Texas City Independent School District

Heights Elementary School

2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster

Mission Statement

The mission of Heights Elementary is to promote the emotional, social, and academic well-being of all students by fostering respectful, meaningful relationships which support life-long learning through student-centered, rigorous, engaging instruction.

ESF Targeted Improvement Plan

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Goal 2: The percentage of students that score meets grade level or above on STAAR Math will increase each year through June 2024. 3rd Grade Math 35% to 45% 5th - 8th Grade Math 39% to 49% Algebra I 41% to 51% 6

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Goals

Goal 1: The percentage of students that score meets grade level or above on STAAR Reading will increase each year through June 2024.

3rd Grade Reading 28% to 40%
5th - 8th Grade Reading 34% to 46%
English I & English II 36% to 48%

Performance Objective 1: The percentage of 3rd grade students at Heights Elementary that score meets grade level or above on STAAR Reading will increase from 35% to 39% in 2021.

HB3 Goal

Evaluation Data Sources: STAAR Results
Benchmark/CBA data
Interim Assessments

Strategy 1: Instructional specialist will pull targeted 3rd grades students to instruct on deficit reading skills.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Increase amount of 3rd grade students scoring at the meets grade level standard or above **Staff Responsible for Monitoring:** Campus administrators Instructional specialist Classroom teachers **Title I Schoolwide Elements:** 2.4 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy** **Problem Statements:** Student Learning 1, 3	**Nov**	**Jan**	**Mar**	**June**
	0%	0%	0%	

0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 1: Heights Elementary is identified for Targeted Support for All Students because four indicators were missed for 3 consecutive years. **Root Cause:** A large number of students are entering 3rd and 4th grade performing below grade level making it difficult for them to reach the meets and masters grade level standards.
Problem Statement 3: At Heights Elementary, 1 out of 8 eligible student groups met the target score for Domain III Academic Achievement in Reading. All Students: -15%, African American: -19%, Hispanic: -2%, White: -30%, Economically Disadvantaged: -4%, SPED: -9%, Continuously Enrolled: -15% **Root Cause:** Lack of planning for targeted accelerated instruction for students already performing at Approaches grade level and above on reading assessments.

Goal 1: The percentage of students that score meets grade level or above on STAAR Reading will increase each year through June 2024.
3rd Grade Reading 28% to 40%
5th - 8th Grade Reading 34% to 46%
English I & English II 36% to 48%

Performance Objective 2: The percentage of students in kindergarten reading on grade level as measured by the Renaissance Reading Assessment will increase from 59% to 70% by the end of the 2020-2021 school year.
The percentage of students in 1st grade reading on grade level as measured by the Renaissance Reading Assessment will increase from 78% to 85% by the end of the 2020-2021 school year.
The percentage of students in 2nd grade reading on grade level as measured by the Renaissance Reading Assessment will increase from 50% to 65% by the end of the 2020-2021 school year.

HB3 Goal

Evaluation Data Sources: Renaissance results

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Guided reading will be done every day for students reading below grade level. **Strategy's Expected Result/Impact:** Increase percentage of students reading on grade level **Staff Responsible for Monitoring:** Classroom teachers Campus administration **Title I Schoolwide Elements:** 2.5 - **TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Student Learning 6				

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Teacher will utilize Education Galaxy/Liftoff and Compass Learning to create prescriptive intervention plans for reading to address deficit areas identified by Renaissance and other diagnostic assessments and to accelerate instruction for on/above level students. **Strategy's Expected Result/Impact:** Increase percentage of students reading on grade level **Staff Responsible for Monitoring:** Classroom teachers Campus administration **TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Student Learning 3				

 No Progress Accomplished Continue/Modify Discontinue

Performance Objective 2 Problem Statements:

Student Learning
Problem Statement 3: At Heights Elementary, 1 out of 8 eligible student groups met the target score for Domain III Academic Achievement in Reading. All Students: -15%, African American: -19%, Hispanic: -2%, White: -30%, Economically Disadvantaged: -4%, SPED: -9%, Continuously Enrolled: -15% **Root Cause:** Lack of planning for targeted accelerated instruction for students already performing at Approaches grade level and above on reading assessments.

