

Greenville Independent School District
Lamar Elementary School
2022-2023 Campus Improvement Plan

Accountability Rating: C



Public Presentation Date: October 25, 2022

Mission Statement

Our united GISD community strives to prepare, inspire, and empower every student to lead a successful life.

Vision

We educate today, you succeed tomorrow!

Value Statement

We believe every student deserves to be in a safe environment while receiving a broad-based education in preparation for life and work.

- *We will maintain on each GISD campus, a safe and disciplined environment conducive to student learning and employee effectiveness.*

We believe all children can and will reach their full educational potential when given the necessary tools, direction, and support.

- *We will ensure that all children leave GISD with a strong educational foundation which will allow them to pursue their goals and dreams regardless of personal circumstance, economic status, or learning challenges. This will be facilitated through the equitable allocation of resources and utilization of personalized education plans.*

We believe our exceptional staff is the most important resource serving the students of our district.

- *We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization. The district will develop an attractive and competitive career package that will establish GISD as a preferred employer.*

We believe GISD is accountable to all stakeholders through the success of our students and staff.

- *We will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.*

We believe GISD is accountable to all stakeholders through the efficient use of our resources.

- *We will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.*

We believe partnerships with the larger community are vital to a vibrant and exceptional educational system, and that maintaining effective communication is critical to maintaining

these relationships.

- *We will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.*

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Lamar Elementary School serves students in grades Kindergarten through 5th grade from the southern sector of Greenville, as well as parts of mid-town. The campus has approximately 570 students with 13.6% being African American, 50% white, 29.9% Hispanic and 6.4% are identified as 2 or more races. Students identified as English Learners comprise 5.1% of the student population and 16.3% of students are receiving services through special education. The campus has had a steady increase of students new to Greenville or returning to GISD.

The campus has 2 administrators, 1 Student Engagement Officer, 1 Academic Dean, 1 Lead Teacher, 1 counselor, 1 social worker (provided through Communities in Schools), 1 registered nurse, 31 classroom teachers, 7 specialists including TAG, speech, dyslexia, and interventionists, 2 inclusion teachers, 2 specials teachers and 14 instructional and clerical paraprofessionals. Eighty-four percent of classroom teachers are state certified; 4 teachers are completing alternative certification programs and one is certified in another state.

The community around Lamar Elementary is growing. There are numerous housing editions where construction is continuing or beginning. Construction on a new apartment complex is underway in the Lamar attendance zone. Many of the Lamar parents work at L3, a local government defense contractor. The PTA is very active with a full board of officers.

Lamar Elementary has partnerships with 3 local churches who provide snacks and supplies for teachers, supplies for students, and mentors and volunteers.

Demographics Strengths

The administrative staff that remains constant includes the the assistant principal, nurse, social worker, and counselor.

Strong parental support for many students, including strong PTA which supports all students.

Lamar has eight males that work on the campus including five teachers, 2 paras and our new Student Engagement Officer.

The percent of African American employees mimics the percent of students.

Student Achievement

Student Achievement Summary

Lamar Elementary had the following percentages for on STAAR 2022 for all students:

Approaches Grade Level	Meets Grade Level	Masters Grade Level
Reading 69%, up from 51% in 2021	40% up from 28%	24% up from 14%
Math 55%, up from 49% in 2021	33% up from 23%	14% up from 13%
Science 60% up from 49% in 2021	35% up from 19%	12% up from 5%

The campus received an accountability rating of C (78) for the 2021-2022 school year with no distinctions earned. In Academic Achievement, Lamar Elementary scored a 64/100 with 61% approaching all subjects and levels, 36% meeting, and 18% mastering at or above grade level. For Growth Status, Lamar met the target for all student groups scoring an 82/100 with all students meeting the target in Reading and Hispanic. economically disadvantaged and students receiving special education services meeting in math. For Student Success Status, the only student group to meet the target was students receiving special education services.

