

Donna Independent School District

M.A.P. Munoz Elementary

2019-2020 Goals/Performance Objectives/Strategies



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Goals

Goal 1: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet district goals, state and federal passing standards. The campus will implement a biliteracy program in early childhood education that will result in more students reading on or above grade level.

Performance Objective 1: Munoz Elementary will focus on instructional improvement resulting in all students meeting goals for all accountability measures. The percent of K-5th grade students will increase each month to reach campus and district grade level goals.

Evaluation Data Source(s) 1: Istation

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
Comprehensive Support Strategy 1) Target Reading Levels-Each Teacher will become a Reading Teacher by carrying out effective and explicit Guided Reading Instruction and will target the five reading components based on data analysis to meet campus and district progress measures leading up to 90% and above of students reading on grade level.	Administration, Teachers	ISIP Reading Levels, Running Records, District Bundle Assessments, State Assessments				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>100% = Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>0% = No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						


Goal 1: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet district goals, state and federal passing standards. The campus will implement a biliteracy program in early childhood education that will result in more students reading on or above grade level.

Performance Objective 2: Bilingual/ESL: Munoz Elementary will increase the percentage of ELLs progressing one performance level on TELPAS and increase the amount of ELLs meeting state assessment requirements with reading level monitoring and an awareness of language, literacy, and content interdependence.


Evaluation Data Source(s) 2: TELPAS

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Language Acquisition: Campus will continue to follow the Early Exit Transitional Model as outlined by District Initiative.	Administration, Teachers	TELPAS Benchmark Results, TELPAS Results, Reading Levels				
2) All teachers will consistently incorporate sheltered instruction strategies in their daily instruction in conjunction with LAT forms and TELPAS language proficiency descriptors each six weeks.	Administration	TELPAS results, STAAR results, Bundle results, ISIP, Reading Levels				
3) Language Objectives will be posted for each subject area teacher is teaching. Teacher will highlight the verbs and nouns of the objectives. Teachers will showcase, implement, and have students carry out the use of academic language and to ensure curriculum and instructional alignment.	Administration, Teachers	ISIP Reading Levels, District Bundle Tests, State Assessments				
4) Students will be exposed to basic and academic vocabulary both in environment and by modeling in and out of their classroom.	Administration, Teachers	TELPAS results, ISIP, Reading levels, Bundled results				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet district goals, state and federal passing standards. The campus will implement a biliteracy program in early childhood education that will result in more students reading on or above grade level.

Performance Objective 3: Literacy Media Center- To ensure the success of all students as effective creators and users of ideas and information, enabling them to become lifelong learners a Literacy Media Center will be established.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Literacy Events during and after school to continue to promote the importance of reading (including author's visits, battle of the books).	Administration, Librarian, Teachers	Parent Invitation Flier, Sign In Sheets				
Funding Sources: Title I (211) - 500.00, Local (199) - 200.00						
2) Expand and update library resources to support curriculum.	Administration, Librarian	Expenditure Report				
Funding Sources: Local (199) - 5000.00						
3) Increase/improve opportunities to access library after hours.	Administration, Librarian, Library Clerk	Sign in Sheets				

Goal 2: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

Performance Objective 1: The percentage of students in grades 3-5 who achieve meets and or masters performance level on the STAAR exam will increase from 26%-33%.

Evaluation Data Source(s) 1: District Assessments
STAAR

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
Comprehensive Support Strategy 1) Provide opportunities for staff development as needed and to support ALL staff in their content areas / departments, sheltered instruction, cooperative learning, technology integration's, and STAAR alignment for continued professional development including consulting and coaching services and materials needed for training's.	Administration, Teachers	Certificate of Completion, Travel Request				
	Funding Sources: Local (199) - 6400.00, Teacher/Principal (255) - 8541.00, Title I (211) - 600.00					
2) Data Driven Instruction- Data Analysis, team planning, Administrative walk-throughs, and individual Teacher and Administrative conferences (data talks) will be carried out throughout the year to ensure data driven instruction.	Administration, Teachers	ISIP, Running Records, TTM Reports, District Bundle Assessments, State Assessments				
3) Academic Field Trips-provide students with opportunities to partake in academic field trips to enhance their learning via hands on experiences.	Administration, Teachers	ISIP, District Bundle Tests, State Assessments				
	Funding Sources: State Comp.(164) - 9000.00, Local (199) - 7000.00					