Problem Statement 6: The percentage of students reading below grade level as measured by the beginning of year Renaissance assessment is: kindergarten 41%, 1st grade 23%, and 2nd grade 50%. **Root Cause:** Extended time without intense reading instruction.

Goal 2: The percentage of students that score meets grade level or above on STAAR Math will increase each year through June 2024.

3rd Grade Math 35% to 45%
5th - 8th Grade Math 39% to 49%
Algebra I 41% to 51%

Performance Objective 1: The percentage of 3rd grade students at Heights Elementary that score meets grade level or above on STAAR Math will increase from 51% to 55%.

HB3 Goal

Evaluation Data Sources: STAAR Results
Benchmark/CBA data
Interim Assessments

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Instructional specialist will pull targeted 3rd grade students to instruct on deficit math skills. **Strategy's Expected Result/Impact:** Increase amount of 3rd grade students scoring at the meets grade level standard or above **Staff Responsible for Monitoring:** Campus administrators Instructional specialist Classroom teachers **Title I Schoolwide Elements:** 2.4 - **TEA Priorities:** Improve low-performing schools **Problem Statements:** Student Learning 4	0%	0%	0%	

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Teacher will utilize Education Galaxy/Liftoff and Compass Learning to create prescriptive intervention plans for math to address deficit areas identified by Renaissance and other diagnostic assessments and to accelerate students who are already at/above level. **Strategy's Expected Result/Impact:** Increase percentage of students meeting grade level standards for math **Staff Responsible for Monitoring:** Campus administrators Instructional specialist Classroom teachers **TEA Priorities:** Build a foundation of reading and math **Problem Statements:** Student Learning 4				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 4: At Heights Elementary, 4 out of 8 eligible student groups met the target score for Domain III Academic Achievement for Math. All Students: -9%, African American: -6%, White: -17%, Continuously Enrolled: -10% **Root Cause:** Lack of planning for targeted accelerated instruction for students already performing at Approaches grade level and above on math assessments.

Goal 3: Compared to state standards, all TCISD campuses will close the learning gap for each student group on state assessments by meeting or exceeding established targets.

Performance Objective 1: At Heights Elementary, the percentage of students scoring at the Approaches level will increase 10%. The percentage of students scoring at the Meets level will increase 14% and the percentage at the Masters level will increase 15% overall from the 2019 percentages for Reading, Math, and Writing STAAR tests.

Evaluation Data Sources: STAAR results
Interim assessment data
District benchmarks/CBAs

Strategy 1: Teachers will plan for and implement targeted, data-driven remediation and enrichment in each lesson to ensure we are meeting the needs of all learners. **Strategy's Expected Result/Impact:** Students will progress to the approaches, meets, and masters levels on all STAAR assessments. **Staff Responsible for Monitoring:** Campus administration **Title I Schoolwide Elements:** 2.4, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy**	**Reviews** **Formative** / **Summative** **Nov** 0% **Jan** 0% **Mar** 0% **June**
Strategy 2: Campus instructional leaders will meet on a weekly basis to analyze student data and monitor progress of all students. **Strategy's Expected Result/Impact:** Improve student achievement on STAAR **Staff Responsible for Monitoring:** Campus administrators **TEA Priorities:** Improve low-performing schools - **Targeted Support Strategy**	**Reviews** **Formative** / **Summative** **Nov** 0% **Jan** 0% **Mar** 0% **June**
Strategy 3: A weekly Attendance Cart incentive will be earned by students who have no absences, tardies, or early dismissals for each week of school. **Strategy's Expected Result/Impact:** Improve attendance and time in class **Staff Responsible for Monitoring:** Campus administration Classroom teachers Registrar **Title I Schoolwide Elements:** 2.5 - **TEA Priorities:** Improve low-performing schools	**Reviews** **Formative** / **Summative** **Nov** 0% **Jan** 0% **Mar** 0% **June**

