

**Galena Park Independent School District**  
**Purple Sage Elementary School**  
**2023-2024 Goals/Performance Objectives/Strategies**



**Board Approval Date:** August 1, 2023

# Mission Statement

At Purple Sage Elementary School community, faculty, parents, and other interested community members will encourage each student to be successful learners, productive citizens, and lifelong learners.

**P** - Productive Citizens

**S** - Successful Learners

**E** - Educated for Life

## Vision

Purple Sage Elementary is a place where students will develop the skills to lead, learn, and serve.

## Campus Profile

Purple Sage Elementary is a small community school located in Pine Trails Subdivision that opened in 1990 under the leadership of Mike Barkley. Since that time, Purple Sage has been led by Charlie Winsor, Dr. Dalane Bouillion, and Robin Blount. The school is currently under the principalship of Wendy McGee.

Purple Sage Elementary is one of the smaller elementary schools in the Galena Park Independent School District but growing each year. Enrollment for the 2022-2023 school year reached 542 students. The average daily attendance for students has remained consistently above 97.0%.

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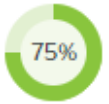








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# Goals

**Goal 1:** Purple Sage Elementary will provide the following: Mental, Physical, and Emotional Safety and Health for all Students and Staff

**Performance Objective 1:** Teach safety practices and protocols to 100% of students and staff

**Evaluation Data Sources:** In 2023-2024, all safety drills will be addressed in a timely manner.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide safety practices and protocols to all students and teachers. <b>Strategy's Expected Result/Impact:</b> Fire drills, safety drills, etc. <b>Staff Responsible for Monitoring:</b> Administrators and staff	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide an effective and consistent system for training new personnel with safety protocol in August staff development. <b>Strategy's Expected Result/Impact:</b> Monitor drills <b>Staff Responsible for Monitoring:</b> Administrators and foundations team members	Formative			Summative
	Sept	Dec	Feb	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Purple Sage Elementary will provide the following: Mental, Physical, and Emotional Safety and Health for all Students and Staff

**Performance Objective 2:** Implement an effective student discipline management plan to reduce discipline incident rates and maintain compliance with state and federal requirements



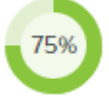







**Evaluation Data Sources:** In 2023-2024, teachers will be trained in effective management strategies to reduce discipline referrals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Foundations: Provide staff development during the school year to review CHAMPS/Discipline techniques; expectations for common areas within school: cafeteria, hallway, restroom, playgrounds</p> <p><b>Strategy's Expected Result/Impact:</b> Fewer office referrals and students following common expectations.</p> <p><b>Staff Responsible for Monitoring:</b> Foundations Team, Counselor, Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Foundations: Educate students on bullying, motivation, interpersonal skills, goal setting, cross cultural and career awareness.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student awareness</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Foundations: Provide Texas Behavior Support Initiative (TBSI) training for the campus core team so that restraints are done properly when needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Fewer restraints</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, district trainers, campus core team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Conduct online training (REACH, Sexual harassment, CPS, etc) to educate the staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase staff awareness and knowledge</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** Purple Sage Elementary will provide the following: Mental, Physical, and Emotional Safety and Health for all Students and Staff

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

**Evaluation Data Sources:** In 2023-2024, a healthy and productive environment will continue at PSE to ensure that all students and staff stay well.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will participate in structured activity through Physical Education classes and structured recess.  <b>Strategy's Expected Result/Impact:</b> Students will participate in the required 135 minutes of structured physical activity each week.  <b>Staff Responsible for Monitoring:</b> Teachers, Coach Bener, Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide students, teachers and staff with recognition at monthly assemblies to provide a positive emotional environment.  <b>Strategy's Expected Result/Impact:</b> Increase staff morale and student self esteem.  <b>Staff Responsible for Monitoring:</b> Administrators, counselor, teachers  <b>Funding Sources:</b> Certificates/medals/motivation materials - 199 - Local - \$500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** Purple Sage Elementary will provide the following: Mental, Physical, and Emotional Safety and Health for all Students and Staff

