

# Galena Park Independent School District

## Williamson Elementary School

### 2020-2021 Campus Improvement Plan

Accountability Rating: Not Rated: Declared State of Disaster



**Board Approval Date:** August 10, 2020

# Mission Statement

The mission at Dr. Shirley J. Williamson Elementary School is to provide rigorous, research-based instruction and a nurturing environment to support each student in succeeding academically, physically, and emotionally.

## Vision

Dr. Shirley J. Williamson Elementary's vision is to create a school environment that is commended for educating each child with excellence, preparing them to be responsible and productive citizens in the 21st Century.

### Galena Park ISD's Learner's Creed

I believe in myself and in my ability to do my best at all times.

Just for today, I will listen, I will see, I will speak, I will feel, I will think, I will reason, I will read, I will write.

I will do all of these things with one purpose in mind, to do my best, and not to waste this day, for this day will come no more.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Dr. Shirley J. Williamson (SJW) is one of the 15 elementary campuses in Galena Park Independent School District. Williamson Elementary serves almost 700 students in grades PPCD/PK to 5th grade. Williamson Elementary opened its doors to students for the first time on August 15, 2005, as Freedom Elementary School. We welcomed more than 400 students that day, and weeks later enrolled more than 50 hurricane evacuees. Freedom's first seven years were very successful. Freedom was renamed to Dr. Shirley J. Williamson Elementary in the fall of 2007, in honor of former State of Texas Commissioner and former Galena Park ISD Superintendent, Dr. Shirley Neely. Williamson Elementary has had four principals: Mrs. Terri Moore (2005-2011), Mrs. Stephanie Perry (2011-2014), Mrs. Paula Patterson (2014-2017), and Dr. Jonathan Sutton (2017-Present). Williamson Elementary serves many special populations of students from Pre-Kindergarten through fifth grade, specifically PPCD, Life Skills, and PASS.

- The student population at Williamson Elementary is:
  - African American 40.9%
  - Hispanic 49.6%
  - White 2.7%
  - American Indian .4%
  - Asian 3.7%
  - Two or More Races 2.7%
- Williamson Elementary serves:
  - Socioeconomic/ Special Population:
    - Economically Disadvantaged 79.16%
    - Non-Educational Disadvantage 20.4%
    - English Language Learners (ELL) 232%
    - At-Risk 50.5%

- Special Education 14.2%
- Williamson Elementary mobility rate
  - Total mobility rate 16.4%

### **Demographics Strengths**

- 2016-2018 above district and state percentages for attendance
- Minority staff 77.1% above the state average of 50.4%
- Non-Educationally disadvantage 24.4%, below the state average of 39.4%
- Veteran (11-20 years) 38.9%, above district average of 28.9 and state average of 29.3%
- Non-degreed teachers 0%, lower than the district average of 1.2% and the state average of 1.4%
- ESL Teacher 16.3% higher than the state average of 6.4%
- Kindergarten class sizes average 15 students while the district is 18 students and the average state is 18.9 students
- 4th-grade class sizes average 15.3 students while the district is 18.3 and state averages are 19.2 per class

## **Problem Statements Identifying Demographics Needs**

**Problem Statement 1 (Prioritized):** We will work to resolve the disparity in campus attendance rates. **Root Cause:** Lack of parental accountability/urgency in ensuring that students are present and on time.

**Problem Statement 2 (Prioritized):** We will work to enhance the academic proficiency of the sub populated groups. **Root Cause:** The sub populated group make up the majority of the campus's mobility rate, causing a barrier when working consistently with closing academic gaps.

**Problem Statement 3 (Prioritized):** Student attendance drops the 3rd six weeks **Root Cause:** Cold and flu season

**Problem Statement 4 (Prioritized):** Pre-K attendance negatively impacts overall attendance **Root Cause:** The short day sometimes discourages parents from being students if scheduling is difficult

**Problem Statement 5 (Prioritized):** Attendance is lower during holiday season **Root Cause:** Families travel or take children out for family holiday functions

**Problem Statement 6 (Prioritized):** Student attendance declines the last 6 weeks **Root Cause:** Stamina becomes a problem and parents feel testing is over

**Problem Statement 7 (Prioritized):** Attendance drops the 2nd semester **Root Cause:** Cold/inclement weather negatively impacts attendance

# Student Learning

## Student Learning Summary

Year	Reading	Writing	Math	Science
2017	73%	52%	80%	77%
2018	77%	64%	88%	78%
2019	82%	63%	84%	74%

The 2019 data reports the ALL categories as 79% approaching, 45% meets, and 19% masters. ELA and Math are areas of strength with ELA reporting 82% approaching, 46% meets, and 21% masters; Math reporting 84% approaching, 51% meets, and 24% masters. Science and writing are areas of intense focus with science data reporting 74% approaching, 42 % meets, and 15% masters; writing scores reporting 63% approaching, 23% meets, and 4% masters.

## Student Learning Strengths

- Asian population is 94% Approaches and Asians have the highest percentage per subject area
- Asian population is 50% Masters All subjects
- Reading has a trend of improvement over the past 3 years
- Science shows improvement in Meets and Masters
- Third-grade math shows growth for our African American population
- Third-grade reading show growth by our economically disadvantaged in the areas of Meets and Masters
- Fourth grade improved in all levels of math

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** 4th Grade Writing scores need improvement in approaches, meets and masters **Root Cause:** A gap in the curriculum from lower grades to upper grades

**Problem Statement 2 (Prioritized):** 3rd grade math scores need improvement in approaches, meets, and, masters. **Root Cause:** A gap in the curriculum from lower grades to upper grades.

