2019-2020

Accountability Rating: C



# 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

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




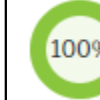


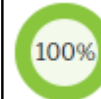
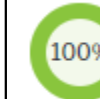
**Performance Objective 1:** By the end of the 2019- 2020 school year, 100% of Smith Elementary scholars grades PK-4 will show 1 years growth in reading and math.

**Evaluation Data Source(s) 1:** BOY, MOY, EOY - DRA, I Station, 3rd/4th STAAR results. Campus common assessments, District 9 week assessments, TEA accountability report









## Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <ul style="list-style-type: none"> <li>Recruit, support, retain teachers and principals</li> <li>Build a foundation of reading and math</li> <li>Improve low-performing schools</li> </ul> <p><b>ESF Levers</b></p> <ul style="list-style-type: none"> <li>Lever 1: Strong School Leadership and Planning</li> <li>Lever 2: Effective, Well-Supported Teachers</li> <li>Lever 3: Positive School Culture</li> <li>Lever 4: High-Quality Curriculum</li> <li>Lever 5: Effective Instruction</li> </ul> <p>1) Smith teachers will receive DRA training to ensure each scholar is being assessed correctly and we have documented accurate information on the scholars behalf. The DRA will be administered for the BOY, MOY, and EOY.</p>	Administrators	Smith elementary scholars progress will indicate a minimum of one years growth.				








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 4: High-Quality Curriculum            Lever 5: Effective Instruction</p> <p>2) Smith Elementary will develop a literacy library where classroom teachers can check out guided reading and independent reading books for scholars.</p>	Administrators	Smith staff will implement guided reading consistently.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 3: Positive School Culture            Lever 4: High-Quality Curriculum            Lever 5: Effective Instruction</p> <p>3) Smith scholars will engage in explicit guided reading instruction and receive daily feedback regarding progress. Smith scholars will set goals, track their personal reading growth, and participate in reading growth classroom and campus celebrations.</p>	Administrators	Smith Elementary scholars will make a minimum of 1 year's growth.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>4) Smith Elementary will host a literacy night for Smith Scholars, their families, and the community to engage in literacy activities.</p>	Administrators	Smith will build strong community relationships in order to collaborate in the goal of seeing each child make a minimum of one years growth this school year in reading and math.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>5) All teachers will receive training on how to appropriately assess scholars using I- station and how to use data to identify areas of need and to identify intervention or extension areas</p>	Administrators	Smith Elementary scholars will show evidence of growth. By the end of the year all Smith Elem. students will make a minimum of one year's growth.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 3: Positive School Culture            Lever 4: High-Quality Curriculum            6) Each Grade level will partner across campus to have a book buddy from another grade level and commit to reading buddy time.</p>	Administrators,	Smith Elementary scholars will show evidence of growth. By the end of the year all Smith Elem. students will make a minimum of one year's growth.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 1: Strong School Leadership and Planning            Lever 3: Positive School Culture            7) Smith staff will create and use literacy spaces throughout the campus.</p>	Administrators	Smith data will indicate an increase of scholar performance on the M.O.Y and E.O.Y DRA and I-station reports.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 1: Strong School Leadership and Planning            Lever 2: Effective, Well-Supported Teachers            Lever 3: Positive School Culture            Lever 4: High-Quality Curriculum            Lever 5: Effective Instruction            8) Master schedule will reflect an intervention block time called W.I.N. ( What I Need) time. This will be an opportunity for teachers to provide scholars with intervention and extension.</p>	Administrators	Increased percentage of scholars meeting expectations on STAAR in the meets category.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>9) Students will be provided opportunities for academic intervention and extension tutorials with an emphasis on reading, writing, and math.</p>	Administrators	Increase percentage of students who will meet or exceed standard on STAAR.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>10) Smith Elementary Special Education staff will hold monthly meetings and trainings to ensure we are meeting the needs of our Sp. Ed population.</p>	Administrators	Special Education teachers will gain knowledge of how to ensure each Sp.Ed student makes a minimum of one years growth as evidenced by individual student goals.				



