



**2023-2024 Campus Improvement Plan
Robert F. Hunt Elementary
September 2023**



The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

District Vision Statement: Inspiring to Dream, Working to Fulfill, Soaring to Success.

In NDISD, we believe:

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.



Robert F. Hunt Elementary Vision Statement:

Robert F. Hunt Elementary strives to be a place where all feel valued and successful. Through intentional goal setting, discipline, and action, the staff and students at Robert F. Hunt Elementary will achieve excellence over mediocrity in all that they do.

At Robert F. Hunt Elementary, we believe:

- we are a unique and unified campus that sets the standard for excellence
- in creating an atmosphere of excellence through citizenship and high expectations for all
- our high expectations for staff and students are met with appropriate supports
- we are all accountable for the success of all of our students
- all planning and actions will be purposeful and involve a high level of engagement
- that the families of our students are an essential part of student success and should be valued as such

2023-2024 SBDM Committee Members

Robert F. Hunt Elementary

Administrator:	Ashley Zucosky, Principal
Administrator:	Caroline Eaves, Assistant Principal
Business/Community Representative:	Kenneth Nolley, Business Owner
Parent Member:	Hannah Bishop, PTO President
Campus Non-Teaching Professional:	Mallory Jackson, Counselor
District Non-Teaching Professional:	Dana Yount, Curriculum Coordinator
Teaching Staff (PK-1):	Carrie Tibbetts, Kindergarten teacher Miranda Dodson, 1st grade teacher
Teaching Staff (2-3):	Jane Ann Dickerson, 2nd grade teacher Robyn Oliver, 3rd grade teacher
Teaching Staff (4-5):	Jennifer Myers, 4th grade teacher Amy Johnson, 5th grade teacher
Other Teaching Staff:	Ashley Richardson, Math Intervention teacher Courtney Verzosa, Reading Intervention teacher Leah Cason, Fine Arts teacher

Robert F. Hunt Elementary
Campus Needs Assessment for 2023-2024

completed May 2023

Robert F. Hunt Elementary Needs Assessment

<p>Goal 1</p>	<p>Develop a supportive learning environment to ensure all students are achieving their highest potential.</p>			
<p>Objective 1</p>	<p>Provide targeted instruction based on individual student needs by using multiple data sources.</p>			
<p>Action Plan</p>	<p>All students will participate in 45 minutes of intervention/acceleration time 4 days per week. This instruction will be targeted instruction based on student data from instruction and assessments. This time is called Eagle Impact time.</p>	<p>All Pre-Kindergarten through 2nd grade classrooms will continue implementation of the Foundations Phonics program following program scope and sequence exactly as designed so that the number of students identified as needing tier 2 and tier 3 phonics intervention decreases. Add the Tier 2 Foundations kit as an intervention option for those students who are identified as "at-risk" for dyslexia.</p>	<p>Continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. -What is the student expected to know? -How will we know when they have learned it? -What will we do when they don't know it? -What will we do if they already know it?</p>	<p>Each grade level and subject will participate in a data meeting each 6 week period to discuss student performance. An Eagle Impact action plan will be created based on student achievement data and targeted instruction will be designed based on student needs.</p>
<p>21-22 SY</p>	<p>Completed eagle impact time grades 2-5, 45 mins 4/week K- phonics time 1-extra reading</p>	<p>Prek-2nd has followed the program with fidelity and report seeing students apply their learning to reading.</p>	<p>Tried to implement that and the reigns were turned over to grade levels to do what was best for the grade level</p>	<p>Work in progress and we will continue to refine and review data</p>
<p>22-23 SY</p>	<p>Look at our Gifted and Talented program. How can we improve it?</p>	<p>Continue implementation of this program for year 2. Will add Foundations Tier 2 kit for intervention purposes to target phonics and phonemic awareness.</p>	<p>Teams will keep Thursday for team meetings if needed or if still planning week by week.</p>	<p>Continue great progress made from last year. Implement MAP testing as an additional data point for instructional decision making.</p>
<p>23-24 SY</p>	<p>Continue this valuable time in the daily schedule. Continue to pull students from this time instead of classroom instruction for intervention if at all possible. Still need to look at what else we can do for our GT students during this time.</p>	<p>This will be year 3 of implementation. Added Tier 2 Foundations kit to list of interventions last year and saw great progress with students who had trouble with PA and phonics. Adding this to an option for reading intervention resource as well this year. Need to purchase 3 more kits in 2nd grade since 2nd grade is moving from departmentalized to self-contained.</p>	<p>Need to continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. Teams will meet every Wednesday to answer these questions for the following week. What is the student expected to know? How will we know when they have learned it? What will we do when they don't know it? What will we do if they already know it?</p>	<p>Implemented MAP testing campus wide 3 times a year. Continue this and give staff more knowledge of how to interpret the reports to drive instruction. Teachers will submit small group records for math and reading on a weekly basis. Small group instruction in the classroom will be expected on a daily basis.</p>