**Problem Statement 3:** 5th grade math scores need improvement in approaches, meets and masters. **Root Cause:** Lack of instructional consistency in vertical alignment

**Problem Statement 4:** 5th grade science scores need improvement at all levels **Root Cause:** Integrity of instructional time and focus



# School Processes & Programs

## School Processes & Programs Summary

Dr. Shirley J. Williamson Elementary teachers use Galena Park ISD's curriculum in the classroom. The district curriculum is aligned to state standards. Our teachers have 90 minutes of uninterrupted instruction each morning. District-created assessments and released STAAR tests are used to measure student progress throughout the school year. Data is used from an array of assessments to determine classroom instruction and student interventions. Struggling students are identified and tracked by the campus RTi team.

Dr. Shirley J. Williamson has two computer labs for the classroom teacher to the team to use along with the campus Technology Instructional Specialist to teach students technology applications. Each grade level has access to a shared Chromebook cart to support iReady, iStation, and technology integration into lessons. Our fourth and fifth grades have two charts per grade level to be used for technology integration. Each classroom has a projector and a document camera. Many of our teachers have interactive panels to enhance instruction.

## School Processes & Programs Strengths

- Uninterrupted instructional time
- Data Room keeps student achievement at the forefront
- Data charts in the hallway and classroom keep students focused on achievement
- STEMscopes, iReady, iStation, Razkids
- After school tutorial and Saturday School
- Use of a focus board for instruction
- Many opportunities for professional development district-wide
- Campus professional development including PLC's
- Gained more technology on campus
- All mobile technology units are being used every day
- After school STEM club and Robotics club

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1 (Prioritized):** There are large gaps, in lower grades, in what students are expected to achieve from one grade to another **Root Cause:** Curriculum and instruction needs more vertically alignment

**Problem Statement 2 (Prioritized):** Students are lacking in 21st century computer skills **Root Cause:** Now that we have the technology, teachers need to be trained in other applications and uses besides iStation and iReady

# Perceptions

## Perceptions Summary

Shirley J. Williamson Elementary School seeks to provide a positive school environment, which is conducive to learning. Students receive opportunities to build good character and educational experiences to ensure that students will become productive, global citizens, and lifelong learners.

## Perceptions Strengths

- Communication from teachers is average or above average, according to 92% of parents surveyed.
- 96% of parents responded to receiving information that is in a format that is clear and understandable.
- 91% of parents have had a conference with their child's teacher this school year.
- A majority of the parents are aware of the campus involvement policy.
- Over 90% of parents feel very welcome at our school.
- 97% of teachers agree that there are high expectations in place for students.
- 93% of teachers believe there is a high level of instruction on campus.
- 94% of teachers believe the administration has high expectations of them.
- The campus encourages parents to attend campus-sponsored events and activities, per 97% of the teachers surveyed.
- 97% of teachers describe student academic achievement data as easily understandable, available, and used to drive instruction.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1 (Prioritized):** Parents are not keeping up with student grades and/or attendance through Skyward. **Root Cause:** There is a major deficiency in parent/family engagement as it relates to student achievement.

**Problem Statement 2 (Prioritized):** Parents are unaware as to how school funds are used to improve student achievement. **Root Cause:** There is a major deficiency in parent/family engagement as it relates to student achievement.

# Priority Problem Statements

**Problem Statement 1:** Pre-K attendance negatively impacts overall attendance

**Root Cause 1:** The short day sometimes discourages parents from being students if scheduling is difficult

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Student attendance drops the 3rd six weeks

**Root Cause 2:** Cold and flu season

**Problem Statement 2 Areas:** Demographics

**Problem Statement 3:** Attendance is lower during holiday season

**Root Cause 3:** Families travel or take children out for family holiday functions

**Problem Statement 3 Areas:** Demographics

**Problem Statement 4:** Student attendance declines the last 6 weeks

**Root Cause 4:** Stamina becomes a problem and parents feel testing is over

**Problem Statement 4 Areas:** Demographics

**Problem Statement 5:** Attendance drops the 2nd semester

**Root Cause 5:** Cold/increment weather negatively impacts attendance

**Problem Statement 5 Areas:** Demographics

**Problem Statement 6:** We will work to enhance the academic proficiency of the sub populated groups.

**Root Cause 6:** The sub populated group make up the majority of the campus's mobility rate, causing a barrier when working consistently with closing academic gaps.