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	EB/EL (Current)	EB/EL (Current & Monitored)	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled
All Subjects															
Percent of Tests															
At Approaches GL Standard or Above	61%	51%	58%	65%	-	*	-	68%	55%	48%	48%	55%	62%	64%	54%
At Meets GL Standard or Above	36%	22%	32%	42%	-	*	-	43%	29%	32%	32%	47%	31%	39%	30%
At Masters GL Standard	18%	9%	12%	24%	-	*	-	3%	12%	11%	11%	12%	15%	18%	16%

Student Achievement Strengths

Testing percentages are up from 2021 in all areas.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): The percentage of meets expectations and masters expectations is extremely low. **Root Cause:** Students are not provided with rigorous learning tasks and settle for "just passing".

Problem Statement 2: 3rd grade scores considerably lower than other grades. **Root Cause:** 3rd grade missed end of 2nd grade due to school closure. 3rd grade cohort has struggled as a class with reading since kindergarten.

School Culture and Climate

School Culture and Climate Summary

Lamar has a positive culture and climate. Teachers, students and parents are, for the most part, up-beat and enthusiastic about school, both academically and socially. There is a strong parent involvement and the campus is open and welcoming to parents and community volunteers.

Student attendance has previously hovered around 96%, ending the 2018 - 2019 school year at 95.17% and the 2019- 2020 school year ended at 96.77%. However, the 2020 - 2021 school year ended low with 93.87% due to COVID.

Parent participation is based on PTA membership, Watch Dogs membership, and numbers of parent and community volunteers. Lamar works with our Communities in Schools Social Worker to create opportunities for parent involvement, as well as the GISD PRIDE center by promoting and hosting parent education opportunities.

Behavior patterns have been noted with many kindergarten students that are basically indicative of the students' lack of prior schooling. Students who may not have attended Pre-K or a pre-school/daycare have social emotional needs that are being met by weekly lessons provided by the CIS Social Worker.

The Guidance Counselor provides weekly lessons through the specials rotations.

School Culture and Climate Strengths

Parent/community involvement has always been a strength.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1 (Prioritized): Student attendance is very low for elementary school-93.87% **Root Cause:** The importance of attendance in elementary school is not stressed.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Currently 93% of classroom teachers are certified by the state. Of the 31 classroom teachers, 20 have 3 or more years experience and 12 have more than 10 years experience.

The staff turnover rate was higher than in previous years for various reasons. We added 4 positions that campus teachers applied for and were hired for so their positions had to be replaced. Additionally 2 teachers earned promotions within the district. Others left for personal reasons and COVID reasons.

Recruitment procedures including screening applicants who applied on the Region X website and who were on the GISD transfer list, selecting top candidates for interviews and utilizing a consistent set of interview questions and criteria. Most interviews were conducted by at least 2 individuals.

Campus PD is provided the second and fourth Wednesday of the month, with the first and third Wednesdays reserved for team planning time. Campus PD topics are based on current needs identified during observations, walk-throughs, PLC discussions and questions.

Staff Quality, Recruitment, and Retention Strengths

93% of Lamar teachers are fully certified by the State of Texas. One is pending certification based on taking and passing the certification exam.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: There is a significant number of teachers new to Lamar/GISD who need quality PD. **Root Cause:** High turnover due to various reasons.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Lamar teachers teach the Texas Essential Knowledge and Skills as outlined for each grade/subject area. These TEKS are grouped by likeness by the TEKS Resource System and then modified for GISD by the Teaching and Learning Department. The teachers follow pacing guides and utilize resources provided by the instructional strategists for each subject area. These resources are housed in Forethought in Eduphoria, where teachers create lesson plans. Teachers are refining guided reading and guided math and other instructional practices to allow for social distancing. Teachers utilize TEKS RS and lead4ward resources to help with understanding the TEK and what is expected of the student. The campus gives district summative assessments each nine weeks and analyzes the data during weekly PLC time.

Curriculum, Instruction, and Assessment Strengths

Math and Science pacing guides/resources

Versatility with lesson plans/format

Defined time for PLC

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): Teachers need additional support in utilizing district resources with fidelity. **Root Cause:** Boxed or marketed lessons such as those found on Teacher Pay Teacher are the common go-to in lesson planning rather than using District provided curriculum guide.