Robert F. Hunt Elementary Needs Assessment

Goal 1	Develop a supportive learning environment to ensure all students are achieving their highest potential.			
Objective 1	Provide targeted instruction based on individual student needs by using multiple data sources.			
Action Plan	Continue to utilize math and reading interventionists to support teaching staff in providing research based instructional strategies. Interventionists will also continue pulling out students for targeted small group instruction based on student assessment data	Continue to utilize dyslexia teaching staff to support general teaching staff in providing research based instructional strategies. Dyslexia teaching staff will also continue pulling out students for targeted small group instruction based on identified needs and student assessment data.	Continue to utilize ELL specialist teacher to support ESL teachers in providing research based instructional strategies. ELL specialist teacher will also continue pulling out students for targeted small group instruction based on identified needs and student assessment data	Continue to provide full day Pre-Kindergarten education services for students who qualify.
21-22 SY	House bill kid hours were finished around spring break	<ul style="list-style-type: none"> - Need to increase the level of communication between MTA teachers and classroom teachers re: student progress and data. - Some of the MTA kids need intervention as well outside of the MTA intervention 	Telpas testing	Our Pre-K students are well prepared for Kindergarten.
22-23 SY	Summer school during summer 2022 to address HB4545 ALC plans for those who fail STAAR May 2022. This way those students can still get classroom intervention as needed during their Eagle IMPact time for the 22-23 school year.	Dyslexia staff could give advice on how to help students that are suspected to have dyslexia to help teachers intervene in the meantime. Will purchase Foundations Tier 2 kit for intervention purposes to target phonics and phonemic awareness.	Continue to communicate with classroom to kind of preload learning or have push in from ESL teacher.	Continue to provide full day Pre-Kindergarten education services for students who qualify.
23-24 SY	Summer school during summer 2023 to address HB4545 ALC plans for those who "likely failed" STAAR May 2023. This way those students can still get classroom intervention as needed during their Eagle Impact time for the 23-24 school year. How can we mitigate the loss of an intervention paraprofessional position due to budget cuts?	Tier 2 Foundations kit was purchased and used by dyslexia teacher. Will also have reading interventionist have this as an option for teaching students in intervention as well. Dyslexia teachers are monitoring student progress in the MTA program more closely.	Position was not filled after a resignation. District will likely contract with this person so that some services can be continued. Other staff members will take on responsibilities that will not be contracted out.	Continue to provide full day Pre-Kindergarten education services for students who qualify.