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Every teacher will maintain a class data folder which will be used to track and monitor student achievement, individual goal setting conferences, and for small group planning. **Strategy's Expected Result/Impact:** Students will show at least one year of growth **Staff Responsible for Monitoring:** Classroom teachers Instructional specialist Campus administration **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5: Weekly grade level meetings focused on 4 key questions: What do we want our students to learn? How do we know if they learned it? How will we respond when our students don't learn? How will we respond when our students do learn? **Strategy's Expected Result/Impact:** All students attain high-levels of learning **Staff Responsible for Monitoring:** Campus administrators Instructional specialist **Title I Schoolwide Elements:** 2.4, 2.6 - **Targeted Support Strategy** **Problem Statements:** Student Learning 1				

0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 1: Heights Elementary is identified for Targeted Support for All Students because four indicators were missed for 3 consecutive years. **Root Cause:** A large number of students are entering 3rd and 4th grade performing below grade level making it difficult for them to reach the meets and masters grade level standards.

Goal 3: Compared to state standards, all TCISD campuses will close the learning gap for each student group on state assessments by meeting or exceeding established targets.

Performance Objective 2: The administration at Heights Elementary will facilitate ongoing professional development at least one time per month based on identified areas.

Evaluation Data Sources: Benchmark/CBA data
Classroom assessments
Interim assessments
Walk throughs
PLCs

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Campus instructional leaders will meet on a weekly basis to analyze student progress and formative data to determine areas of need for professional development. **Strategy's Expected Result/Impact:** Improve teacher capacity for high-quality instruction **Staff Responsible for Monitoring:** Campus administration **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning	0%	0%	0%	
Strategy 2: Campus administrators will conduct targeted walk throughs and provide timely feedback to teachers based on professional development topics. **Strategy's Expected Result/Impact:** Improve teacher capacity for high-quality instruction **Staff Responsible for Monitoring:** Campus administration **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning	0%	0%	0%	
Strategy 3: Campus budget will be used to allow teachers to attend specific off-campus/virtual professional development opportunities. **Strategy's Expected Result/Impact:** Improve teacher capacity for high-quality instruction **Staff Responsible for Monitoring:** Campus administration **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools	0%	0%	0%	

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 4: The District will establish and all TCISD campuses and departments will implement a comprehensive plan to create and maintain safe and secure schools and facilities throughout the district.

Performance Objective 1: At Heights Elementary, all eligible student groups (All Students, African American, Hispanic, White, Economically Disadvantaged, Special Education (current), English Learners, and Continuously Enrolled) will meet or exceed their 2020-2021 performance targets for Academic Achievement in Reading and Math.

Evaluation Data Sources: STAAR results
Interim Assessment results
District Benchmarks/CBAs

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Monitor groups will be created in Aware to track the progress of each demographic group including All Students on CBAs, benchmarks, and interim assessments. **Strategy's Expected Result/Impact:** Target students in need of intervention and enrichment. **Staff Responsible for Monitoring:** Campus administration Instructional specialist **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy**	0%	0%	0%	

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Teachers will plan for and utilize the ELPS and appropriate language supports in every lesson to meet the needs of the EL students. **Strategy's Expected Result/Impact:** Increase percentage of EL students scoring at the meets level or above Increase percentage of EL students improving at least one proficiency level on TELPAS **Staff Responsible for Monitoring:** Campus administrators **Title I Schoolwide Elements:** 2.4 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 4: The District will establish and all TCISD campuses and departments will implement a comprehensive plan to create and maintain safe and secure schools and facilities throughout the district.

Performance Objective 2: Teachers at Heights Elementary will plan and implement targeted, data-driven lesson plans to meet the needs of the learners in their classroom.