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<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>12) Smith Scholars will consistently use I-station Math and I Station Reading digital learning platform in order to contribute to academic growth and allow teachers to gain data to inform instruction.</p>	Administrators	Smith data will indicate an increase of scholar performance on the M.O.Y and E.O.Y DRA and I-station reports.				




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<b>Targeted Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Build a foundation of reading and math Improve low-performing schools <b>ESF Levers</b> Lever 4: High-Quality Curriculum Lever 5: Effective Instruction 13) Teachers will design and implement lessons aligned to the content, context, and cognitive level of the TEKs in the areas of reading, math, science, and social studies.	Administrators	Teachers will				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue						










**Goal 1:** Focus on Student Success

**Performance Objective 2:** By the end of 2019-2020 School year , 85% of students K-4 will demonstrate mastery level on campus and district state assessments in math , reading, and writing.


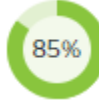





**Evaluation Data Source(s) 2:** Campus, District, and State assessments in the areas of math, reading, and writing, exit tickets, journals, Tel-pas writing calibrations

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      Build a foundation of reading and math                      Improve low-performing schools  <b>ESF Levers</b>                      Lever 1: Strong School Leadership and Planning                      Lever 2: Effective, Well-Supported Teachers                      Lever 4: High-Quality Curriculum                      Lever 5: Effective Instruction                      1) Teachers will analyze data to drive instruction in the classroom.</p>	Administrators, Teacher Specialist	By May of 2020, Scholars will have a minimum of 1 years growth in math, reading, and writing as evidenced by campus, district, and state assessments and assessment tools.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>  Recruit, support, retain teachers and principals  Build a foundation of reading and math  Improve low-performing schools  <b>ESF Levers</b>  Lever 2: Effective, Well-Supported Teachers  Lever 4: High-Quality Curriculum  Lever 5: Effective Instruction</p> <p>2) Our teacher specialist will plan with teams to ensure instruction meets the need of each individual student including the needs of our English Language Learners and students in the gifted and talented program. Smith Professional Learning Communities will review, discuss, and practice presenting lessons.</p>	Administrators	By May of 2020, Scholars will have a minimum of 1 years growth in math, reading, and writing as evidenced by campus, district, and state assessments and assessment tools.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>  Build a foundation of reading and math  Improve low-performing schools  <b>ESF Levers</b>  Lever 1: Strong School Leadership and Planning  Lever 3: Positive School Culture  Lever 4: High-Quality Curriculum  Lever 5: Effective Instruction</p> <p>3) W.I.N time (What I Need) time has been designated within the master schedule for scholars to receive differentiated reading instruction, Tier 2 &amp; 3 RtI support, and an opportunity for extension.</p>	Administrators	by May 2020, 100% of Smith scholars will have experienced the success of 1 years growth as indicated by campus, district, and state assessments and assessment tools.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>  Build a foundation of reading and math  Improve low-performing schools  <b>ESF Levers</b>  Lever 1: Strong School Leadership and Planning  Lever 3: Positive School Culture</p> <p>4) Smith will hold campus celebrations once a 9 weeks to recognize student achievement.</p>	Administrators, Counselor	By May 2019/2020 we will see 100% of Smith Scholars with a minimum of 1 years growth.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 1: Strong School Leadership and Planning            Lever 3: Positive School Culture            Lever 4: High-Quality Curriculum            5) Smith Elementary will host a math night for Smith community to engage in math activities and deepen math understanding.</p>	Administrators	Smith scholars will demonstrate a deeper understanding in math concepts.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Recruit, support, retain teachers and principals            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 2: Effective, Well-Supported Teachers            Lever 4: High-Quality Curriculum            Lever 5: Effective Instruction            6) Smith Elem staff will hold data meetings to review the progress of Smith scholars and develop a comprehensive plan of how to intervene or extend for each scholar.</p>	Administrators	Smith Staff will use data to enhance day to day instruction, intervention, and extension. Which will positively impact student success.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>            Build a foundation of reading and math            Improve low-performing schools  <b>ESF Levers</b>            Lever 4: High-Quality Curriculum            Lever 5: Effective Instruction            7) Smith Elementary school will host tutoring sessions beginning January 2020 which will specifically target areas of need for our scholars who are considered at risk .</p>	Administrators	Smith scholars will be more successful in class and perform on meets level for district level and state level assessments.				