Robert F. Hunt Elementary Needs Assessment

<p>Goal 1</p>	<p>Develop a supportive learning environment to ensure all students are achieving their highest potential.</p>			
<p>Objective 1</p>	<p><i>Maintain a growth mindset approach to teacher observation and feedback encouraging all staff members to achieve their highest potential.</i></p>			
<p>Action Plan</p>	<p>Our campus robotics teacher will continue to introduce robotics concepts to all students. 5th grade will be allowed to audition for teams and teams will compete with area robotics teams.</p>	<p>Accelerated Learning Committee plans were created with targeted instruction. These plans will be carried out during Eagle Impact time 4 days per week (within the school day but outside of regular instruction time).</p>	<p>Teaching staff will utilize TEKS Resources platform to plan for instruction and create assessments.</p>	<p>Continue to build our system of monitoring the progress of all students, including special populations through RtI process and assessments.</p>
<p>21-22 SY</p>	<p>Elementary robotics team went to VEX Worlds Robotics Competition and placed 3rd in their Science Division.</p>	<p>All ALC plans completed by Spring Break of 2022.</p>	<p>Had training Training on it and used TEKS Resource YAGs for every grade level.</p>	<p>RtI process was refined this year. Continue to look for ways to improve.</p>
<p>22-23 SY</p>	<p>Continue growth of elementary robotics program. Elementary robotics teams went to VEX Worlds Robotics Competition.</p>	<p>Summer school during summer 2022 to address HB4545 ALC plans for those who fail STAAR May 2022. This way those students can still get classroom intervention as needed during their Eagle IMPact time for the 22-23 school year.</p>	<p>Continue learning TEKS Resources platform and using YAG as planning tool for instruction.</p>	<p>RtI process will be tracked through DMAC this year. RtI meetings have been scheduled for 22-23 SY.</p>
<p>23-24 SY</p>	<p>Continue growth of elementary robotics program.</p>	<p>Summer school during summer 2023 to address HB4545 ALC plans for those who "likely failed" STAAR May 2023. This way those students can still get classroom intervention as needed during their Eagle Impact time for the 23-24 school year. How can we mitigate the loss of an intervention paraprofessional position due to budget cuts?</p>	<p>Need to continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. Teams will meet every Wednesday to answer these questions for the following week. What is the student expected to know? How will we know when they have learned it? What will we do when they don't know it? What will we do if they already know it? Teachers were given time to adjust their YAGs from TR based on a 4 day instructional week.</p>	<p>DMAC RtI process was not successful. RtI process was refined this year. Continue to look for ways to improve. Our sped referral ratio to qualifiers is very low. We need to find strategies to prevent this. Our referrals need to be good referrals. We may need to give intervention a longer time to work than we have been doing. See Hattie's graph for the slow learner.</p>

Robert F. Hunt Elementary Needs Assessment

<p>Goal 2</p>	<p>Seek and retain exceptional team members through a systematic hiring process.</p>			
<p>Objective 1</p>	<p>Maintain a positive school culture with high expectations for all.</p>			
<p>Action Plan</p>	<p>Continue growing a supportive culture and atmosphere that promotes job satisfaction by implementing activities and procedures that promote a positive, productive workplace that will attract and retain exceptional staff, such as: Continue focus on communication, Vertical Academic Teaming, Hiring Committees Campus culture and team building activities, Provide mentor for new teachers, Special Treats/Jeans passes, etc.</p>	<p>Continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. What is the student expected to know? How will we know when they have learned it? What will we do when they don't know it? What will we do if they already know it?</p>	<p>As an administration team, continue to provide and refine a system of support for all staff members.</p>	<p>Campus staff decided to focus on the first 10 Eagle Essentials and hold students accountable to those behaviors.</p>
<p>21-22 SY</p>	<p>Surprise jean/jogger/hat days, monitoring climate of teachers. Various ways to celebrate the hard work of teachers and students.</p>	<p>Tried to implement that and the reigns were turned over to grade levels to do what was best for the grade level</p>	<p>Met. More defined plan of action as far as discipline goes.</p>	<p>Goal met- holding the accountable for it. Staff can submit announcement shout out for students displaying these behaviors.</p>
<p>22-23 SY</p>	<p>Jeans part of daily acceptable dress code. Monthly staff treats, monthly newsletter</p>	<p>Teams will keep Thursday for team meetings if needed or if still planning week by week.</p>	<p>Discipline documents created in order to clarify behavior expectations and discipline options.</p>	<p>Eagle Essentials printed for all staff members and in classrooms. Teachers expected to teach these at beginning of year and hold student accountable for them throughout the year. Staff can submit announcement shout out for students displaying these behaviors.</p>
<p>23-24 SY</p>	<p>Form a staff success committee and integrate Sunshine Committee. This team will plan monthly staff treats and discuss ways we can help make the work environment even better.</p>	<p>Need to continue to refine the common planning model with grade level teachers with focus on 4 big questions for each learning standard. Teams will meet every Wednesday to answer these questions for the following week. What is the student expected to know? How will we know when they have learned it? What will we do when they don't know it? What will we do if they already know it? Teachers were given time to adjust their YAGs from TR based on a 4 day instructional week.</p>	<p>Create a discipline committee to increase shared responsibility and discuss campus behavior topics.</p>	<p>Continue to have Eagle Essentials printed for all staff members and in classrooms. Teachers expected to teach these at beginning of year and hold student accountable for them throughout the year. Staff can submit announcement shout out for students displaying these behaviors. WE need to look at an SEL program and how to integrate counselor's lessons into classrooms monthly.</p>

