

Friendswood Independent School District

Westwood Elementary

2017-2018 Goals/Performance Objectives/Strategies

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Goals




Goal 1: FISD will facilitate student learning experiences to prepare future ready students for a global society.

Performance Objective 1: Provide relevant staff development that promotes authentic and engaging reading and writing instruction for students.

Evaluation Data Source(s) 1: Staff development plan will reflect staff goals and professional development needs.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1</p> <p>1) Provide handwriting training to all teachers in regards to letter formation, assistance with grip, and engaging activities to promote fine motor skills.</p>	1, 4, 7	Principal, Classroom Teachers	Students will increase strategies to improve handwriting skills.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) Provide "Focused Learning" opportunities throughout the year in regards to Writer's Workshop. Areas of focus: *Everyone's An Author *Writer's Notebook *Mini Lessons (Lucy Caulkins) *Grammar within Writer's Workshop *Peer Modeling *Editing *Mentor Texts *Conferencing with students *Published Authors</p>	1, 2, 3, 4, 5	Principal, Literacy Coach, Classroom Teachers	Through specific training, teachers will provide targeted instruction to students to increase writing strategies.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7</p> <p>3) Provide "Focused Learning" opportunities throughout the year in regards to Guided Reading instruction. Particular areas of focus: *Word work at the table *Lesson planning</p>	1, 2, 3, 4, 9	Principal, Assistant Principal, Literacy Coach, SRP Teacher, Classroom Teachers	Student achievement will increase due to uniform, intense work at the guided reading table.			






 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 2: FISD will graduate academically prepared students for the college or career of their choice and seek excellence at the State and National level.

Performance Objective 1: Students will increase academic achievement in the areas of Math, Reading and Writing by the end of the 2017-18 school year.

Evaluation Data Source(s) 1: Evidence in EOY benchmark, DRA, and writing assessment scores.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) By the end of the 2017-18 school year, 88% of students will show on or above level in their DRA score.</p>	1, 3, 8, 9	Principal, Assistant Principal, Classroom Teachers, SRP Teacher	Students will show on or above level on the EOY DRA			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) By the end of the 2017-18 school year, all students will show growth in the area of writing as evident by analysis through common rubric.</p>	1, 2, 3, 4, 7, 8	Principal, Assistant Principal, Literacy Coach, Classroom Teachers	Students will show marked growth on EOY writing as compared to the BOY writing analysis.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) By the end of the 2017-18 school year, 90% of students will show growth as measured by the Measure of Academic Progress (MAP) test.</p>	1, 2, 3	Principal, Classroom Teachers, MIS	Through high quality instruction, students will show growth on the MAP test measured from MOY to EOY.			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						






Goal 3: Fisd will provide all students with the opportunities to demonstrate leadership potential and citizenship through character development.

Performance Objective 1: Teachers and students will be provided opportunities to model leadership and caring throughout the year.

Evaluation Data Source(s) 1: Evident through lesson plans, school wide events, and community outreach.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>1) Teachers and students will utilize the "Fill a Bucket" books, lessons, and strategies throughout the year.</p>	1, 2, 3, 4, 6, 7	Principal, Assistant Principal, Counselor, Classroom Teachers	Students will increase strategies to utilize when interacting with others.			
<p>Critical Success Factors CSF 1 CSF 3 CSF 5</p> <p>2) Participate in Souperbowl of Caring, Toy Drive, Socks and Hat Drive, Blankets for the Homeless, and Sweets for Soldiers.</p>	1, 2, 6	Principal, Counselor, Classroom Teachers	Students will increase leadership abilities while creating items to help others.			
<p>Critical Success Factors CSF 1 CSF 6</p> <p>3) Students will lead the morning announcements, pledge, and character message daily.</p>	2	Principal, Assistant Principal, Counselor	Students will increase leadership abilities while presenting in front of their peers.			
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>4) Manner of the Week/Word of the week discussed in class throughout the week. Pillar of the month discussed in Monday Meeting with the entire school.</p>	1, 2	Principal, Counselor, Classroom Teachers	Students will increase strategies to utilize when interacting with others.			
<p>Critical Success Factors CSF 1 CSF 3 CSF 5</p> <p>5) Students will lead and participate in programs (i.e., Veteran's Day, Kindergarten Graduation, Second Grade Program, GT Showcase) throughout the year.</p>	1, 3, 6	Principal, Assistant Principal, Music Teacher, Classroom Teachers	Students will increase leadership abilities when asked to present to their peers and large audiences.			

<p>Critical Success Factors CSF 1 CSF 3 CSF 5</p> <p>6) School programs (i.e., Dennis Lee, Chicken Mike, Skyping with Authors, NASA engineers to assist with solar eclipse, STEAM Bus, Adventure Dash) will provide students the opportunities to model citizenship by interacting with adults and through appropriate audience behavior.</p>	<p>1, 2, 6</p>	<p>Principal, Assistant Principal, MIS, Counselor, STEAM Coach, PE Teacher</p>	<p>Students will increase ability to interact with community members and model appropriate behavior.</p>			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						






Goal 4: FISD will develop and empower a community of professional learners committed to preparing future ready students.