**Problem Statement 6 Areas:** Demographics

**Problem Statement 7:** 4th Grade Writing scores need improvement in approaches, meets and masters

**Root Cause 7:** A gap in the curriculum from lower grades to upper grades

**Problem Statement 7 Areas:** Student Learning

**Problem Statement 8:** 3rd grade math scores need improvement in approaches, meets, and, masters.

**Root Cause 8:** A gap in the curriculum from lower grades to upper grades.

**Problem Statement 8 Areas:** Student Learning

**Problem Statement 9:** There are large gaps, in lower grades, in what students are expected to achieve from one grade to another

**Root Cause 9:** Curriculum and instruction needs more vertically alignment

**Problem Statement 9 Areas:** School Processes & Programs

**Problem Statement 10:** Students are lacking in 21st century computer skills

**Root Cause 10:** Now that we have the technology, teachers need to be trained in other applications and uses besides iStation and iReady

**Problem Statement 10 Areas:** School Processes & Programs

**Problem Statement 15:** Parents are not keeping up with student grades and/or attendance through Skyward.

**Root Cause 15:** There is a major deficiency in parent/family engagement as it relates to student achievement.

**Problem Statement 15 Areas:** Perceptions

**Problem Statement 16:** Parents are unaware as to how school funds are used to improve student achievement.

**Root Cause 16:** There is a major deficiency in parent/family engagement as it relates to student achievement.

**Problem Statement 16 Areas:** Perceptions

**Problem Statement 18:** We will work to resolve the disparity in campus attendance rates.

**Root Cause 18:** Lack of parental accountability/urgency in ensuring that students are present and on time.

**Problem Statement 18 Areas:** Demographics

# Comprehensive Needs Assessment Data Documentation

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

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card Data

## Student Data: Assessments

- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Running Records results
- Observation Survey results
- Prekindergarten Self-Assessment Tool

## Student Data: Student Groups

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Response to Intervention (RTI) student achievement data

## Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

## Employee Data

- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data

## Parent/Community Data











- Parent engagement rate

# Goals

**Goal 1:** Williamson Elementary will provide a safe, productive and healthy learning/ working environment for students and staff.

**Performance Objective 1:** Provide regular communications/recognition for students, parents, staff and campus









**Evaluation Data Sources:** Increased parent involvement and student/staff morale.

<b>Strategy 1:</b> 1) Provide a emails and test messages to inform and remind parents of scheduled events and activities. <b>Strategy's Expected Result/Impact:</b> Increased knowledge of campus activities. <b>Staff Responsible for Monitoring:</b> Principal <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 2:</b> Inform the community of school dates and events by posting information on the marquee. <b>Strategy's Expected Result/Impact:</b> Increase in parental involvement at events. <b>Staff Responsible for Monitoring:</b> Principal/Campus Secretary	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 3:</b> Maintain communication by providing parents with graded papers in order to keep them abreast of their students' academic status once a week. <b>Strategy's Expected Result/Impact:</b> Increased parental awareness of student academic progress. <b>Staff Responsible for Monitoring:</b> All teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Williamson Elementary will provide a safe, productive and healthy learning/ working environment for students and staff.

**Performance Objective 2:** Teach safety practices and protocols to students and staff







**Evaluation Data Sources:** Conduct 100% of all drills

<b>Strategy 1:</b> Provide monthly practice/review of emergency response procedures (fire drill, bad weather, shelter in place, lock down) <b>Strategy's Expected Result/Impact:</b> Awareness of safety, decreased preparedness time <b>Staff Responsible for Monitoring:</b> Assistant Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 2:</b> Continue to train staff and Emergency Operations team on violence prevention techniques/strategies. <b>Strategy's Expected Result/Impact:</b> Staff will be aware of techniques. <b>Staff Responsible for Monitoring:</b> Assistant Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Williamson Elementary will provide a safe, productive and healthy learning/ working environment for students and staff.

**Performance Objective 3:** Create a healthy environment so staff and students thrive and are productive

**Evaluation Data Sources:** Decreased office referrals and increased student success.







<p><b>Strategy 1:</b> Foundations meetings will include discussions about various ways to provide a healthy environment so students and staff members can thrive and are productive.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and staff members will thrive and be more productive.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 1:** Williamson Elementary will provide a safe, productive and healthy learning/ working environment for students and staff.

**Performance Objective 4:** Ensure our students and staff have 21st Century technology and equipment so performance is at a maximum





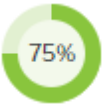


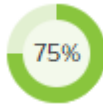
**Evaluation Data Sources:** Scheduled rotations to the technology lab







<p><b>Strategy 1:</b> Provide training to employees on appropriate use of digital tools.  <b>Strategy's Expected Result/Impact:</b> Staff members will use digital tools appropriately on and off campus.  <b>Staff Responsible for Monitoring:</b> Technology Instructional Specialists</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Williamson Elementary will ensure student growth in the tested areas.

**Performance Objective 1:** Meet or exceed the state average in all tested areas

**Evaluation Data Sources:** Campus, District, and State assessments.





<p><b>Strategy 1:</b> Assess all students and review data to identify and set personal learning goals to ensure academic success.  <b>Strategy's Expected Result/Impact:</b> Increased academic performance for all students by 5%  <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches, and Classroom Teachers will monitor student data after each common assessment.  <b>Title I Schoolwide Elements:</b> 2.4 - Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Schedule after school tutorials based on assessment data for students in 3rd-5th grades.  <b>Strategy's Expected Result/Impact:</b> Measure and improved student academic performance by 5%  <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches, and Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> Implement Response to Intervention for At-Risk students who are not performing on grade level.  <b>Strategy's Expected Result/Impact:</b> Improved student academic performance for At-Risk students by 5%.  <b>Staff Responsible for Monitoring:</b> Administrators, RTI Team, Curriculum Instructional Coaches, and Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 4:</b> Provide instructional resources and materials for special education students.   <b>Strategy's Expected Result/Impact:</b> Increased academic performance among the campus SPED population by 5%  <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches, and Classroom Teachers will monitor student data and adjust services provided.  <b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				


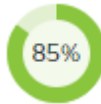

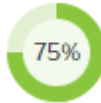

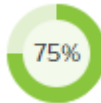




<b>Strategy 5:</b> Monitor special education students monthly for progress towards learning goals. <b>Strategy's Expected Result/Impact:</b> Increased academic performance for SPED students by 5% <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches, and SPED Teachers will monitor student data and adjust services provided.	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Williamson Elementary will ensure student growth in the tested areas.