Robert F. Hunt Elementary Needs Assessment

<p>Goal 2</p>	<p>Seek and retain exceptional team members through a systematic hiring process.</p>		
<p>Objective 2</p>	<p>Maintain a growth mindset approach to teacher observation and feedback encouraging all staff members to achieve their highest potential.</p>		
<p>Action Plan</p>	<p>Continue to follow the T-TESS Evaluation system for all certified staff members and providing purposeful feedback to improve instructional practice.</p>	<p>Continue to provide feedback to paraprofessional staff through the approved district evaluation system to improve professional practices.</p>	<p>Continue to build leadership capacity in staff members to share their specialized knowledge with other staff members.</p>
<p>21-22 SY</p>	<p>met</p>	<p>met</p>	<p>met</p>
<p>22-23 SY</p>	<p>Continue this per district and state requirements.</p>	<p>Continue this per district and state requirements.</p>	<p>Continue this per district and state requirements.</p>
<p>23-24 SY</p>	<p>Continue this per district and state requirements.</p>	<p>Continue this per district and state requirements.</p>	<p>Continue this per district and state requirements.</p>

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<p>Goal 3</p>	<p>Capitalize our resources to meet the needs of all stakeholders.</p>			
<p>Objective 1</p>	<p>Be intentional on the use of campus budget funds and activity funds, prioritizing funds spent for instructional improvement.</p>			
<p>Action Plan</p>	<p>Continue to analyze current spending and budget prioritization practices.</p>	<p>Continue to ensure all students are being identified and accurately coded.</p>	<p>Continue to work with PTO in raising funds for campus and student activities.</p>	<p>Ensure that daily attendance is taken accurately and on time each day.</p>
<p>21-22 SY</p>	<p>\$100</p>	<p>Peims reports from Sharon</p>	<p>Walk- a-thon Calendar fundraiser money spent on ipads, chromebooks, student incentives, playground shade</p>	<p>Still continuing - Amanda Green does a one ring reminder call</p>
<p>22-23 SY</p>	<p>\$100 allocated for each teacher and then outside of that look at campus priorities.</p>	<p>Continue checking for accuracy in reporting. Started keep track of PEIMS code sheets.</p>	<p>Walk- a-thon Calendar fundraiser. Book vending machine in the works through PTO funds. Book vending machine was delivered to campus in early Spring. WAT moved to fall.</p>	<p>Still continuing - Amanda Green does a one ring reminder call. Random spot checking done for accuracy.</p>
<p>23-24 SY</p>	<p>10% of supply budgets have been cut. No allocation of funds will be made to staff this year but campus admin will prioritize spending based on needs on students.</p>	<p>Continue checking for accuracy in reporting and keeping track of PEIMS code sheets.</p>	<p>Walk-A-Thon will be in fall again. Spent last year's funds on basketball court for students along with many other things for students. What will be our focus for fundraising this year?</p>	<p>Still continuing - Amanda Green does a one ring reminder call. Random spot checking done for accuracy.</p>