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
4) Awards and Incentives- Provide various forms of student recognition and promotion of academic success in the classroom by teachers along with campus recognition.	Administration, Librarian, Counselors, Teachers	ISIP, District Bundle Tests, State Assessments				
Funding Sources: Local (199) - 4300.00						
5) Print Rich Environment- Teachers will create print rich environments to promote vocabulary through the use of anchor charts, interactive word walls, word banks, student work and visual models.	Teachers, Teacher Assistants	ISIP, District Bundle Tests, State Assessments, Classroom observations/walkthrus				
6) Content and Language Objectives will be posted for each subject area teacher is teaching. Teacher will highlight the verbs and nouns of the objectives for teachers to showcase, implement, and have students carry out the use of academic language and to ensure curriculum and instructional alignment.	Administration, Teachers	ISIP, District Bundle Tests, State Assessments				
7) Carry out all necessary student testing to ensure proper tracking, coding and demographic reporting	Principal Counselors PEIMS clerk Teacher of record	PEIMS snap shot report				
Funding Sources: Title I (211) - 6000.00						
8) Students will be provided with the opportunity to participate in the ACE program after school. This will assist with homework and enrichment activities for at-risk students.	Administration ACE Coordinator	District Bundle Tests				
9) Provide Teachers, Staff and the Campus with instructional resources and equipment needed to carry out quality instruction and daily operations.	Administration, Librarian, Office Staff	Campus Needs Assessment				
Funding Sources: Local (199) - 30800.00, Title I (211) - 16072.00, Title III (263) - 3348.00, State Comp.(164) - 9024.00						
10) Create opportunities for students to explore and participate in the arts via musical performances and to partake in music lessons once a week.	Administration, Music Teacher	sign in sheets of parents attending scheduled performances along with flyers documenting the date and time of the event				
Funding Sources: Local (199) - 2000.00						
11) Establish Extra Curricular Opportunities by having a Campus Choir and Dance Team. Students will attend a variety of district and community rallies to show case the skills learned throughout the year.	Administration, Club Sponsors	club calendar of events				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June

Goal 2: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

Performance Objective 2: Bilingual: Munoz Elementary will increase the percentage of ELL students who achieve MEETS and MASTERS on STAAR and will decrease the achievement gap.

Evaluation Data Source(s) 2: STAAR

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Teachers will track ELL students and provide sheltered instruction strategies.	District Assessments, Istation, Reasoning Minds / Imagine Math					

Goal 2: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

Performance Objective 3: Advanced Academics: Munoz Elementary will increase the percentage of GT students who achieve MEETS and MASTERS on STAAR .

Evaluation Data Source(s) 3: STAAR

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Provide small group targeted and differentiated instruction for GT students during a power hour.	Schedules					

Goal 2: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

Performance Objective 4: Special Education: Munoz Elementary will increase the percentage of SPED students who achieve MEETS and MASTERS on STAAR and will decrease the achievement gap.

Evaluation Data Source(s) 4: STAAR

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Provide one to one tutoring to increase reading proficiency, fluency, and specific skill comprehension.						


Goal 2: Munoz Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

Performance Objective 5: Migrant: Munoz Elementary will increase the percentage of Migrant students who achieve MEETS and MASTERS on STAAR and will decrease the achievement gap.


Evaluation Data Source(s) 5: STAAR

Summative Evaluation 5:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Provide one to one / small group tutoring to increase areas of STAAR accountability.						




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 3: Munoz Elementary will create an instructional environment that will enhance the learning and academic performance of all students and create an awareness in order to increase the percentage of graduates demonstrating college/career/military readiness when they reach the high school level.

Performance Objective 1: Promote Awareness for students to understand the importance of graduating from high school and moving into a college/career/military path.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) The following events will be carried out to promote academic success and to motivate students: career day, college week, and CTE presentations (Donna North HS CTE department)	Counselors Teachers					
	Funding Sources: Title IV 289 - 7270.00					


Goal 4: Munoz Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success.

Performance Objective 1: Student Support Services: Munoz Elementary will ensure that students are psychologically and emotionally served to decrease the frequency of inappropriate and disruptive behavior and nurture a positive climate to continuously build up students and their self-esteem. The emotional intelligence committee was established and began to meet. They will continue to meet throughout the school year to incorporate key components into a daily lesson.

Evaluation Data Source(s) 1: committee agendas, sign-in sheets
seems and euphoria referral and behavior logs reports

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Counseling Department will carry out character education lessons for students.	Counselors	Reduction in referrals/incident, Student Survey				
2) Implement the 3 R's - Be Respectful, Responsible and Ready to Learn with an emphasis on good manners. Good manners videos will be sent to the teachers each six weeks and will be shown to the students to consistently reinforce good manners.	Administrators, Teachers, Counselors and Teacher Assistants	Reduction in referrals/incident, Student Survey				
3) Implement DAVE Curriculum, RED Ribbon campaign and Ripples computer software to assist with violence prevention and awareness.	Administrators, Counselors	PEIMS Discipline Report, Student Surveys				
4) Drop Out Prevention : Munoz Elementary will increase and maintain student and staff attendance rate to 98%.						



100% = Accomplished
 ➔ = Continue/Modify
 0% = No Progress
 ✗ = Discontinue

Goal 4: Munoz Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success.