Performance Objective 1: Teachers will utilize PLC days, Focused Learning opportunities, and team meetings to disaggregate data and prepare lessons according to the needs of their students.

Evaluation Data Source(s) 1: Evident in lesson planning, teacher reflections, student data, and end of year summatives.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Lead Up teachers selected and trained by district personnel to walk teams through the problem of practice, continuous cycle of learning, and data talks.</p>	2, 3, 4, 8	Principal, Assistant Principal, Literacy Coach, SRP Teacher	Assessing student data and forming lessons specific to addressing individual student needs will increase student achievement in the area of ELA.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) New teachers will meet monthly in the Rookie Round Table with Principal and Assistant Principal. These meetings will include how to look at student data, DRA/PAPI testing and reporting, PST discussions, remediation, data collection, and inclusion resources.</p>	1, 2, 3, 4, 8, 9	Principal, Assistant Principal, Literacy Coach	Preparing new teachers for upcoming assessments, reporting to parents, data collection, and ways to remediate will improve student achievement in all areas.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) Grade level team expectation to collaborate, discuss data, and plan for learning once a week at a designated time and place chosen by the team.</p>	1, 2, 3, 4, 8	Principal, Assistant Principal	Collaborative teams discussing data weekly and planning lessons based on the data will improve student achievement in all areas.			
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>4) Teachers will observe colleagues five times throughout the year and provide reflective questions and feedback to these teachers about their small group reading/writing instruction.</p>	1, 2, 3, 4	Principal	Providing opportunities for teachers to observe experienced teachers will provide ongoing learning throughout the year. These opportunities for learning will spark conversations and inquiries between teachers resulting in greater student achievement in ELA.			


<p>Critical Success Factors CSF 1 CSF 7</p> <p>5) Teachers will video themselves teaching one guided reading group and one writing mini lesson throughout the year. Teacher will reflect on craft using guiding questions provided by the principal. Teacher will share this process with evaluator.</p>	1, 2, 3	Principal, Assistant Principal	By reflecting on their teaching, teachers will be able to focus their craft and tweak lessons accordingly.			
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>6) Teachers will participate in Focused Learning throughout the year. Learning will be facilitated by the Literacy Coach in the areas of Guided Reading and Writer's Workshop.</p>	1, 2, 3, 4, 8	Principal, Literacy Coach, Supplemental Reading Teacher,	Providing ongoing professional development will improve reading and writing instruction which impacts student achievement.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7</p> <p>7) Literacy Coach will model pieces of the literacy block with new teachers as well as experienced teachers. Literacy Coach will collaborate with teams as well as coach individual teachers in the areas of reading and writing.</p>	1, 2, 3, 4, 8	Literacy Coach, Principal, Classroom teachers, Assistant Principal	Coaching new and experienced teachers in the areas of reading and writing will improve instruction which impacts student achievement.			
<p>Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7</p> <p>8) Two campus representatives will attend the Literacy Collaborative training. The attendees will share the foundation of Literacy Collaborative and the guiding principles behind this process with the teachers.</p>	1, 2, 3, 4	Principal, Classroom teacher, Literacy Coach	Keeping current with foundational educational beliefs and sharing with teachers will provide time for reflection of craft as well as improvement of craft.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>9) Teachers of ELL students will attend ELPS training opportunities provided by the ESL teacher and utilize these strategies in daily lessons.</p>	1, 3, 4, 8, 9, 10	Principal, Assistant Principal, ESL Teacher	Utilization of ELPS strategies will continue to build a stronger foundation for ELL students.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 5: FISD will provide a safe and nurturing environment conducive to learning.

Performance Objective 1: Teachers and Counselor will utilize characteristics from Capturing Kids Hearts as well as other character programs and strategies to provide learning opportunities for students.

Evaluation Data Source(s) 1: Evident in lesson planning, counselor guidance lessons, and building character climate.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) Counselor will provide monthly guidance lessons in regards to the monthly pillar that is highlighted.</p>	1, 2, 3	Principal, Counselor	Students will have a toolbox of strategies to utilize to resolve conflict and show kindness to others.			
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) Teachers will utilize portions of Capturing Kids Hearts to promote classroom community.</p>	1, 2, 3, 7	Principal, Assistant Principal, Counselor, Classroom Teachers	Students will belong to a classroom community which will provide a safe place to learn.			
<p>Critical Success Factors CSF 1 CSF 6</p> <p>3) Teachers will utilize mentor texts designed to provide a character messages during instruction.</p>	1, 2, 3, 4, 7	Principal, Literacy Coach, Counselor, Classroom Teachers	Student office referrals will decrease as a result of students listening and discussing character messages in literature in the classroom environment.			
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>4) Counselor will provide individual counseling as well as group counseling in specific areas (i.e., cooperation, divorce, loss of family member/pet, flood related issues) as the needs present themselves.</p>	1, 3, 6, 8, 9	Principal, Assistant Principal, Counselor, Classroom Teachers	Providing individual and group counseling will provide students strategies to cope with issues that surround them in their daily lives.			
						