**Performance Objective 2:** Provide instructional support and high quality curriculum and resources

**Evaluation Data Sources:** Increase teacher capacity; observations/power walks; classroom data





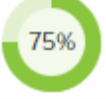



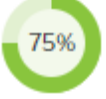
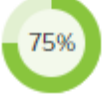
<p><b>Strategy 1:</b> Implement STAAR strategies for all students, in all grade levels, in all subjects.  <b>Strategy's Expected Result/Impact:</b> Improved student performance campus-wide with a 5% increase on assessments.  <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches, Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5</p>	<b>Reviews</b>			
<p><b>Strategy 2:</b> Co-teach for all special education students identified as needing this support in grades K-5th.  <b>Strategy's Expected Result/Impact:</b> Increased academic performance among the campus SPED population by 5%.  <b>Staff Responsible for Monitoring:</b> Administrators, Counselor, Resource Teachers, Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Formative</b>			<b>Summative</b>
<p><b>Strategy 3:</b> Weekly grade level planning for PK-5th grade teachers to ensure the academic success for all students.  <b>Strategy's Expected Result/Impact:</b> Improved classroom instruction and improved student academic performance by 5%.  <b>Staff Responsible for Monitoring:</b> Curriculum Instructional Coaches, Grade level chairpersons, Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<p><b>Strategy 4:</b> Assess all students and monitor progress in each subject with district assessments based on the district testing calendar.  <b>Strategy's Expected Result/Impact:</b> Increased passing rate and advances rates on district assessments by 5%.  <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches, Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5  <b>Funding Sources:</b> After-school Tutorials/Saturday tutorial - 199 - Local - \$9,920, Saturday tutorial transportation - 199 - Local - \$500</p>				
<p><b>Strategy 5:</b> Assess fluency three times a year with fluency probes in grades K-2.  <b>Strategy's Expected Result/Impact:</b> Increased fluency rates resulting in improved comprehension skills.  <b>Staff Responsible for Monitoring:</b> RTI Team, Curriculum Instructional Coaches, Classroom Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				

<b>Strategy 6:</b> Implement higher level questioning in the classroom. <b>Strategy's Expected Result/Impact:</b> Increased level of critical thinking skills. <b>Staff Responsible for Monitoring:</b> Curriculum Instructional Coaches, Classroom Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 7:</b> Provide highly rigorous resources that supplement instruction in the classroom. Materials such as Mentoring Minds, Word Tiles, Leveled Books, etc. <b>Strategy's Expected Result/Impact:</b> Increased level of student achievement. <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 8:</b> Provide resources for Dual Language classrooms to supplement instruction. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in Dual Language/Bilingual programs. <b>Staff Responsible for Monitoring:</b> Administrators, Curriculum Instructional Coaches	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Williamson Elementary will ensure student growth in the tested areas.


**Performance Objective 3:** Build instructional capacity through coaching, professional development, and academies

**Evaluation Data Sources:** Increase teacher capacity; walk-through, observations; coaching cycle notes; Eduphoria Strive - professional development opportunities

<p><b>Strategy 1:</b> Provide classroom coaching support to teachers 2.5 days/week by the CICs.  <b>Strategy's Expected Result/Impact:</b> Improved classroom instruction resulting in improved student performance.  <b>Staff Responsible for Monitoring:</b> Curriculum Instructional Coaches, Classroom Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Support teachers in planning effective lessons that are high in rigor.  <b>Strategy's Expected Result/Impact:</b> Improved classroom instruction resulting in improved student performance.  <b>Staff Responsible for Monitoring:</b> Curriculum Instructional Coaches</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> Provide weekly leadership training for Curriculum Instructional Coaches.  <b>Strategy's Expected Result/Impact:</b> Improved leadership skills in Curriculum Instructional Coaches.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 4:</b> Provide regular PLC's in critical areas for teaching staff.  <b>Strategy's Expected Result/Impact:</b> Improved teaching strategies and methods resulting in improved student academic achievement.  <b>Staff Responsible for Monitoring:</b> Administrators, CIC's  <b>Funding Sources:</b> Conference and workshop registration - 199 - Local - \$2,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 5:</b> Attend academies offered by district Curriculum &amp; Instruction department.  <b>Strategy's Expected Result/Impact:</b> Improved teaching methods.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				

 No Progress

 Accomplished






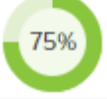




 Continue/Modify

 Discontinue

**Goal 2:** Williamson Elementary will ensure student growth in the tested areas.

**Performance Objective 4:** Provide technology support to all tested areas

**Evaluation Data Sources:** Increased academic performance on district and state assessment, technology program usage


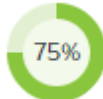










<b>Strategy 1:</b> Students will complete technology proficiencies. <b>Strategy's Expected Result/Impact:</b> Completed proficiencies. <b>Staff Responsible for Monitoring:</b> TIS, Classroom Teachers, Librarian	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 2:</b> Students will participate in district Multimedia Festival. <b>Strategy's Expected Result/Impact:</b> Increased student participation. <b>Staff Responsible for Monitoring:</b> TIS, Classroom Teachers, Librarian	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 3:</b> Students will utilize iStation and Think Through Math programs. <b>Strategy's Expected Result/Impact:</b> Increased student performance. <b>Staff Responsible for Monitoring:</b> Curriculum Instructional Coaches, Classroom Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 3:** Williamson Elementary will provide competitions for enrichment.