**Performance Objective 4:** All campuses will provide social and emotional support through various programs

**Evaluation Data Sources:** Establish and utilize a school wellness program on campus and adjust as needed throughout the year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Character Medals will be given out monthly to recognize students in each homeroom class.  <b>Strategy's Expected Result/Impact:</b> Motivate the students to emulate the desired behavior and character trait.  <b>Staff Responsible for Monitoring:</b> Counselor, teachers, administrators   <b>Funding Sources:</b> Character trait medals - 199 - Local - \$100</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Purple Sage will implement the Character Strong program to promote character education among students.  <b>Strategy's Expected Result/Impact:</b> Students will demonstrate positive character traits on campus.  <b>Staff Responsible for Monitoring:</b> L. Cashaw</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	N/A			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The counselor will provide training and lessons for classroom teachers in Character Education and daily announcements about Character Education will be made.  <b>Strategy's Expected Result/Impact:</b> We will have an effective Character Education program including parent newsletters and student work.  <b>Staff Responsible for Monitoring:</b> L. Cashaw, teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** Purple Sage Elementary will provide information and opportunities for student achievement and Post-Secondary Readiness

**Performance Objective 1:** Increase the number of students who graduate college-ready in English and Math

**Evaluation Data Sources:** In 2023-2024, students scoring Approaches levels on STAAR for all tests combined will have a required achievement of Meets levels for reading and math.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase teachers knowledge and the connecting between TEKS and STAAR assessment through district and school development and share learning while participating in the TIL cohort.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student scoring in advanced levels on DA's and STAAR in both Reading and Math.</p> <p><b>Staff Responsible for Monitoring:</b> CICs and administrators</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide learning academies and opportunities for students to extend learning outside of class in order to increase the percentage of meets and masters levels on STAAR Reading and Math in 3rd-5th grades.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of Meets and Masters will increase by 5-10% from the previous year in reading and math.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, CICs, W. McGee, N. Ornelas</p> <p><b>Funding Sources:</b> - 199 - Local - \$3,000</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Promote College Awareness through college showcases and 'Think College Thursdays'. Provide information to students and families regarding the importance of regular school attendance and completing high school.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have an understanding of the opportunities outside of their community to further their education.</p> <p><b>Staff Responsible for Monitoring:</b> L. Cashaw, W. McGee</p>	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				



**Goal 2:** Purple Sage Elementary will provide information and opportunities for student achievement and Post-Secondary Readiness



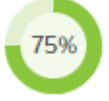


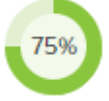





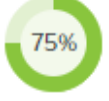
**Performance Objective 2:** Increase the number of students who graduate with an Associate's Degree or a Certificate of Technology

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue utilizing Chromebooks and upgraded technology in the classroom. <b>Strategy's Expected Result/Impact:</b> Completion of projects <b>Staff Responsible for Monitoring:</b> DLAC, teachers, administrators	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Promote the use of technology through our participation with Blended Learning, Robotics, and STEM. <b>Strategy's Expected Result/Impact:</b> Students will have the opportunity to explore and enhance learning through the use of technology. <b>Staff Responsible for Monitoring:</b> CICs, V. Vitela, Teachers	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 0% No Progress</div> <div style="text-align: center;"> 100% Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 2:** Purple Sage Elementary will provide information and opportunities for student achievement and Post-Secondary Readiness

**Performance Objective 3:** Improve state test scores in all categories

**Evaluation Data Sources:** In 2023-2024, students will meet the target areas for state accountability in all four indexes as well as the safeguards, as determined by the state.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement the DDI (Data Driven Instruction) model to increase teacher capacity and improve student outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will collaborate to create assessments, analyze data, and align teaching techniques in order to increase the rigor of TEKS instruction and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> CICs Teachers, W. McGee, N. Ornelas</p>	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide teachers with staff development in order to stay up to date with teaching techniques for diverse learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement learned strategies for improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> W. McGee, N. Ornelas, N. Guajardo</p>	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide instructional materials to teachers in PK-5 in order to provide students with hands-on experiences.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have a better understanding of TEKS through hands-on learning.</p> <p><b>Staff Responsible for Monitoring:</b> CICs, W. McGee, N. Ornelas, N. Guajardo</p>	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Implement an after school tutorial program in 1-5 in order to prepare students for end of year assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will show growth from the previous year on end of year assessments.</p> <p><b>Staff Responsible for Monitoring:</b> CICs, teachers, W. McGee, N. Ornelas</p> <p><b>Funding Sources:</b> - 199-23 - Special Education - \$500, - 199 - Bilingual - \$5,000, - 211 - Title I, Part A - \$5,000, - 199 - Local - \$5,000</p>	Formative			Summative
	Sept	Dec	Feb	May
				