Performance Objective 2: Nursing/Health Services: Munoz Elementary will ensure that 90% of all students enrolled will be screened for Vision, Hearing, Scoliosis and Acanthosis Nicrigans and ensure that 95% of all student's immunizations are up to date before submitting Annual Immunization report in October.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Provide clothing vouchers	Nurse, Counselors, Administration, Teachers					
2) Provide vouchers for services, clothing, eye glasses, exams, etc.	Nurse Counselors, Administration, teachers					
Funding Sources: Title I (211) - 1000.00						

Goal 4: Munoz Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success.

Performance Objective 3: Physical Education: The District will require the Fitnessgram physical fitness assessment to be administered to 90% of all students enrolled in P.E. or course substituting for p.e. (athletics, band, ROTC) unless a student qualifies for valid exemption as per Fitnessgram testing policies.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Students will receive 4 out of 5 days of intensive physical exercise with the assistance of proper equipment.	Administration, Coach	Fitness Gram Results				
Funding Sources: Local (199) - 2000.00						
2) All students will receive education on health related topics.	Coaches, Counselors	Lesson Plans				

100% = Accomplished → = Continue/Modify 0% = No Progress X = Discontinue

Goal 4: Munoz Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success.

Performance Objective 4: Risk Management: The campus will follow the district emergency operations plan to ensure the safety of all students, personnel, and visitors. Security measures and resources will be implemented and installed to enhance school safety.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Goal 5: Munoz Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities, and ensure a positive campus climate to promote increased student achievement.

Performance Objective 1: Human Resources: Munoz Elementary will maintain a 100% highly qualified status for the staffing requirements of the No Child Left Behind Act (NCLB)

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Maintain a positive campus climate by incorporating special events such as socials, celebrations, and employee recognition for employees to partake in.	Administration	Campus Climate Survey				
	Funding Sources: Local (199) - 3500.00					

Goal 5: Munoz Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities, and ensure a positive campus climate to promote increased student achievement.

Performance Objective 2: Custodial Department: Munoz Elementary will ensure that 100% of all facilities are cleaned to an optimal hygiene level and maintain an environment that is conducive for learning at least once a day.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Purchase necessary items, furniture and supplies to ensure a clean and organized conducive learning environment	Custodians, Administration					
Funding Sources: Local (199) - 5100.00						

Goal 5: Munoz Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities, and ensure a positive campus climate to promote increased student achievement.

Performance Objective 3: Technology Department: Munoz Elementary will provide all classrooms, labs, and instructional areas with the necessary equipment to utilize and integrate technology into daily instruction along with offices to ensure proper daily operations.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Maintain and purchase instructional technology programs and equipment for the campus, classroom, and offices to carry out effective classroom instruction and daily operations.	Principal, Librarian, Teachers, Lab Manager	Technology Star Chart				
Funding Sources: Local (199) - 4000.00, State Comp.(164) - 6000.00, Title I (211) - 2000.00						

Goal 5: Munoz Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities, and ensure a positive campus climate to promote increased student achievement.

Performance Objective 4: Maintenance Department: Munoz Elementary will ensure that all maintenance work orders are placed and carried out.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) The campus will periodically review outstanding work orders and projects to ensure that the campus is adequately maintained for daily operations.	Head Custodian Campus Secretary Assistant Principal					

Goal 6: Munoz Elementary will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.

Performance Objective 1: DLPAC and CLPAC: the District will maintain 100% of the required members in both District and Campus Level Planning and Advisory Committees to overs all improvement activities at least 5 times per year.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) The campus will hold monthly CLPAC meetings and ongoing communication with the campus department leads via email, social media, etc.	Sign In sheets Agendas					

Goal 6: Munoz Elementary will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.

Performance Objective 2: Maintain clear and consistent communication with each department and team member of the organization (CLPAC, leads, grade level, departments, etc.)

Evaluation Data Source(s) 2: Sign In Sheets
Agendas

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) The campus will carry out monthly meetings with each department or more as needed to ensure consistent and effective communication on campus operations, goals, and strategies.	Agendas Sign Ins					

Goal 6: Munoz Elementary will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.

Performance Objective 3: Maintain clear and consistent communication with parents.

Evaluation Data Source(s) 3: Sign In Sheets
Agendas

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Sept	Dec	Mar	June
1) Carry out principal and parent round table meetings each six weeks.						
2) Implement social media public relations via social media and the Remind app to provide information and obtain immediate parent feedback.						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Target Reading Levels-Each Teacher will become a Reading Teacher by carrying out effective and explicit Guided Reading Instruction and will target the five reading components based on data analysis to meet campus and district progress measures leading up to 90% and above of students reading on grade level.
2	1	1	Provide opportunities for staff development as needed and to support ALL staff in their content areas / departments, sheltered instruction, cooperative learning, technology integration's, and STAAR alignment for continued professional development including consulting and coaching services and materials needed for training's.