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
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<p><b>TEA Priorities</b> Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b> Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>8) Smith Elementary students will receive an integrated curriculum in physical education. Our Physical Education teacher will integrate grade level academic standards into physical education instruction.</p>	Administrators	Smith scholars will be more successful in class and perform on meets level for district level and state level assessments.				
<p>  = Accomplished    = Continue/Modify    = No Progress    = Discontinue </p>						

**Goal 1:** Focus on Student Success

**Performance Objective 3:** 90% of all EL students will increase at least one proficiency level in all domains: Listening, speaking, reading, and writing.



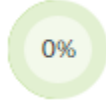

**Evaluation Data Source(s) 3:** Writing samples, TELPAS, DRA, observations, individual student goals for each domain: listening, speaking, reading, and writing

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <ul style="list-style-type: none"> <li>Recruit, support, retain teachers and principals</li> <li>Build a foundation of reading and math</li> <li>Improve low-performing schools</li> </ul> <p><b>ESF Levers</b></p> <ul style="list-style-type: none"> <li>Lever 1: Strong School Leadership and Planning</li> <li>Lever 2: Effective, Well-Supported Teachers</li> <li>Lever 4: High-Quality Curriculum</li> <li>Lever 5: Effective Instruction</li> </ul> <p>1) Smith Elementary staff will participate in a book study on the book titled Teach like a champion and administrators will participate in book studies that focus in moving campus forward.</p>	Administrators,	Smith staff will learn high yielding strategies that support our goal of moving scholars toward making a minimum of one year's growth.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math</p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 3: Positive School Culture</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>2) W.I.N time (What I Need) time has been designated within the master schedule for scholars to receive differentiated reading instruction, Tier 2 &amp; 3 RtI support, and an opportunity for extension.</p>	Administrators	EL students will increase at least one proficiency level in all domains: Listening, speaking, reading, and writing.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals</p> <p>Build a foundation of reading and math</p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 2: Effective, Well-Supported Teachers</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>3) Campus will receive training in aggressive monitoring. Teachers will analyze data from monitoring to drive instruction in the classroom.</p>	Administrators and Teacher Specialist	EL scholars will increase at least one proficiency level in all domains: Listening, speaking, reading, and writing.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals</p> <p>Build a foundation of reading and math</p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>4) Principal will attend Gomez and Gomez professional development offered by Duncanville ISD Bilingual department and train Smith Staff on strategies learned.</p>	Administrator	EL scholars will increase at least one proficiency level in all domains: Listening, speaking, reading, and writing.				











Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

## Goal 2: Focus on Students, Families and Community

**Performance Objective 1:** Smith Elementary will increase family and community involvement through participation in campus wide events and volunteering by 25% for the 2019-2020 school year.

**Evaluation Data Source(s) 1:** Campus events calendar, sign in sheets, parent surveys, and volunteer logs

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture Lever 4: High-Quality Curriculum</p> <p>1) Smith Elementary community will be invited to campus events held during the school day and in the evening to promote student learning and family engagement.</p>	Administrators	Attendance of parent and community will increase. Evidence of stronger or improved relationships.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture</p> <p>2) Smith Elementary will form a new community of mentors and campus volunteers called Destiny Helpers which will consist of parents and community members. The committee will receive training on cultural awareness and how to mentor and volunteer using high yield strategies.</p>	Administrators	Strong community partnerships will be built resulting in a positive impact on Smith Scholars.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture</p> <p>3) Family Liaison and Smith Engagement Committees will plan and advertise events using varied mediums including newsletters, school messenger, flyers, and social media.</p>	Administrators	Increased participation and attendance of Smith families and community.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Build a foundation of reading and math Connect high school to career and college Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture</p> <p>4) Smith scholars and families will participate in Go get it college week. This week will focus on providing the opportunity for scholars and families to learn about local colleges and participate in various college centered activities.</p>	Principal	We will see an increase in family engagement which will ultimately impact the academic success of Smith scholars.				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue						