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Conduct vertical team meetings/grade level meetings with CICs and administrators to analyze assessments and data, discuss and demonstrate lessons and align instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Significant improvement in reading and math scores across all grade levels especially in Meets and Masters.</p> <p><b>Staff Responsible for Monitoring:</b> CICs, teachers, W. McGee, N. Ornelas</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Utilize campus specialists and CICs to do push-ins and pull-outs in classrooms, as well as coaching and modeling for staff members.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher and student performance success.</p> <p><b>Staff Responsible for Monitoring:</b> Sped resource teachers, CICs, teachers, W. McGee, N. Ornelas</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Require blended learning implementation in all grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of scores in reading and math on DAs, campus and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> CICs, teachers, administrators</p>	Formative			Summative
	Sept	Dec	Feb	May
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Goal 2:** Purple Sage Elementary will provide information and opportunities for student achievement and Post-Secondary Readiness

**Performance Objective 4:** Increase the number of students who complete a Career and Technology Education (CTE) sequence of courses

**Evaluation Data Sources:** In 2023-2024, students scoring Approaches level on STAAR for all tests combined will have a required achievement of Meets level for reading and math.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Blended Learning strategies to provide students with the opportunity to extend thinking and produce digital examples of their learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be proficient with technology before going to middle school.</p> <p><b>Staff Responsible for Monitoring:</b> DLAS, CICs, teachers</p>	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Increase teacher's knowledge and the connection between TEKS and STAAR assessment through district and school development and shared learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student scoring in advanced levels on DA's and STAAR through staff development and shared learning.</p> <p><b>Staff Responsible for Monitoring:</b> CICs and administrators</p>	Formative			Summative
	Sept	Dec	Feb	May
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** Purple Sage Elementary will provide information and opportunities for student achievement and Post-Secondary Readiness

**Performance Objective 5:** Increase promotion and graduation rates








**Evaluation Data Sources:** In 2023-2024, the number of student promotions will increase through intensive and comprehensive instruction from the teacher.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> After school tutorials using Tier 2 and Tier 3 academic strategies during tutorials which differ from daily classroom instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Gaps in student learning will become less for students in academic areas of concern.</p> <p><b>Staff Responsible for Monitoring:</b> CICs, teachers, W. McGee, N. Ornelas</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor set students EOY targets for PK based upon district board goals (CLI), K-2 based up on district board goals (reading level and iReady), and 3-5 based on STAAR goals. Teachers and administrators will provide incentives towards motivating the students to reach their goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will show improvement in order to reach the EOY goals set for the grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, CICs, W. McGee, N. Ornelas</p> <p><b>Funding Sources:</b> - 199 - Local - \$500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Purple Sage Elementary will provide the students with a wide range of student opportunities.

**Performance Objective 1:** Increase participation in student clubs, enrichment activities and extracurricular opportunities








**Evaluation Data Sources:** In 2023-2024, student participation will increase in a variety of enrichment and extracurricular opportunities that will be provided at Purple Sage.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide students with the opportunity to excel outside the classroom in district sponsored events including: Spelling Bee, Geography Bee, Prose &amp; Poetry, Rodeo Art, Art Club, Honor Choir, Boys Club, Girls Club, No Place for Hate, Robotics, Fast on Facts, S3 competition and Academic Meet.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be a high student participation in extracurricular activities.</p> <p><b>Staff Responsible for Monitoring:</b> Club Sponsors, Competition coaches, W. McGee, N. Ornelas</p>	Formative			Summative
	Sept	Dec	Feb	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Purple Sage Elementary will provide the students with a wide range of student opportunities.








**Performance Objective 2:** Increase participation and performance in high quality fine arts programs in music, art, theatre and dance

**Evaluation Data Sources:** In 2023-2024, Student participation will increase by grade levels and continue to be at or above 96%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will have the opportunity to participate in Music and Art through the enrichment schedule during the week. They will also have the opportunity to participate in Art Club, honor choir and the after school programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have the opportunity to engage in fine arts activities during and after school.</p> <p><b>Staff Responsible for Monitoring:</b> W. McGee, D. Towner, E. McBride, R. Lenox</p>	Formative			Summative
	Sept	Dec	Feb	May
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Purple Sage Elementary will provide the students with a wide range of student opportunities.

