Robert F. Hunt Elementary Needs Assessment

<p>Goal 4</p>	<p>Monitor district growth, both in number of students and in programs, resulting in a master facility plan.</p>			
<p>Objective 1</p>	<p>Analyze facility needs and develop a plan of action to accommodate growing enrollment.</p>			
<p>Action Plan</p>	<p>Monitor daily attendance, compare to last year's data, and provide incentives for students with perfect attendance for each 9 weeks.</p>	<p>Monitor campus building usage and building maintenance issues.</p>	<p>Add lunch bar tabletops to cafeteria walls to increase sitting areas for students, staff, and visitors.</p>	<p>Add door badge reader to PreK/K/1st grade exterior door for entrance to building from playground to increase safety.</p>
<p>21-22 SY</p>	<p>Medal for Perfect attendance this year.</p>	<ul style="list-style-type: none"> - Broken water fountains - Playground canopy needs to be cleaned - Bird nests removed - Flowerbeds are amazing- good job maria! 	<p>Tables and chairs added for parents. How can we make the cafeteria more inviting?</p>	<p>Was originally slotted for Summer 2023 but will be completed Summer 2022.</p>
<p>22-23 SY</p>	<p>Make 9 week incentives for students. Big spinning wheel of prizes? 9 weeks party for kids? End of the year splash pad? bowling? Movie?</p>	<p>Water foundation have been worked on. Maintenance is unsure how to clean the canopy on the big playground. Admin will continue to look for areas around the school and in the school that need attention and will continue to submit work trackers to maintenance department. Satterwhite Log Homes has donated new wood chips again this year.</p>	<p>High school Art students painted canvases of food for decoration in our cafe. Add curtains in our cafeteria.</p>	<p>-Playground security- monitor who has a card to the back gate -Everyone must park in the front parking lot to limit traffic in the back playground area and to increase safety. Badge reader at the end of Pre-K hallway has secured access for our Pre-K students to enter and exit the building safely.</p>
<p>23-24 SY</p>	<p>We have been monitoring attendance and it is trending up from previous years. How will we increase attendance this year?</p>	<p>Canopy was cleaned. What other areas of the campus need attention? Work trackers are completed as they are entered. Will Satterwhite be donating wood chips again?</p>	<p>discontinue this action item for now due to budget restraints</p>	<p>Safety film will be added to all required windows. Fencing will be added to create a more secure perimeter around the campus.</p>

Robert F. Hunt Elementary Needs Assessment

Goal 4	Monitor district growth, both in number of students and in programs, resulting in a master facility plan.		
Objective 1	Analyze facility needs and develop a plan of action to accommodate growing enrollment.		
Action Plan	Update crayon columns at front entrance of building.	Increase technological devices in K-3 grades by buying Chromebooks for 3rd grade and passing down ipads to lower grade levels.	Pave Basketball Pad
21-22 SY	Quote is for \$13,000.	Purchased at the end of the year	work not done in the 21-22 SY
22-23 SY	We will need to see if car wax will be a cheaper solution.	Goal met. Will not add this to the 22-23 SY plan.	The school will get quotes on this and have this work completed this 22-23 school year.
23-24 SY		--n/a-	This was completed during the 22-23 school year. Will be ready for use in 23-24.