Problem Statement 2 (Prioritized): Teachers need additional support in understanding the TEKS and identifying what the student is being asked to do. **Root Cause:** Teachers do not understand the specificity of the TEKS.

Parent and Community Engagement

Parent and Community Engagement Summary

The PTA is very active with a full board of officers and a large membership. There is a strong parent involvement and we are working on ways to keep that momentum after a year of not allowing visitors on campus due to COVID. We partner with three local churches for on-going support.

Lamar hosts PTA meetings and some will be paired with music programs and fine arts nights.

At the end of each semester, awards assemblies are held, by grade level, to recognize student achievement.

Weekly blackboards are sent with upcoming events and information. Newsletters are emailed to parent emails, placed on the campus website and also on the campus and grade level Facebook pages.

Lamar Elementary, as well as each grade level, maintains a Facebook page to keep parents informed and have opportunities to ask questions as needed. Call alerts are used in addition to emails when necessary.

Parent and Community Engagement Strengths

Community, parent involvement.

Community partnerships.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1 (Prioritized): Parent involvement at Lamar is not representative of the demographics of the student body. **Root Cause:** All parents do not see value in a school home connection.

School Context and Organization

School Context and Organization Summary

Lamar Elementary provides Response to Intervention during a structured, sanctioned intervention time, built into the daily master schedule.

The campus serves students identified as special needs with a full time speech therapist on campus, 4 life-skills teachers, and 2 inclusion/resource teachers.

The campus has a Talented and Gifted Specialist who sees 49 students weekly and also 2 dyslexia specialists.

English Learners are placed with teachers who have ESL certification and are served through strategies in the general education classroom.

School Context and Organization Strengths

TAG

Dyslexia

TAG and Dyslexia students are pulled during Structured Intervention time. Students are supported at appropriate times during the day so that they are not pulled from other core content areas.

Technology

Technology Summary

Teachers are provided with laptop computers, overhead projectors and interactive whiteboards for instructional purposes. Each class has a set of chrome books for student use. Students utilize devices for research, word processing, Google classroom, See Saw, math and reading stations, test review, assessments and numerous other software and internet activities.

Instructional technology support is available through technology department to help teachers know how to use various software and tools.

Technology Strengths

Availability of devices and software.

Instructional technology support.

Priority Problem Statements

Problem Statement 2: The percentage of meets expectations and masters expectations is extremely low.

Root Cause 2: Students are not provided with rigorous learning tasks and settle for "just passing".

Problem Statement 2 Areas: Student Achievement

Problem Statement 1: Student attendance is very low for elementary school-93.87%

Root Cause 1: The importance of attendance in elementary school is not stressed.

Problem Statement 1 Areas: School Culture and Climate

Problem Statement 3: Teachers need additional support in utilizing district resources with fidelity.

Root Cause 3: Boxed or marketed lessons such as those found on Teacher Pay Teacher are the common go-to in lesson planning rather than using District provided curriculum guide.

Problem Statement 3 Areas: Curriculum, Instruction, and Assessment

Problem Statement 5: Parent involvement at Lamar is not representative of the demographics of the student body.

Root Cause 5: All parents do not see value in a school home connection.

Problem Statement 5 Areas: Parent and Community Engagement

Problem Statement 4: Teachers need additional support in understanding the TEKS and identifying what the student is being asked to do.

Root Cause 4: Teachers do not understand the specificity of the TEKS.

Problem Statement 4 Areas: Curriculum, Instruction, and Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 1: Lamar will achieve a "B" or higher rating on state accountability.





Evaluation Data Sources: STAAR results
School report card

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 2: By June, 2023, Lamar Elementary will increase the academic performance of Economically Disadvantaged, African American, English Language Learners, Special Education students, students identified as dyslexic, and/or served through 504, at all grade levels in Math, Science, and Reading to 65% approaches.