**Goal 2:** Focus on Students, Families and Community

**Performance Objective 2:** By May of the 2019-2020 school year our staff and parent surveys will show a minimum of a 20% increase in each category scoring below 60%.

**Evaluation Data Source(s) 2:** Parent and Staff survey results

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Improve low-performing schools  <b>ESF Levers</b>                      Lever 1: Strong School Leadership and Planning                      Lever 3: Positive School Culture                      Lever 4: High-Quality Curriculum                      1) Principal will host Community Conversations throughout the year to open the lines of communication between school, home, and community.</p>	Campus Principal	The Smith community will be more informed about Smith initiatives and the perception of Smith will be more positive as indicated by Staff and Community Survey.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Improve low-performing schools  <b>ESF Levers</b>                      Lever 1: Strong School Leadership and Planning                      Lever 3: Positive School Culture                      Lever 4: High-Quality Curriculum                      2) Smith will host an annual Title 1 meeting to explain requirements and keep parents informed of activities which will impact success of Smith Scholars.</p>	Campus Admin	Parents will be informed about Title 1 and the impact it has on our Smith community.				
<p>  = Accomplished                        = Continue/Modify                        = No Progress                        = Discontinue                 </p>						

### Goal 3: Focus on Operational Excellence

**Performance Objective 1:** Smith will create a positive campus culture and climate by adapting a social emotional focus which will lead to a 20% decrease in the number of discipline referrals and maintain a minimum ADA of 97% percent.

**Evaluation Data Source(s) 1:** Skyward discipline data, staff, community, and student surveys

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      Improve low-performing schools  <b>ESF Levers</b>                      Lever 3: Positive School Culture                      Lever 4: High-Quality Curriculum                      Lever 5: Effective Instruction                      1) Guided Coalition will meet monthly to develop, review, and create operational campus systems.</p>	Campus Admin	Smith staff will have increased knowledge of expectations and will be able to articulate expectations to Smith scholars and families. We will see a significant reduction in violent disruptions, classroom disruptions, and violent behaviors and increase instructional time in the classroom.				
<p><b>Targeted Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      Improve low-performing schools  <b>ESF Levers</b>                      Lever 1: Strong School Leadership and Planning                      Lever 2: Effective, Well-Supported Teachers                      Lever 3: Positive School Culture                      2) Smith Scholars who have particular social emotional needs will have an opportunity to visit the refocus center or opportunity room to refocus and be ready to return to instruction.</p>	Campus Admin	Increased instructional time in the classroom for all Smith scholars.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 5: Effective Instruction</p> <p>3) Smith staff will receive training such as mental health first aid, restorative practices, de-escalation, violence prevention, violence intervention, and social emotional learning.</p>	Campus Administration	Increase staff knowledge on how to meet the needs of all Smith scholars.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 3: Positive School Culture Lever 5: Effective Instruction</p> <p>4) Smith Staff will utilize Thursday News day folders to allow scholars and their families to review weekly campus programs and communicate both academic and behavior progress.</p>	Campus Administration	Thursday News day folders will be utilized to increase communication between home and school.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture Lever 5: Effective Instruction</p> <p>5) Smith will bring an anti- bullying program to our campus and follow protocols outlined in the program.</p>	Administrators	Scholars will use strategies to prevent and report. Smith campus will see a decrease in bullying incidents as evident by skyward data.				