Robert F. Hunt Elementary Needs Assessment

<p>Goal 5</p>	<p>Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.</p>	
<p>Objective 1</p>	<p>Strengthen campus partnerships with our stakeholders to increase engagement and collaboration.</p>	
<p>Action Plan</p>	<p>Offer at least 2 Parent nights/Open House this school year in an effort to strengthen the school-home connection.</p>	<p>Campus administration has taken information from last Spring's Parent survey and created short Parent PD time at each PTO meeting this school year. Specialized staff will help present based on topic.</p>
<p>21-22 SY</p>	<p>Fall open house, meet the teacher</p>	<p>Yes Staff list of topics- hasn't helped increased attendance</p>
<p>22-23 SY</p>	<p>RFHE Movie Under the Stars Meet the Teacher Fall Title 1 Parent Night/Bookfair Halloween Drive Thru Parade WALKATHon in fall this year Spring Math/Science Night</p>	<p>Continue monthly PTO meetings - will not add back Parent PD since it was unsuccessful last year.</p>
<p>23-24 SY</p>	<p>PLan to implement a Parent Engagement Committee to get feedback on how we can do even better in this area. RFHE Movie Under the Stars Meet the Teacher Fall Title 1 Parent Night/Bookfair Halloween Drive Thru Parade WALKATHon in fall this year Spring Math/Science Night</p>	

Robert F. Hunt Elementary Needs Assessment

<p>Goal 5</p>	<p>Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.</p>		
<p>Objective 1</p>	<p>Strengthen campus partnerships with our stakeholders to increase engagement and collaboration.</p>		
<p>Action Plan</p>	<p>Plan and carry out at least two Community Outreach projects as a thank you to local businesses who have supported us this year and in previous years.</p>	<p>Our PTO President is a sitting member of our SBDM committee and offers a unique perspective as a parent and as a PTO board member.</p>	<p>Campus administrators and PTO President will have a meeting at least once every 9 weeks to discuss upcoming events, support needed from either side, and more.</p>
<p>21-22 SY</p>	<ul style="list-style-type: none"> -Blessings in a basket -CASA- socks - Rainbow Room - Penny Wars 	<p>goal met</p>	<p>They meet as needed and communicate over email frequently.</p>
<p>22-23 SY</p>	<p>Monthly Diana business outreach to thank them for their support of our school.</p>	<p>Continue this for 22-23 SY</p>	<p>revise to once a semester instead of once every 9 weeks</p>
<p>23-24 SY</p>	<p>We did not reach this goal for the 22-23 SY. Do we want to continue this goal for this upcoming school year?</p>	<p>Continue for 23-24 SY</p>	<p>Discontinue this goal. PTO President and campus admin meet as needed depending on what is happening on campus.</p>

Robert F. Hunt Elementary
Campus Improvement Plan for 2023-2024

completed September 2023

Goal 1	Develop a supportive learning environment to ensure all students are achieving their highest potential.					
Objective 1	<i>Provide targeted instruction based on individual student needs by using multiple data sources.</i>					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
All students will continue to participate in 45 minutes of intervention/acceleration time 4 days per week. This instruction will be targeted instruction based on student data from instruction and assessments. This time is called Eagle Impact time.	STR AR LA	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	ongoing	Rtl data, DMAC data, STAAR, NWEA MAP, ALC plans
All Pre-Kindergarten through 2nd grade classrooms will continue implementation of the Foundations Phonics program following program scope and sequence exactly as designed so that the number of students identified as needing tier 2 and tier 3 phonics intervention decreases. Add the Tier 2 Foundations kit as an intervention option for those students who are identified as “at-risk” for dyslexia.	STR AR LA	All	local budget	Principal Assistant Principal PreK - 2nd grade Teachers	ongoing	T-TESS walkthroughs, class observations, CLI, TX-KEA, and NWEA MAP reports
Each grade level and subject will participate in a data meeting each 9 week period to discuss student performance. An Eagle Impact action plan will be created based on student achievement data and targeted instruction will be designed based on student needs.	STR AR LA	All	Local Budget	Principal Assistant Principal Teachers Counselor Interventionists	May 2024	DMAC reports, action plans, EI plans and student groups
Continue to build our system of monitoring the progress of all students, including special populations through Rtl process and assessments.	STR AR LA	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	ongoing	Rtl data, DMAC data, STAAR, NWEA MAP testing