High Priority

Evaluation Data Sources: STAAR/EOC, and Summative Exam Data,





Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct intentional focused walkthroughs in each core teacher's classroom a minimum of 4 times per semester with immediate feedback provided.</p> <p>Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Analyze data to identify and address gaps in performance of under-performing populations.</p> <p>Strategy's Expected Result/Impact: Reduction of Achievement Gap</p> <p>Staff Responsible for Monitoring: Principal Asst. Principal Dean Teachers Intervention Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: During Team Tuesdays, teachers will identify grade-level concerns based on a variety of data sources. They will then collaborate to determine a rigorous plan of action to address the concerns. Their plan will then be implemented by the demonstration teachers to gather data regarding the effectiveness of the plan prior to implementing across the grade level or campus.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Team Lead</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 3: By June, 2023, the percentage of students that will rate in the category of meets for the combined STAAR will be 40%. Lamar Elementary seeks to increase the level of students achieving the meets standards for all students in the combined STAAR to 55% by June 2027.

High Priority

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Streamline Lamar's MTSS (Multi-Tiered System of Support) and ensure groups are flexible and based on current data.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Instructional Specialists</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement true PLCs with data digs, action plans and follow through.</p> <p>Strategy's Expected Result/Impact: Improvement in academic achievement and processes that impact academic achievement.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 4: By June, 2023, the percentage of students that will rate in the category of meets for the HB3 Reading Board Goals will be 40%. 55% of 3rd grade students will achieve a meets rating for the HB3 Reading Board Goal by June, 2027.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Lamar Elementary will track Star Reading 360 Data Digs with Fidelity and develop a plan of action. Strategy's Expected Result/Impact: Improvement in reading achievement and processes that impact academic achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure guided reading is occurring consistently. Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Reading Academy completion for K-3 teachers, Principal and AP. Strategy's Expected Result/Impact: Improved understanding and strategies for teaching reading. Staff Responsible for Monitoring: Principal, AP, K-3 Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 5: By June, 2023, the percentage of students that will rate in the category of meets for the HB3 Math Board Goal will be 35%. 50% of 3rd grade students will achieve a meets rating for the HB3 Math Board Goal by June, 2027.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results





Strategy 1 Details	Reviews			
Strategy 1: Lamar Elementary will track Star Math 360 Data Digs with Fidelity and develop a plan of action. Strategy's Expected Result/Impact: Improvement in math achievement and processes that impact academic achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Dean and Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure implementation of guided math consistently. Strategy's Expected Result/Impact: Improve instructional practices and engagement strategies. Staff Responsible for Monitoring: Principal, Assistant Principal, and Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 6: Provide 100% of Lamar Elementary students with equitable access to a comprehensive rigorous and relevant curriculum aligned to state standards and promoting college and career readiness

High Priority

Evaluation Data Sources: Summative, tutoring logs, intervention logs, lesson plans, PLC content.





Strategy 1 Details	Reviews			
<p>Strategy 1: Team Tuesday Meetings. Strategy's Expected Result/Impact: Increased student achievement. Increased teacher skills and knowledge Staff Responsible for Monitoring: Principal, Asst. Principals, Dean, Grade Level Leads, Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct intentional focused walkthroughs in each core teacher's classroom a minimum of 4 times per semester with immediate feedback provided. Strategy's Expected Result/Impact: Ensure curriculum is taught with fidelity. Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 7: Provide opportunities for high-quality professional development for 100% of teachers to support student centered learning.

High Priority

Evaluation Data Sources: Continuing Education Coordinator
Principal
Asst. Principal
Academic Dean

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement 10 minute teacher learning walks within the campus to learn student centered strategies and techniques.</p> <p>Strategy's Expected Result/Impact: Increased teacher knowledge of educational strategies to implement in the classroom.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers Teach Teachers PD sessions.</p> <p>Strategy's Expected Result/Impact: Increased teacher knowledge of high quality instructional strategies.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, Dean</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 8: Attain an attendance rating of 96% or higher.