**Performance Objective 1:** Offer multiple enrichment and extra-curricular opportunities available for students







**Evaluation Data Sources:** Activity sign-in sheets, flyers

<p><b>Strategy 1:</b> Students will participate in a play/program at monthly PTA meetings.  <b>Strategy's Expected Result/Impact:</b> Increased parent involvement; foster a love for the fine arts in students.  <b>Staff Responsible for Monitoring:</b> Specials Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Offer Boys/Girls club.  <b>Strategy's Expected Result/Impact:</b> Increase self-esteem and confidence leading to higher academics.  <b>Staff Responsible for Monitoring:</b> Program Sponsors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> Providing well rounded educational opportunities for students to excel outside of the classroom in campus-sponsored events including: spelling bee, geography bee, poetry and pose, rodeo art, honor choir, boys and girls club, National Elementary Honor Society, robotics club, STEM and fast on facts.  <b>Strategy's Expected Result/Impact:</b> Student participation will decrease office referrals by 5%.  <b>Staff Responsible for Monitoring:</b> Corresponding Program Sponsors  <b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 4:</b> Participate in Academic Decathlon.  <b>Strategy's Expected Result/Impact:</b> Increased higher order thinking and problem solving skills.  <b>Staff Responsible for Monitoring:</b> Going for the Gold Sponsors</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Williamson Elementary will provide competitions for enrichment.

**Performance Objective 2:** Provide all elementary students with PE, Music, and Art weekly









**Evaluation Data Sources:** Schedules

<p><b>Strategy 1:</b> Students will attend PE, Music, Library, Art, and Computer Lab once a week.  <b>Strategy's Expected Result/Impact:</b> Students will foster a love for the arts.  <b>Staff Responsible for Monitoring:</b> Campus Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	 75%	 80%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Williamson Elementary will provide competitions for enrichment.

**Performance Objective 3:** Offer a wide variety of extracurricular student clubs







**Evaluation Data Sources:** Flyers, sign-in sheets

<b>Strategy 1:</b> Offer Boys/Girls club. <b>Strategy's Expected Result/Impact:</b> Increased self-esteem and confidence leading to higher academics. <b>Staff Responsible for Monitoring:</b> Club Sponsors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 2:</b> Offer Choir Club <b>Strategy's Expected Result/Impact:</b> Students will foster a love for music. <b>Staff Responsible for Monitoring:</b> Music Teacher	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Williamson Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 1:** Enhance the relationship between the district and its partners






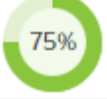




**Evaluation Data Sources:** Community meetings, flyers, ETC

<p><b>Strategy 1:</b> 1) Campus will positively represent the district with all community and business partners.  <b>Strategy's Expected Result/Impact:</b> Increased positive interactions and relationships with community business partners.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	Reviews			
	Formative			Summative
	Oct	Dec	Feb	May
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Williamson Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 2:** Ensure 100% of campuses provide parental involvement opportunities





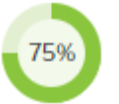





**Evaluation Data Sources:** Newsletters, flyers

<p><b>Strategy 1:</b> Offer a beginning of the year parent night for students in every grade level in order to meet the teacher.  <b>Strategy's Expected Result/Impact:</b> Increased positive relationship between parents and school.  <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I Schoolwide Elements:</b> 3.1, 3.2</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Offer Open House to share STAAR information, school compact and Title I requirements.  <b>Strategy's Expected Result/Impact:</b> Increased parental involvement; build positive relationship between school and parents.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> Parents will serve on CPAC committee.  <b>Strategy's Expected Result/Impact:</b> Increased parental involvement with decision-making on the campus.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Williamson Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 3:** Provide multiple communication channels with parents, students and the community









**Evaluation Data Sources:** Newsletters, Blackboard, flyers

<p><b>Strategy 1:</b> Newsletters are emailed to parents each Monday and printed and sent home in Weekly Folders each Monday.</p> <p><b>Strategy's Expected Result/Impact:</b> Email ensures delivery to each parent who has access to emails; printed copy is sent home in case parents do not have access to emails. Increased parental involvement</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Monthly events are posted on marquee.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased knowledge of events for parents and community members.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> Mass phone calls and emails to parents for important events or other important communications.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased knowledge of events and incidents that may effect the students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Williamson Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 4:** Maintain compliance with all Title I Parent Involvement requirements







**Evaluation Data Sources:** Parent meetings, Newsletters, flyers

<p><b>Strategy 1:</b> Create and implement Title I Parent Compact.  <b>Strategy's Expected Result/Impact:</b> Parents are aware of Title I requirements and how the campus plans to meet those requirements.  <b>Staff Responsible for Monitoring:</b> Principal Counselor  <b>Title I Schoolwide Elements:</b> 3.1, 3.2</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Host Parent Involvement meeting.  <b>Strategy's Expected Result/Impact:</b> Increased parental involvement.  <b>Staff Responsible for Monitoring:</b> Principal Counselor  <b>Title I Schoolwide Elements:</b> 3.1, 3.2</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Williamson Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 5:** Create a system to monitor our business partners.