Continue to utilize math and reading interventionists to support teaching staff in providing research based instructional strategies. Interventionists will also continue pulling out students for targeted small group instruction based on student assessment data. Interventionists also provide HB 4545 accelerated instruction to students who failed the STAAR test.	STR AR LA	At-Risk	SCE FTE 5.0 \$205,134	Principal Assistant Principal Interventionists	ongoing	RtI data, DMAC data, STAAR, NWEA MAP testing
Continue to utilize dyslexia teaching staff to support general teaching staff in providing research based instructional strategies. Dyslexia teaching staff will also continue pulling out students for targeted small group instruction based on identified needs and student assessment data.	STR AR LA	At-Risk	Local, Federal & State Funds	Principal Assistant Principal MTA teachers	ongoing	RtI data, DMAC data, STAAR, NWEA MAP testing, MTA progress reports
Continue to utilize ELL specialist teacher to support ESL teachers in providing research based instructional strategies. ELL specialist teacher will also continue pulling out students for targeted small group instruction based on identified needs and student assessment data.	STR AR LA ELL	ELL	Local, Federal & State Funds	Principal Assistant Principal ELL teachers ELL district teacher	ongoing	RtI data, DMAC data, STAAR, NWEA MAP testing, TELPAS testing
Continue to provide full day Pre-Kindergarten education services for students who qualify.	AR	At-Risk	Local Budget State Funds and Federal Funds	Principal Assistant Principal PreK teachers	ongoing	Enrollment CLI assessments
Our campus robotics teacher will continue to introduce robotics concepts to all students. 4th and 5th grade audition for teams and teams will compete with area robotics teams.	NA	All	Federal Funds Local budget Activity Funds	Principal Assistant Principal Robotics teacher	ongoing	Robotics team enrollment, knowledge, and performance
Summer school instruction was offered for students who failed a STAAR assessment in May 2022. Accelerated Learning Committee plans were created and the 30 hour requirement from HB4545 was met in Summer 2022. Summer school instruction was offered again in the Summer of 2023 for students who failed a STAAR test in April/May of 2023.	STR AR LA	At-Risk	Local Budget, Federal & State Funds, SCE \$5,000	Principal Assistant Principal Teachers Counselor Interventionists	July 2022 July 2023	RtI data, DMAC data, STAAR, NWEA MAP testing

Teaching staff will continue to utilize TEKS Resources platform to plan for instruction and create assessments.	STR AR LA	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	ongoing	Agendas, YAGs, assessments created, DMAC data, lesson plans
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Goal 2	Seek and retain exceptional team members through a systematic hiring process.					
Objective 1	<i>Maintain a positive school culture with high expectations for all.</i>					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
<p>Continue growing a supportive culture and atmosphere that promotes job satisfaction by implementing activities and procedures that promote a positive, productive workplace that will attract and retain exceptional staff, such as:</p> <ul style="list-style-type: none"> • Continue focus on communication • Vertical Academic Teaming • Hiring Committees • Campus culture and team building activities • new dress code includes jeans daily 	S/PS STR AR LA T-TESS	All	Local Budget, Federal & State Funds	Principal Assistant Principal Teachers Counselor Interventionists	May 2024	Agendas, common planning meetings, student DMAC reports, mentor/ment ee notes
As an administration team, continue to provide and refine a system of support for all staff members. Campus teachers and administration employ many positive behavior support strategies when addressing student behavior.	S/PS STR AR LA T-TESS	All	Local Budget, Activity Funds	Principal Assistant Principal Counselor	May 2024	T-TESS Evaluations Staff Survey Campus morale discipline documents
Campus staff decided to focus on the first 10 Eagle Essentials and hold students accountable to those behaviors.	S/PS PEIMS	All	Local Budget Activity Funds	Principal Assistant Principal Teachers Counselor	ongoing	Evidence in behavior, office referral reports, announceme nt shout outs for positive referrals