Goal 6: FISD will invest and allocate resources to ensure students receive optimal educational services.

Performance Objective 1: Funds will be allocated to provide teachers and students growth opportunities.

Evaluation Data Source(s) 1: Budget, agendas, lesson plans, and community opportunities will provide evidence of funds utilized for teacher and student growth (i.e., STEAM, writing, science, reading).

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1</p> <p>1) Provide 2nd grade with 6 iPads for each classroom.</p>	1, 4, 7	Principal, Assistant Principal, MIS	Second grade students will be able to utilize apps and programs that are being taught in technology and maker spaces in the areas of reading and writing (i.e., Seesaw).			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) Increase guided reading library for students and teachers to promote guided reading in the classroom.</p>	1, 2, 3, 7, 8, 9	Principal, Assistant Principal, Literacy Coach, SRP Teacher	Students will show growth in their DRA level by regularly meeting in guided reading groups and utilizing leveled readers.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>3) Literacy Coach to model, coach, and collaborate in the areas of reading and writing.</p>	1, 2, 3, 4, 5, 8, 9, 10	Principal, Assistant Principal, Literacy Coach	Teachers will show growth in the areas of teaching reading and writing that will show a direct correlation in student achievement.			
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>4) Provide students access to items that will promote STEAM lab challenges (i.e., robotics, puzzles, games, iPads, coding programs).</p>	1, 2, 3, 4, 5, 9	Principal, Assistant Principal, STEAM Coach	Students will show growth in the area of problem solving and collaboration as evident in group STEAM challenges.			
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Items needed to restock science lab will be provided to ensure lab usage as well as promotion of increased experiments in the curriculum.</p>	1, 3, 6	Principal, Assistant Principal, STEAM Coach, MIS, Team Leaders	Student growth will be evident as science lab usage and common vocabulary increases.			
<p>Critical Success Factors CSF 1 CSF 4</p> <p>6) Provide sensory items(i.e., swing, barrel, sensory bins, light tubes, bubble tubes, fine motor items) for students in the special education program to aide in their success.</p>	1, 7, 8, 9	Principal, Special Education Teachers	Students will utilize sensory/motor lab when overstimulated and have the ability to decompress and return to the classroom environment in a reasonable amount of time.			

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue






Goal 7: As a Partner, FISD will actively dialogue with parents, students and the community to be a premier district of choice.

Performance Objective 1: Westwood will provide multiple opportunities for teachers, parents, and community members to collaborate.

Evaluation Data Source(s) 1: Westwood calendar as well as agendas will provide evidence of collaboration opportunities.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Mar	June	Nov
<p>Critical Success Factors CSF 1 CSF 5</p> <p>1) The school will host two Family Engagement Nights for Pre Kindergarten students. These meetings will provide strategies for extending learning at home.</p>	1, 4, 6, 7, 8, 10	Principal, Assistant Principal, Counselor, ESL teacher, Classroom teacher	Early education is fundamental in the growth of our pre kindergarten students. Working with parents and providing strategies to utilize at home increases the success of early learners.			
<p>Critical Success Factors CSF 1 CSF 5</p> <p>2) Teachers will conference with all parents during the first semester regarding child's progress. These conferences will be a face to face conference when possible.</p>	1, 6	Principal, Assistant Principal, Team Leader, Counselor	Conferencing in the early part of the year provides needed communication between parents and teacher regarding student progress.			
<p>Critical Success Factors CSF 3 CSF 5</p> <p>3) School will host monthly PTO meetings and explore streaming the PTO meetings live so that more parents may participate when unable to attend the meetings.</p>	1, 6	Principal, Assistant Principal, Counselor, MIS	Ongoing communication between parents, administrators, and community members provides the necessary means for partnership for our school and students.			
<p>Critical Success Factors CSF 5</p> <p>4) The Site Based Decision Making (SBDM) team will consist of the required members per board policy. The SBDM team will meet once a quarter to discuss school business and make decisions in the best interest of the students.</p>	1, 6	Principal, Assistant principal, Counselor, Classroom teachers, Asst. Supt	Ongoing communication between parents, administrators, and community members provides the necessary means for partnership for our school and students.			

<p align="center">Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7</p> <p>5) Provide opportunities for parents, grandparents, and community members to be welcomed into our school.</p> <ul style="list-style-type: none"> *Meet the Teacher *Parent Orientation *Open House *Steam Day *Come Out and Play Day *Literacy Night *Book Fair *Grandparent's Breakfast *Donuts with Dudes *Muffins with Divas *Kindergarten Graduation *Veteran's Day *Second Grade Program *Classroom volunteering *Class parties *Westwood Fun Run *Westwood Round Up 	<p align="center">1, 6</p>	<p>Principal, Assistant Principal, Counselor</p>	<p>Providing opportunities for parents, students, teachers, and community members to collaborate increases engagement level at the school.</p>			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						