**Evaluation Data Sources:** Spreadsheet

<b>Strategy 1:</b> Create and maintain a spreadsheet on all business partnerships. <b>Strategy's Expected Result/Impact:</b> Increased relationships with business partners. <b>Staff Responsible for Monitoring:</b> Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	 70%	 70%		
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 5:** Williamson Elementary will provide superior operational services to best support students and staff success.

**Performance Objective 1:** Evaluate current assets and develop a plan to repair and/or replace equipment in a timely manner.









**Evaluation Data Sources:** Logs

Reports

Work Orders

Emails

Eduphoria









<p><b>Strategy 1:</b> Adhere to capitol outlay 5-year plan.  <b>Strategy's Expected Result/Impact:</b> Well-kept building that is safe and secure.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Report in a timely manner any equipment that is in need of repair.  <b>Strategy's Expected Result/Impact:</b> Well-kept building that is safe and secure.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Williamson Elementary will provide superior operational services to best support students and staff success.

**Performance Objective 2:** Achieve high stakeholder satisfaction by providing excellent customer service to both internal and external stakeholders.

**Evaluation Data Sources:** Parent/Community survey

**Summative Evaluation:** Met Objective











<b>Strategy 1:</b> Train office staff on exceptional customer service. <b>Strategy's Expected Result/Impact:</b> Higher level of customer service in the front office. <b>Staff Responsible for Monitoring:</b> Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 2:</b> Train teaching staff on how to communicate effectively with parents. <b>Strategy's Expected Result/Impact:</b> Higher customer service satisfaction by parents and community members. <b>Staff Responsible for Monitoring:</b> Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Williamson Elementary will provide superior operational services to best support students and staff success.

**Performance Objective 3:** Ensure an efficient and effective use of District resources, in order to best support students and staff.

**Evaluation Data Sources:** increase student performance; course performance; assessment performance









**Summative Evaluation:** Met Objective

<p><b>Strategy 1:</b> All funds will be verified by the financial clerk or administrator, secured and deposited.  <b>Strategy's Expected Result/Impact:</b> No fiscal procedure irregularities.  <b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Review budget at CPAC meeting with all stakeholders.  <b>Strategy's Expected Result/Impact:</b> Minutes from meetings.  <b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> All staff members will be trained and authorized to collect, handle, and deposit money. Access to funds will be restricted to only those authorized and accountable for handling funds.  <b>Strategy's Expected Result/Impact:</b> No procedural errors involving money handling.  <b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** Williamson Elementary will provide sound, effective, and intensive Science and Writing instruction to primary/non-tested grade levels in order to ensure a stronger foundation and success for students when taking writing and science assessments.

**Performance Objective 1:** Lesson plans will demonstrate sound, effective and rigorous Science and Writing lessons in grades 1-3.









**Evaluation Data Sources:** Lesson Plans  
Team Planning Notes

<p><b>Strategy 1:</b> CIC's will assist in team planning with ideas and resources to enhance Science and Writing instruction in lower grades, 1-3.</p> <p><b>Strategy's Expected Result/Impact:</b> Engaging Science and Writing lessons in the lower grades</p> <p><b>Staff Responsible for Monitoring:</b> Administration, CIC's</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Lesson plans will be checked weekly for sound, effective and rigorous Science and Writing lessons in grades 1-3.</p> <p><b>Strategy's Expected Result/Impact:</b> Each weeks lesson plan will include appropriate plans for Science and Writing in grades 1 -3.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, CIC's</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** Williamson Elementary will provide sound, effective, and intensive Science and Writing instruction to primary/non-tested grade levels in order to ensure a stronger foundation and success for students when taking writing and science assessments.

**Performance Objective 2:** Teachers will provide engaging and rigorous Science and Writing lessons at the lower grade levels.









**Evaluation Data Sources:** Walk throughs  
Power Walks  
Lesson plans

<p><b>Strategy 1:</b> Teachers will participate in PLC's to enhance Science and Writing instruction in the lower grades.  <b>Strategy's Expected Result/Impact:</b> Increased student performance on assessments.  <b>Staff Responsible for Monitoring:</b> Administration, CIC's, classroom teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Teachers will participate in district sponsored Learning Labs for Science instruction.  <b>Strategy's Expected Result/Impact:</b> Increased understanding of science concepts and how to teach them.  <b>Staff Responsible for Monitoring:</b> classroom teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 7:** Williamson Elementary will strengthen teachers competency in the use of instructional technology.

**Performance Objective 1:** All teachers will be competent in Google Classroom or similar platform.









**Evaluation Data Sources:** Training certificates  
Observations

<p><b>Strategy 1:</b> Teachers will be trained by TIS if needed.  <b>Strategy's Expected Result/Impact:</b> Teachers will be able to use Google Classroom to reach all students weather in attendance or working from home.  <b>Staff Responsible for Monitoring:</b> Administration, TIS, CIC's</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> PLC's will be used to tweak classroom teacher's use of Google Classroom or other platforms to reach students digitally.  <b>Strategy's Expected Result/Impact:</b> Full implementation of a classroom platform for digital instruction to supplement classroom instruction when needed.  <b>Staff Responsible for Monitoring:</b> Administration, TIS, CIC's</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 7:** Williamson Elementary will strengthen teachers competency in the use of instructional technology.