Objective 2	<i>Maintain a growth mindset approach to teacher observation and feedback encouraging all staff members to achieve their highest potential.</i>					
Continue to follow the T-TESS Evaluation system for all certified staff members and providing purposeful feedback to improve instructional practice.	T-TESS	All	Local Budget	Principal Assistant Principal	May 2024	T-TESS Walk-thrus & Observations
Continue to provide feedback to paraprofessional staff through the approved district evaluation system to improve professional practices.	DF	All	Local Budget	Principal Assistant Principal	May 2024	District evaluation forms
Continue to build leadership capacity in staff members to share their specialized knowledge with other staff members.	T-TESS S/PS	All	Local Budget	Principal Assistant Principal Lead Teachers	May 2024	Agenda, training materials

Goal 3	Capitalize our resources to meet the needs of all stakeholders.					
Objective 1	<i>Be intentional on the use of campus budget funds and activity funds, prioritizing funds spent for instructional improvement.</i>					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to analyze current spending and budget prioritization practices.	LBA PEIMS	All	Local Budget	Principal Principal's Secretary	ongoing	Budget reports
Continue to ensure all students are being identified and accurately coded.	PEIMS AR	All	Local Budget Federal and State Funds	Principal Assistant Principal Counselor PEIMS Clerk	ongoing	Student reports PEIMS
Continue to work with PTO in raising funds for campus and student activities.	LBA PS	All	Local Budget Activity Account	Principal PTO President and PTO Board Members	ongoing	Budget reports
Ensure that daily attendance is taken accurately and on time each day.	PEIMS AR	All	Local Budget Federal and State Funds	Principal Assistant Principal PEIMS Clerk	ongoing	Student reports PEIMS

Goal 4	Monitor district growth, both in number of students and in programs, resulting in a master facility plan.					
Objective 1	<i>Analyze facility needs and develop a plan of action to accommodate growing enrollment.</i>					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Monitor daily attendance, compare to last year's data, and provide incentives for students with perfect attendance for each 9 weeks.	PEIMS AR	AR ALL	Local Budget Activity Account	Principal Assistant Principal Teachers PEIMS Clerk	ongoing	Attendance Reports and comparison reports
Monitor campus building usage and building maintenance issues.	PS	All	Local Budget	Principal Assistant Principal Teachers Maintenance Dept	ongoing	Work orders Visual
Ensure new safety and security procedures and guidelines are followed always. <ul style="list-style-type: none"> • visitor policy • staff identification badge policy • entering and exiting the building • door security while students are present • and others 	PS	All	Local budget, state funds	Principal Assistant Principal Staff Maintenance Dept Technology SRO	ongoing	Work Orders Visual
Add lunch bar tabletops to cafeteria walls to increase sitting areas for students, staff, and visitors.	PS SBDM	All	Local Budget Activity Account	Principal Assistant Principal Maintenance Dept	May 2024	Invoice Visual
Pave Basketball Pad	PS SBDM	All	Activity Account	Principal Assistant Principal Teachers Maintenance Dept Technology	Aug 2023	Invoice Visual

Goal 5	Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.					
Objective 1	<i>Strengthen campus partnerships with our stakeholders to increase engagement and collaboration.</i>					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Offer at least 2 Parent nights/Open House this school year in an effort to strengthen the school-home connection.	AR PS T1 S/PS SP	All	Local Budget Federal and State Funds Title 1	Principal Assistant Principal Teachers All Staff	May 2024	Agendas Sign In Sheets
Plan and carry out at least two Community Outreach projects as a thank you to local businesses who have supported us this year and in previous years.	AR PS T1 S/PS SP	All	Local Budget Federal and State Funds, Activity Account Title 1	Principal Assistant Principal Teachers All staff	May 2024	Calendar of Events
Our PTO President is a sitting member of our SBDM committee and offers a unique perspective as a parent and as a PTO board member.	CG	All	Local Budget Federal and State Funds, Activity Account Title 1	Principal Assistant Principal PTO President	May 2024	Agendas Sign In Sheets
Campus administrators and PTO President will have a meeting at least once a semester to discuss upcoming events, support needed from either side, and more.	CG	All	Local Budget Federal and State Funds, Activity Account PTO Funds	Principal PTO President	May 2024	Calendar