Evaluation Data Sources: Lesson plans
Meeting minutes

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Teachers will collaborate with their teams at least one time per week to plan effective instructional strategies that meet the rigor of targeted TEKS. **Strategy's Expected Result/Impact:** Increase student achievement **Staff Responsible for Monitoring:** Instructional specialist Campus administration Classroom teachers **Title I Schoolwide Elements:** 2.4 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				
Strategy 2: Campus administrators will monitor weekly lesson plans will will give specific, meaningful feedback on a weekly basis. **Strategy's Expected Result/Impact:** Improved effectiveness of lesson plans **Staff Responsible for Monitoring:** Campus administration **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning				
Strategy 3: Weekly grade level PLC meetings will be conducted to discuss student data, unpack the TEKS, and plan formal and informal assessments. **Strategy's Expected Result/Impact:** Increase teacher capacity **Staff Responsible for Monitoring:** Campus administration Instructional specialist **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning				

 No Progress Accomplished Continue/Modify Discontinue

Goal 4: The District will establish and all TCISD campuses and departments will implement a comprehensive plan to create and maintain safe and secure schools and facilities throughout the district.

Performance Objective 3: Heights Elementary will completely implement and follow all district safety protocols to create and maintain a safe and secure campus.

Evaluation Data Sources: Safety Audits
Raptor Reports

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: All staff members will complete SafeSchools Online Training. **Strategy's Expected Result/Impact:** Create and maintain a safe and secure campus **Staff Responsible for Monitoring:** Campus administration	0%	0%	0%	
Strategy 2: All staff members will follow district safety protocols. **Strategy's Expected Result/Impact:** Create and maintain a safe and secure campus **Staff Responsible for Monitoring:** Campus adminitration	0%	0%	0%	

0% No Progress | 100% Accomplished | Continue/Modify | Discontinue

Goal 4: The District will establish and all TCISD campuses and departments will implement a comprehensive plan to create and maintain safe and secure schools and facilities throughout the district.

Performance Objective 4: Heights Elementary will completely implement and follow all district health protocols to create and maintain a safe and healthy campus.

Evaluation Data Sources: Nurse reports

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: All staff members will utilize the Share911 app to report daily health screener before reporting to work. **Strategy's Expected Result/Impact:** Limit potential student and staff exposure to COVID 19 **Staff Responsible for Monitoring:** Campus administration	0%	0%	0%	
Strategy 2: All staff members will follow the Student Process Map for COVID-19 and the TCISD Employee/Workplace Process Map for COVID-19. **Strategy's Expected Result/Impact:** Limit potential student and staff exposure to COVID-19 **Staff Responsible for Monitoring:** Campus administration Nurse	0%	0%	0%	

 No Progress Accomplished Continue/Modify Discontinue

Goal 5: The District will provide resources and all TCISD campuses will implement programs to appropriately address the psychological, social and behavioral needs of TCISD students. The success of such programs to be measured by a reduction in bullying incidents, a decrease in student discipline referrals and a decrease in student drop out rates.

Performance Objective 1: Heights Elementary will reduce the number of bullying incidents by 10% from the 2019-2020 school year.

Evaluation Data Sources: Campus discipline data
Bullying reports

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Communities in School will meet with targeted students to discuss topics such as conflict resolution, respect for self and others, making friends and future planning. **Strategy's Expected Result/Impact:** Reduce bullying incidents **Staff Responsible for Monitoring:** Communities in Schools Campus administration **TEA Priorities:** Connect high school to career and college				
Strategy 2: Resolve It counselor will meet with identified students to provide intervention and support to nurture positive change in their lives. **Strategy's Expected Result/Impact:** Provide psychological and social-emotional support **Staff Responsible for Monitoring:** Resolve It therapist Campus counselor				
Strategy 3: Character Counts lessons will be taught to all students. **Strategy's Expected Result/Impact:** Reduce bullying incidents **Staff Responsible for Monitoring:** Classroom teachers Campus counselor				

 No Progress Accomplished Continue/Modify Discontinue

Goal 6: The District will provide resources and all campuses will implement positive behavior strategies that decrease student discipline referrals resulting in ISS, OSS and discretionary placements to DAEP.

Performance Objective 1: Heights Elementary will reduced the number of student discipline referrals by 10% from the 2019-2020 school year.