**Performance Objective 2:** Teachers will use multiple Google platforms, Applications, and technology tools to enhance instruction by engaging the learners.







**Evaluation Data Sources:** Lesson Plans  
Observations  
Technology tool use

<p><b>Strategy 1:</b> Teachers will be trained by TIS in various technology tools.  <b>Strategy's Expected Result/Impact:</b> Lesson plans will include the use of instructional technology and student use of technology tools to complete assignments.  <b>Staff Responsible for Monitoring:</b> CIC's, TIS, classroom teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Teachers will use technology lessons included on curriculum maps found in curriculum corner to support classroom instruction  <b>Strategy's Expected Result/Impact:</b> Students will engage in assignments using technology once or twice a week per subject.  <b>Staff Responsible for Monitoring:</b> TIS, CIC's, classroom teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 8:** Williamson Elementary will have a 97% or higher staff attendance rate.

**Performance Objective 1:** Each teacher will have a mandatory attendance goal of 97% or higher.

**Evaluation Data Sources:** teacher attendance records







<b>Strategy 1:</b> Input attendance goals in STRIVE. <b>Strategy's Expected Result/Impact:</b> Increased teacher attendance <b>Staff Responsible for Monitoring:</b> Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 8:** Williamson Elementary will have a 97% or higher staff attendance rate.

**Performance Objective 2:** Implement recognition strategies and incentives to increase staff attendance by actively monitoring on a monthly basis

**Evaluation Data Sources:** Increased staff attendance on reports



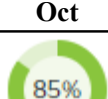
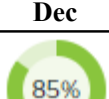
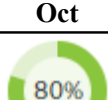
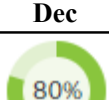
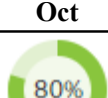
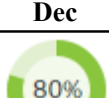
<b>Strategy 1:</b> Staff will be recognized during and rewarded during faculty meetings for monthly attendance. <b>Strategy's Expected Result/Impact:</b> Increased staff attendance <b>Staff Responsible for Monitoring:</b> Principal	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	 80%	 80%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

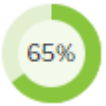
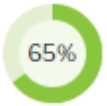
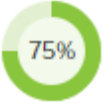
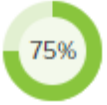










**Goal 9:** Williamson Elementary will achieve a 96.5% or higher student attendance rate, utilizing the \$2,749.00 Attendance Incentive Plan allotment.

**Performance Objective 1:** Increase student attendance percentage to 97% or higher for the 2nd 6 Weeks Period.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Increased student attendance on PEIMS Report.

<p><b>Strategy 1:</b> After reviewing data, provide bi-weekly incentives to students with perfect attendance.  <b>Strategy's Expected Result/Impact:</b> We are expecting students to strive to reach this goal. If a student it close to ten days of attendance then they may be less likely to miss for frivolous reasons.  <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee                      N. Sapp                      HR teachers  <b>Funding Sources:</b> Blow Pops, Ice pops, popcorn - 199 - Attendance Incentive Allocation - \$100</p>	<b>Reviews</b>			
<p><b>Strategy 2:</b> Homeroom teacher will put a letter up in the hallway each day of 100% attendance that spells ATTEND@Williamson for a class celebration.  <b>Strategy's Expected Result/Impact:</b> Competition among homerooms, peer accountability, increased attendance.  <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee                      HR teachers  <b>Funding Sources:</b> Pizza &amp; Nachos - 199 - Attendance Incentive Allocation - \$300</p>	<b>Reviews</b>			
<p><b>Strategy 3:</b> Grade level Attendance Stick (spirit stick) to be passed each Monday to HR with highest weekly average.  <b>Strategy's Expected Result/Impact:</b> Competition between homerooms, peer accountability, increased attendance.  <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee                      HR teachers</p>	<b>Reviews</b>			
<p><b>Strategy 4:</b> After reviewing data, celebration for all students with perfect (improved from Target List generated by Raa Wee and Skyward) attendance for each 6 weeks.  <b>Strategy's Expected Result/Impact:</b> We are expecting students to strive to reach this goal. If a student it close to 6 weeks of attendance then they may be less likely to miss for frivolous reasons  <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee  <b>Funding Sources:</b> Nachos; Ice Cream Sundae supplies; Pickles - 199 - Attendance Incentive Allocation - \$439</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				









<p><b>Strategy 5:</b> Kick-Off ATTEND@Williamson: Specify attendance goals to parents and students at Open House and meet with pre-K parents to explain the importance of daily attendance. Provide attendance guidelines handout. Keep handout in front office to give to parents who pick their children up before 9:30 a.m. <b>Strategy's Expected Result/Impact:</b> Knowledge will lead to changed behavior. <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Teachers Administration</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 6:</b> Send home hand written thank you notes to parents of students with perfect attendance for the 6 weeks. <b>Strategy's Expected Result/Impact:</b> Parents will like being recognized and appreciated and will strive for perfect attendance again. <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Administration <b>Funding Sources:</b> Thank You Notes - 199 - Attendance Incentive Allocation - \$50</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 7:</b> Provide monthly incentives to Pre-K and kinder students with perfect attendance. <b>Strategy's Expected Result/Impact:</b> Students and parents will enjoy incentive and strive for perfect attendance again. <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Pre-K teachers <b>Funding Sources:</b> Party favor type toy, educational coloring books - 199 - Attendance Incentive Allocation - \$100</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 8:</b> After reviewing data, provide incentives to all target students who have a 50% increase in attendance since being identified for the target group. <b>Strategy's Expected Result/Impact:</b> student to attempt to increase in attendance to meet goal. <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee N .Sapp Administration <b>Funding Sources:</b> Gift Cards - 199 - Attendance Incentive Allocation - \$300</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 9:</b> Use School Status to call parents of students not present by 8:00. <b>Strategy's Expected Result/Impact:</b> Parents feel accountable for getting students to school. <b>Staff Responsible for Monitoring:</b> Coleman Homeroom teachers Specials teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				