High Priority

Evaluation Data Sources: ADA report

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide individual student, family and collective classroom incentives for daily attendance. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: Principal, Asst. Principals, CIS Social Worker, Counselor, Student Engagement Officer</p> <p>Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Inform parents of importance of attendance and legal requirements through monthly newsletters, social media, call alerts, letters and personal meetings for those not meeting the 90% rule. Strategy's Expected Result/Impact: Increased student attendance. Staff Responsible for Monitoring: Principal, Secretary, Asst. Principals, Counselor, Social Worker, and Student Engagement Officer</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize Student Engagement Officer and Social Worker to make calls, do home visits, and help parents with resources to be able to get to school. Strategy's Expected Result/Impact: Increased student attendance</p>	Formative			Summative
	Nov	Jan	Mar	June

Staff Responsible for Monitoring: Principal, assistant principal, student engagement officer, social worker, secretary



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 1: Lamar Elementary School will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 9: Increase reading scores by 10% in Masters Grade Level category.

High Priority

Evaluation Data Sources: STAAR Reading Scores - summative
 Write Across Greenville- formative
 DRA Scores - formative
 9 week reading assessments - formative

Strategy 1 Details	Reviews			
<p>Strategy 1: Reading Academy for K-3 teachers, Principal and AP. Strategy's Expected Result/Impact: Improved student reading. Staff Responsible for Monitoring: Principal, Asst. Principal</p> <p>Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The campus will implement free reading time at various intervals throughout the year (Storybook Character Day - Halloween, Read Across America Day, etc.) to improve reading fluency and vocabulary. Strategy's Expected Result/Impact: Improved student fluency and vocabulary. Staff Responsible for Monitoring: Principal, Asst. Principal, Librarian, grade level teachers.</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 2: Lamar Elementary will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 1: Lamar Elementary will seek to reduce discipline referrals by 15%.

High Priority

Evaluation Data Sources: Discipline Referrals
Climate and Culture Survey





Strategy 1 Details	Reviews			
<p>Strategy 1: Lamar Elementary will follow the Student Code of Conduct and increase classroom based parent contact. Strategy's Expected Result/Impact: Fewer discipline referrals. Staff Responsible for Monitoring: Principal, Asst. principal</p> <p>Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of Cool Down areas in classrooms. Strategy's Expected Result/Impact: Fewer discipline referrals Staff Responsible for Monitoring: Principal, Asst. Principal, Counselor</p> <p>Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to implement Capturing Kids' Hearts and MANDT relational strategies in all classrooms. Strategy's Expected Result/Impact: Stronger teacher/student relationships with fewer referrals Staff Responsible for Monitoring: Principal, assistant principal, student engagement officer, teachers</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Utilize and implement new strategies through Character Strong's daily Social Emotional Learning lessons with support from counselor and social worker.</p> <p>Strategy's Expected Result/Impact: Stronger relationships for students with adults.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, counselor, social worker, teachers.</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Lamar Elementary will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 2: Provide a safe and secure learning environment for all by utilizing our SEOs and SROs effectively.

Evaluation Data Sources: All district personnel will be trained in the Standard Response Protocol and implement appropriate response procedures. Greenville ISD will partner with local and state law enforcement agencies to train district personnel in school safety.





Strategy 1 Details	Reviews			
Strategy 1: Utilize Student Engagement Officer to mentor challenging students. Strategy's Expected Result/Impact: Fewer student referrals. Staff Responsible for Monitoring: Principal, Asst. Principal, Student Engagement Officer.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Improve lock down procedures with better technology to lock doors and notify staff. Strategy's Expected Result/Impact: Safe environment for all. Staff Responsible for Monitoring: Principal, Asst. Principal, Student Engagement Officer, GISD PD	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize school nurse, counselor, and social worker to meet all needs of students including health, social emotional, and struggles due to poverty. Strategy's Expected Result/Impact: Increased attendance. Increased student participation in class/achievement. Increased parent participation. Staff Responsible for Monitoring: Principal Nurse Counselor Social Worker	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Social Emotional Learning (SEL) will be provided every day in every classroom through Character Strong. Strategy's Expected Result/Impact: Increased compliance Increased desired character traits Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers and Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 1: 100% of Lamar Elementary teachers will meet the Texas certification requirements by end of year.