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 3: Positive School Culture</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>6) Smith PE coach will teach structured activities during PE in order to provide structured recess activities to be used during recess.</p>	Administrators	Smith will see a significant reduction of negative interactions that take place during recess which will increase the amount of time scholars are in class learning with their peers.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning</p> <p>Lever 3: Positive School Culture</p> <p>Lever 5: Effective Instruction</p> <p>7) Smith administrators will report attendance weekly on the announcements and the grade level with the highest attendance will receive a reward each nine weeks.</p>	Administrators	Increase in number of students attending school to receive quality instructional time. We will reach our goal of 97% attendance.				
<p>  = Accomplished     = Continue/Modify     = No Progress     = Discontinue </p>						

**Goal 3:** Focus on Operational Excellence

**Performance Objective 2:** By May 2020 , Smith Staff will understand, consistently use, and monitor the RtI process to identify the needs of scholars and provide interventions to fill in gaps . Meetings will be held every three weeks to ensure each scholar is making progress.

**Evaluation Data Source(s) 2:** I-Station math and reading data, Achieve 3000, DRA, Scholar performance on campus, district, and state assessments, recorded RtI data.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Build a foundation of reading and math</p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning</p> <p>Lever 2: Effective, Well-Supported Teachers</p> <p>Lever 3: Positive School Culture</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>1) RtI meetings will be held consistently to identify the needs of Smith scholars and provide tiered academic and behavioral support protocols to include restorative practices for at risk/behavior challenged scholars.</p>	Campus Administrators	Smith scholars will have one years growth in each subject assessed and show growth in their ability to meet academic and behavioral expectations.				







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>2) W.I.N time (What I Need) time has been designated within the master schedule for scholars to receive differentiated reading instruction, Tier 2 &amp; 3 RTI support, and an opportunity for extension.</p>	Administrators	Smith scholars will make a minimum of one years growth in each subject.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>3) Skyward and Aware data for attendance, discipline, RTI, 504, GT, and at risk will be monitored for accuracy and used to inform instructional decisions for all students including our identified sub pops of focus such as Eco. Dis, Sp.Ed, EL, LEP, and African American Students.</p>	Administrators	100% of Smith scholars will receive instruction that leads to a minimum of one years growth for every scholar.				
<p>  = Accomplished     = Continue/Modify     = No Progress     = Discontinue </p>						







## Goal 4: Focus on Employees and Organizational Improvement


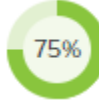




**Performance Objective 1:** By May 2020, Smith Elementary survey results will increase by 20% as a result of recruiting, developing, and retaining exceptional, highly effective staff to optimize student engagement and learning.











**Evaluation Data Source(s) 1:** Impact will be measured by the percent of staff retained, Evaluation Data, and Survey Feedback.



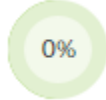

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>1) 100% of Smith faculty and staff will have a leadership role on campus via committees, clubs, or other campus roles.</p>	Administrators	Smith Staff will feel a part of the vision and mission of Smith Elementary which will impact student growth.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals</p> <p>Build a foundation of reading and math</p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning</p> <p>Lever 2: Effective, Well-Supported Teachers</p> <p>Lever 3: Positive School Culture</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>2) As a professional learning community Smith elementary will meet by grade level each week to review and discuss lesson plans, data, and teaching strategies in order to maximize the success of Smith scholars.</p>	Administrators	Smith will build a strong sense of collective teacher efficacy which in turn will impact the growth of our scholars in reading, math, and writing.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals</p> <p>Build a foundation of reading and math</p> <p>Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning</p> <p>Lever 2: Effective, Well-Supported Teachers</p> <p>Lever 3: Positive School Culture</p> <p>Lever 4: High-Quality Curriculum</p> <p>Lever 5: Effective Instruction</p> <p>3) Smith Guided Coalition will plan activities to build strong relationships with the community and to foster strong relationships amongst the faculty and maintain morale.</p>	Administrators	Smith faculty will continue forge strong relationships with Smith Staff, families, and community.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>4) Teach Like a Champion and Driven by Data book studies will be utilized to assist teachers in their understanding of instruction and using data to drive instruction.</p>	Administrators	Smith Staff will grow in our understanding of how to use data to drive instruction.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>5) Guided coalition will be formed and receive professional development in order to guide PLC framework and help create campus systems, routines, procedures, and programming to increase the impact on student success.</p>	Administrators	We will see an increase in student growth and increase the positive perception of Smith Elementary in the eyes of our community.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>6) Each month a staff member is selected as Staff member of the month by peers for living out the mission statement and AIM HIGH expectations.</p>	Administrators	100% of staff will model our campus mission statement.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>7) Teacher appreciation and recognition will be held each month.</p>	Campus Administration	100% of teachers will receive recognition.				
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>8) Smith Staff will participate in monthly professional development which will support teacher growth and ultimately impact the growth of Smith scholars.</p>	Campus Administration	New learning will be implemented and will contribute to Smith Scholars showing an increase in performance on campus, district, and state assessments.				