**Performance Objective 3:** Track regional labor demands to adjust/facilitate changes in GPISD Programs of Study (POS) offerings

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide students with extra curricular opportunities to further develop social and academic skills through our after school programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have access to different options of interests to them to participate in.</p> <p><b>Staff Responsible for Monitoring:</b> L. Cashaw, teachers, administrators</p>	Formative			Summative
	Sept	Dec	Feb	May
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 3:** Purple Sage Elementary will provide the students with a wide range of student opportunities.

**Performance Objective 4:** Provide consistent network that will inform and encourage parent and family engagement and volunteer opportunities.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide a Spanish speaking liaison at all meetings and send home all written communication in Spanish. Utilize newsletter, calendar, memos, PTA meetings, CPAC minutes and marquee to keep parents, community and business partners informed of campus events.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselors and all staff members</p>	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Maintain communication by providing parents with graded papers in order to keep them aware of their students' academic status once a week.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselor, Teachers</p>	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Establish and provide opportunities for parents to participate in school activities and special events (Coffee with the Principal, Book Fair, Grandparent's Day, STAAR Night, IEP meetings, PTA, Open House, Parent Education, and Meet the Teacher)</p> <p><b>Staff Responsible for Monitoring:</b> Administrator, Counselor and all staff members</p>	Formative			Summative
	Sept	Dec	Feb	May
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Recruit parent volunteers through parental involvement meetings.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselor and all staff members</p>	Formative			Summative
	Sept	Dec	Feb	May
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Purple Sage Elementary will ensure hiring and retaining high quality staff..

**Performance Objective 1:** Increase employee retention by 1% by recruiting, developing and supporting highly qualified staff

**Evaluation Data Sources:** In 2023-2024, teacher retention at Purple Sage was at it's highest in the last 4 years. In 2023-2024, teacher retention at PSE will achieve 98% or higher.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Assign a mentor to new staff members to assist with the transition to Purple Sage and Galena Park ISD <b>Strategy's Expected Result/Impact:</b> Teacher Retention <b>Staff Responsible for Monitoring:</b> Principal, Lead Mentor	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Meet with new teachers once a month to ensure that they are transitioning well. <b>Strategy's Expected Result/Impact:</b> New staff members will embrace the district/campus goals, culture and programs that will lead to teacher retention and a positive climate. <b>Staff Responsible for Monitoring:</b> Administrators, CICs, Lead Mentor, Team Leaders	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide a veteran teacher mentor for all rookie teachers and teachers new to GPISD. <b>Strategy's Expected Result/Impact:</b> Increase knowledge of the district and building a sense of community. <b>Staff Responsible for Monitoring:</b> Administrators, Lead Mentor	Formative			Summative
	Sept	Dec	Feb	May
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Build employee instructional capacity through coaching, professional development, and collaboration sessions. <b>Strategy's Expected Result/Impact:</b> Instructional coaches will be in compliance with coaching documentation. Teachers will submit professional development evidence as part of their EOY summative evaluation. <b>Staff Responsible for Monitoring:</b> CICs, W. McGee, N. Ornelas	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Purple Sage Elementary will ensure hiring and retaining high quality staff..

**Performance Objective 2:** Obtain an employee satisfaction rate of 80% or higher in regard to employee relations services

**Evaluation Data Sources:** Purple Sage will maintain an 80% or higher satisfaction rate in regards to employee relation services by providing a positive school climate.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Host a new teacher event (breakfast, lunch, etc) in the Fall and the Spring. <b>Strategy's Expected Result/Impact:</b> 100% of all teachers attend <b>Staff Responsible for Monitoring:</b> Lead Mentor, Administrators	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Dedicate time on staff development days for team building activities. <b>Strategy's Expected Result/Impact:</b> High teacher attendance and continued positive campus climate. <b>Staff Responsible for Monitoring:</b> Administrators, Leadership team	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Our Sunshine Committee will plan monthly activities for staff participation. <b>Strategy's Expected Result/Impact:</b> High teacher attendance and continued positive campus climate. <b>Staff Responsible for Monitoring:</b> Administrators, Leadership Team, Sunshine Committee	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Recognize staff accomplishments, birthdays, and provide staff with the opportunity to participate in some of the decision-making processes through staff surveys. <b>Strategy's Expected Result/Impact:</b> Staff will have a rating of at least 80% on the campus needs assessment regarding employee relations services. <b>Staff Responsible for Monitoring:</b> W. McGee, N. Ornelas	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Purple Sage Elementary will ensure hiring and retaining high quality staff..