High Priority

Evaluation Data Sources: Certifications





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development/test preparation strategies for teachers needing to pass certification exams. Strategy's Expected Result/Impact: Teachers passing state certification exams. Staff Responsible for Monitoring: Principal, HR</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide extra support for teachers in an alternative certification program. Strategy's Expected Result/Impact: Teachers passing state certification exams. Staff Responsible for Monitoring: Principal and HR</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 2: 85% of Lamar teachers will rate proficient or higher on their TTESS summative evaluations.

High Priority





Evaluation Data Sources: TTESS walk-through, observation and final summative.

Strategy 1 Details	Reviews			
<p>Strategy 1: PLC time, Wednesday PD sessions, Data Digs/Data Meetings, and Coaching Sessions will be used to provide teachers with strategies to improve student learning.</p> <p>Strategy's Expected Result/Impact: Improved student achievement and higher TTESS ratings.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, Team Leads, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Mentor program for new teachers.</p> <p>Strategy's Expected Result/Impact: Increase knowledge and skills of first year teachers and retain those teachers.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, mentors</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 3: The number of teachers who have ESL certification will increase by 20%.





Evaluation Data Sources: ESL Certification

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development and test taking strategies for teachers seeking ESL certification.</p> <p>Strategy's Expected Result/Impact: Higher number of teachers with ESL certification therefore improved student achievement for English Learners.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, HR</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Lamar Elementary School will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 4: The teacher turnover rate will decrease from 39% to 20% by June 2023.

Evaluation Data Sources: Teacher Resignations





Strategy 1 Details	Reviews			
Strategy 1: Foster campus climate through teamwork and increased communication. Strategy's Expected Result/Impact: Increased desire to continue working at Lamar. Staff Responsible for Monitoring: Principal, Assistant Principal, and Counselor	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Lamar Elementary will support GISD's long-range financial plan that results in the most effective mix of educational and financial resources available while attaining the long-range goals and objectives of the district. (Resulting in improved Student Achievement)

Performance Objective 1: Continue to ensure that the tax dollars invested into Greenville ISD are managed effectively and efficiently while abiding with all applicable standards, laws and regulations.

High Priority

Evaluation Data Sources: Campus Budget reports
Campus funds requests showing alignment of resources with Campus Improvement Priorities.

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize a system that provides Campus Improvement Priorities alignment with purchase requests. Strategy's Expected Result/Impact: Improved student achievement from proper resource allocation. Staff Responsible for Monitoring: Principal, Asst. Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
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Goal 5: Communication among the campus employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The campus will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the campus and share responsibility at various levels of involvement accepting responsibility for the education of students.





Performance Objective 1: Lamar Elementary will maintain clear communication with families, students, staff, and community resulting in a 10% increase in those participating in campus events.

High Priority

Evaluation Data Sources: PTA Membership

Number of parent and community volunteers.

Number of participants at campus events such as PTA meetings, Trunk or Treat, Goodies with Grandparents, etc.





Strategy 1 Details	Reviews			
<p>Strategy 1: The campus will utilize the call-out system for big events and for any last minute changes.</p> <p>Strategy's Expected Result/Impact: Increased parent participation</p> <p>Staff Responsible for Monitoring: Principal, Asst. principal, Counselor</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Lamar will use a digital format for the weekly campus newsletter.</p> <p>Strategy's Expected Result/Impact: Increased parental awareness.</p> <p>Staff Responsible for Monitoring: Principal Asst. principal</p>	Formative			Summative
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Goal 5: Communication among the campus employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The campus will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the campus and share responsibility at various levels of involvement accepting responsibility for the education of students.

Performance Objective 2: We will engage parents and staff as partners in the academic and social-emotional development of students.

High Priority

Evaluation Data Sources: Parent involvement activities. Staff development activities.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide parent nights such as Goals Night, STAAR information for parents, etc. at least once a quarter.</p> <p>Strategy's Expected Result/Impact: Increased parent participation with the campus to improve student achievement and social emotional well being.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principal, GISD Pride Center, Counselor, Social Worker</p> <p>Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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