Evaluation Data Sources: Campus discipline data

Strategy 1: Campus-wide Core Values will be displayed in all classrooms and common areas. All students will be taught common lessons about the meaning of each of the Core Values: Respect, Kindness, Integrity, Ambition, Perseverance, and Compassion. **Strategy's Expected Result/Impact:** Improve student behavior **Staff Responsible for Monitoring:** Campus administration Classroom teachers **ESF Levers:** Lever 1: Strong School Leadership and Planning	**Reviews**			
	Formative			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy 2: Students will have the opportunity to earn Value Vouchers for showing any of the Core Values. Names will be drawn weekly for prizes. **Strategy's Expected Result/Impact:** Improve student behavior **Staff Responsible for Monitoring:** Campus administration Classroom teachers	**Reviews**			
	Formative			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy 3: Students will be assigned specific lesson in Ripples Effects while in ISS to reinforce positive behaviors. **Strategy's Expected Result/Impact:** Reduce repeat disciplinary offenses **Staff Responsible for Monitoring:** Campus administrators Computer teacher	**Reviews**			
	Formative			**Summative**
	Nov	**Jan**	**Mar**	**June**

 No Progress Accomplished Continue/Modify Discontinue

Goal 7: The District will attract and retain highly qualified, talented employees who demonstrate the willingness and ability to advance the academic achievement of all TCISD students and bring pride to the community.

Performance Objective 1: Heights Elementary will hire and retain competent and committed educators who meet Highly Qualified requirements.

Evaluation Data Sources: Professional Certifications
Walk Through Data
T-TESS Data

Strategy 1: Administrations will utilize TalentEd to hire highly qualified, committed teachers. **Strategy's Expected Result/Impact:** Effective classroom teachers Improved student achievement **Staff Responsible for Monitoring:** Campus administration **TEA Priorities:** Recruit, support, retain teachers and principals	**Reviews**			
	Formative			**Summative**
	Nov	**Jan**	**Mar**	**June**
	0%	0%	0%	
Strategy 2: Heights Climate Committee will plan and implement monthly "Throwdown Thursday" staff morale boosters. **Strategy's Expected Result/Impact:** Improved staff morale and teacher retention **Staff Responsible for Monitoring:** Climate committee **TEA Priorities:** Recruit, support, retain teachers and principals	**Reviews**			
	Formative			**Summative**
	Nov	**Jan**	**Mar**	**June**
	0%	0%	0%	
Strategy 3: First year teachers will be assigned a mentor teacher and will participate in the District's New Teacher Academy. **Strategy's Expected Result/Impact:** Improved teacher capacity and retention **Staff Responsible for Monitoring:** Campus administrators **TEA Priorities:** Recruit, support, retain teachers and principals	**Reviews**			
	Formative			**Summative**
	Nov	**Jan**	**Mar**	**June**

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 8: Members of the District leadership team will maintain a positive image with all stakeholder groups throughout the community.

Performance Objective 1: Heights will communicate and collaborate with stakeholders throughout the community.

Evaluation Data Sources: Formal/Informal feedback
Campus event sign-in logs

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Heights Elementary will post information about upcoming campus events and highlight student/teacher achievements on the campus Facebook page. **Strategy's Expected Result/Impact:** Increase parent/community involvement on campus **Staff Responsible for Monitoring:** Campus leadership team	0%	0%	0%	
Strategy 2: Virtual Parent Conference Day will be held at the end of the 1st grading period. Teachers and parents will discuss current grades, Renaissance results, student behavior/attendance, and the School/Parent Compact. **Strategy's Expected Result/Impact:** Improve school/home communication **Staff Responsible for Monitoring:** Campus administration Classroom teachers **Title I Schoolwide Elements:** 3.1	0%	0%	0%	
Strategy 3: Heights Elementary will conduct virtual award ceremonies to allow the campus and families members to recognize student achievements each 9 weeks. **Strategy's Expected Result/Impact:** Increase parental involvement **Staff Responsible for Monitoring:** Campus administration Classroom teachers **Title I Schoolwide Elements:** 3.2				

0% No Progress 100% Accomplished Continue/Modify Discontinue