**Performance Objective 3:** Provide training to selected employees in order to prepare them for advancement





**Evaluation Data Sources:** Purple Sage will provide many leadership opportunities to the staff throughout the year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement innovative and effective teaching strategies that motivate and inspire learners. <b>Strategy's Expected Result/Impact:</b> Teacher implementation of new ideas and strategies and student performance results. <b>Staff Responsible for Monitoring:</b> Administrators, CIC, Teachers	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will attend workshops/in-service to increase expertise in all content area TEKS <b>Strategy's Expected Result/Impact:</b> Teacher implementation of newly acquired skills, strategies, etc... <b>Staff Responsible for Monitoring:</b> Administrators, CICs	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 4:** Purple Sage Elementary will ensure hiring and retaining high quality staff..

**Performance Objective 4:** Survey staff annually on professional development needs









**Evaluation Data Sources:** Administration will continue to use the Campus Needs Assessment survey to guide the decision of staff professional development and needs.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Survey staff once a year through a formal Foundations survey to indicate areas of concern. <b>Strategy's Expected Result/Impact:</b> Instructional areas of concern targeted <b>Staff Responsible for Monitoring:</b> Administrators, CICs, Foundations Team	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	N/A	N/A	N/A	
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Staff will be surveyed in April for the Campus Needs Assessment. <b>Strategy's Expected Result/Impact:</b> Staff will convey professional development needs in the survey. <b>Staff Responsible for Monitoring:</b> W. McGee	<b>Formative</b>			<b>Summative</b>
	<b>Sept</b>	<b>Dec</b>	<b>Feb</b>	<b>May</b>
	N/A	N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 5:** Purple Sage Elementary will provide excellent operational and fiscal support and responsibility.

**Performance Objective 1:** Ensure efficient and effective use of District resources in order to best support students and staff

**Evaluation Data Sources:** In 2023-2024, budget expenses were logged in and documented 100% of the time. This will continue for the 2023-2024 school year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide money handling training at the beginning of the year to staff that will be handling money. <b>Strategy's Expected Result/Impact:</b> 100% compliance with district procedures and proper budget allocation. <b>Staff Responsible for Monitoring:</b> W. McGee, N. Guajardo	Formative			Summative
	Sept	Dec	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Purple Sage Elementary will provide excellent operational and fiscal support and responsibility.

**Performance Objective 2:** Ensure fiscal soundness in future years and maintain organizational capacity sufficient to support progress towards fulfilling the District mission








**Evaluation Data Sources:** Continue to maintain a 100% compliance with district financial operating plan and guidelines.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Review the campus budget and spending each month with principal secretary. <b>Strategy's Expected Result/Impact:</b> Good stewardship of district resources and balanced budget. <b>Staff Responsible for Monitoring:</b> W. McGee, N. Guajardo	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure proper allocation of funds to reflect campus instructional and operational needs and approved through CPAC. <b>Strategy's Expected Result/Impact:</b> Fiscal responsibility and good stewardship of school funds. <b>Staff Responsible for Monitoring:</b> W. McGee, N. Guajardo	Formative			Summative
	Sept	Dec	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 5:** Purple Sage Elementary will provide excellent operational and fiscal support and responsibility.

**Performance Objective 3:** The operational department will have life cycle replacement plans to ensure GPISD can maintain excellent facilities and equipment

**Evaluation Data Sources:** Continue to maintain compliance with district financial operating plan and guidelines to maintain campus facilities and equipment.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize measures such as campus observations, staff input and the campus replacement plan to keep equipment up to date.</p> <p><b>Strategy's Expected Result/Impact:</b> Proper execution of the campus five year replacement plan to ensure equipment is safe and up to district expectations.</p> <p><b>Staff Responsible for Monitoring:</b> W. McGee, N. Guajardo</p>	Formative			Summative
	Sept	Dec	Feb	May
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				