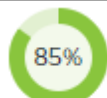






**Goal 9:** Williamson Elementary will achieve a 96.5% or higher student attendance rate, utilizing the \$2,749.00 Attendance Incentive Plan allotment.

**Performance Objective 2:** Increase student attendance percentage to 97% or higher for the 3rd 6 Weeks Period.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Increased student attendance on PEIMS Report.

<p><b>Strategy 1:</b> Parent Conference with students below 90% attendance  <b>Strategy's Expected Result/Impact:</b> Parents to better understand the dangers of poor attendance and get their children to school.  <b>Staff Responsible for Monitoring:</b> J. Sutton                      A. Chatman                      J. Trotti</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 2:</b> Perfect attendance sock hop and prize drawings for students with semester perfect attendance/improved attendance for students on the target list.  <b>Strategy's Expected Result/Impact:</b> Students will strive for semester log perfect attendance to achieve the incentives .  <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee                      Teachers                      N. Sapp                      Administration  <b>Funding Sources:</b> 2 Bicycles - 199 - Attendance Incentive Allocation - \$150</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 3:</b> Encourage proper hand washing school wide with reminders over the PA system.  <b>Strategy's Expected Result/Impact:</b> We expect to have fewer viral related illnesses keep our students out of school.  <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee                      Teachers                      N. Sapp                      Administration</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p><b>Strategy 4:</b> Have classroom tables and other high touch surfaces routinely sanitized.  <b>Strategy's Expected Result/Impact:</b> We expect to have fewer viral related illnesses keep our students out of school.  <b>Staff Responsible for Monitoring:</b> Administration                      Teachers                      Custodial Staff</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				

<b>Strategy 5:</b> Teach proper hygiene and etiquette for coughing/sneezing <b>Strategy's Expected Result/Impact:</b> We expect to have fewer viral related illnesses keep our students out of school. <b>Staff Responsible for Monitoring:</b> Teachers School Nurse	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 6:</b> Display posters that encourage and remind students how to stay healthy <b>Strategy's Expected Result/Impact:</b> We expect to have fewer viral related illnesses keep our students out of school. <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Teachers School Nurse	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 7:</b> Play attendance song from Attendance Works every morning as students enter the building 7:15. <b>Strategy's Expected Result/Impact:</b> We expect the song to set an atmosphere of pride and being happy to come to school. <b>Staff Responsible for Monitoring:</b> Administration Coleman	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 9:** Williamson Elementary will achieve a 96.5% or higher student attendance rate, utilizing the \$2,749.00 Attendance Incentive Plan allotment.

**Performance Objective 3:** Increase student attendance percentage to 97% or higher for the 4th 6 Weeks Period.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Increased student attendance on PEIMS Report.







<p><b>Strategy 1:</b> Provide pizza coupons (gift cards) for students on target list who have shown 25% growth during the 1st semester.</p> <p><b>Strategy's Expected Result/Impact:</b> Expect target students to improve attendance</p> <p><b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Teachers N. Sapp</p> <p><b>Funding Sources:</b> Gift Cards - 199 - Attendance Incentive Allocation - \$100</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<p><b>Strategy 2:</b> Provide ATTEND@Williamson t-shirts to students with perfect attendance for the first semester.</p> <p><b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Teachers N. Sapp</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<p><b>Strategy 3:</b> Schedule a 100% school wide attendance goal periodically. If reached we celebrate with a Perfectly Purple day, allowing an ALL purple dress day -- purple hair, purple face paint etc. or pie in an administrator's face.</p> <p><b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee N. Sapp Administration</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 9:** Williamson Elementary will achieve a 96.5% or higher student attendance rate, utilizing the \$2,749.00 Attendance Incentive Plan allotment.

**Performance Objective 4:** Increase student attendance percentage to 97% or higher for the 5th 6 Weeks Period.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Increased student attendance on PEIMS Report.









<b>Strategy 1:</b> Provide Peter Piper coupons for students on target list who have 3 or less absences the 4th 6 weeks. <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Teachers N. Sapp Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	 5%	 10%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 9:** Williamson Elementary will achieve a 96.5% or higher student attendance rate, utilizing the \$2,749.00 Attendance Incentive Plan allotment.

**Performance Objective 5:** Increase student attendance percentage to 97% or higher for the 6th 6 Weeks Period.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Increased student attendance on PEIMS Report.

<b>Strategy 1:</b> Increase cooperative learning projects in the classroom; class activities tat compel students to come to school <b>Staff Responsible for Monitoring:</b> Coleman/Attendance Committee Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<b>Strategy 2:</b> School wide attendance tournament. Top class(es) attend celebration field trip <b>Funding Sources:</b> admittance price, bus - 199 - Attendance Incentive Allocation - \$1,250	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				