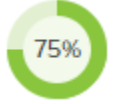

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 4:** Focus on Employees and Organizational Improvement

**Performance Objective 2:** By May 2020 , all professional staff will receive professional development that will build capacity and increase student achievement in the areas of English Language Arts and Math.

**Evaluation Data Source(s) 2:** district, campus, and state assessments, I-station reports, Achieve 3000 reports

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Build a foundation of reading and math                      Improve low-performing schools                      1) Smith Staff will receive I-station training and learn how to appropriately implement the math and reading side of the program.</p>	Administrators	Smith Scholars will show evidence of a minimum of one years growth.				
<p><b>Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      Build a foundation of reading and math                      Improve low-performing schools                      2) Smith Staff will receive training and implement Achieve 3000 in our instructional day.</p>	Administrators	Smith Elementary Scholars will increase their academic performance in the area of reading as evidenced by DRA, Achieve, I-station reading, and campus, district, and state assessments.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>Targeted Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> <p><b>TEA Priorities</b></p> <p>Recruit, support, retain teachers and principals Build a foundation of reading and math Improve low-performing schools</p> <p><b>ESF Levers</b></p> <p>Lever 1: Strong School Leadership and Planning Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>3) Smith staff will attend professional development focused on best practices in order to enhance the learning for our populations in need which includes but is not limited to ELL's, At Risk, Eco. Dis, African American, Sp.Ed, 504, and GT scholars.</p>	Administrators	Smith Elementary Scholars will increase their academic performance in the area of reading as evidenced by DRA, Achieve, I-station reading, and campus, district, and state assessments.				
<p>  = Accomplished       = Continue/Modify       = No Progress       = Discontinue </p>						




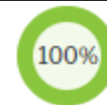










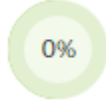

## Goal 5: Focus on Financial Stewardship

**Performance Objective 1:** Smith Elementary School will review budget expenditures monthly based on needs assessment and will be in compliance with district financial policies and procedures by spending 100% of funds by May 2020.

**Evaluation Data Source(s) 1:** Campus Budget Expenditures and Allocations

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
<p><b>TEA Priorities</b> Improve low-performing schools</p> <p><b>ESF Levers</b> Lever 3: Positive School Culture</p> <p>1) Principal will increase financial knowledge in the areas of budget, federal funds, and purchasing procedures.</p>	Principal	Student achievement will increase by appropriately allocating funding in order to meet the needs of students and use funds effectively.				
<p><b>TEA Priorities</b> Improve low-performing schools</p> <p><b>ESF Levers</b> Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture Lever 5: Effective Instruction</p> <p>2) Principal and secretary will meet regularly to review budget needs and expenditures.</p>	Campus Principal	balanced budget				
<p><b>Targeted Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Improve low-performing schools</p> <p><b>ESF Levers</b> Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>3) Teachers will submit needs that support instruction and or professional development using a systematic process.</p>	Campus Principal	Balanced budget with a focus on priority needs.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Dec	Mar	June	Sept
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						