Galena Park Independent School District

Pyburn Elementary School

2019-2020 Campus Improvement Plan

Accountability Rating: A

Distinction Designations:
Academic Achievement in Science
Top 25 Percent: Comparative Closing the Gaps
Postsecondary Readiness

Board Approval Date: August 26, 2019

Mission Statement

"Our children come first!"

Vision

"All students will develop their potential

Through Rigorous instruction in a student

centered environment which involves home,

school and community."

Campus Profile

Pyburn Elementary opened its doors in 1951 and is located east of Houston off Federal Rd. The Pyburn Elementary PTA was organized in 1955 and has continued to flourish. This parent/teacher association works collaboratively with the school to help students become successful, while providing our teachers with resources to enhance their instruction. We offer a variety of special education and enrichment programs to address the needs of all students.

As we look forward to another outstanding school year, it is worth noting that Pyburn Elementary will be receiving a new school within the next two years, just next door to the existing building. A committee has already convened to plan for a 21st century facility in an effort to meet the needs of 21st century learners. We are very excited about the new building and look forward to "Constructing Pathways to Success!"

Table of Contents

Comprehensive Needs Assessment

Needs Assessment Overview

A. History of Our Campus

Pyburn is one of fifteen elementary campuses in Galena Park Independent School District. Pyburn Elementary was named in honor of W.F. Pyburn, former GPISD trustee. The school employed 14 teachers at the time of its opening in 1951 and adopted the panther as its mascot.

B. Attendance Data

Student Attendance: 96.7%

Staff Attendance 97.4%

C. Where We Are Now:

STAAR Scores

Reading	**2017**	**2018**	**2019**
3rd Grade	72%	73%	80%
4th Grade	73%	70%	75%
5th Grade	82%	82%	88%
Math			
3rd Grade	77%	83%	88%
4th Grade	75%	79%	79%
5th Grade	82%	97%	93%
Writing			
4th Grade	63%	56%	66%
Science			
5th Grade	74%	85%	89%

According to the Texas Education Agency, Pyburn Elementary has met **system safeguards** every year and has received and "A" for the 2018-2019 school year! The focus has been to increase the STAAR scores from the previous year, to implement a well-balanced curriculum for all students and to raise the bar of expectations across the grade levels in order to meet the campus, district and state standards.

We have worked in all academic areas with emphasis on science, reading, writing and math. In addition, we have closely monitored the students in special education, as they play a vital role in our academic success and accountability. We continue to tap into all available resources to ensure our students are successful.

A variety of strategies are implemented in order to ensure student success year-round. As a campus, we analyze district assessments, determine areas of strength/weaknesses and develop a plan on how we are going to improve those areas in need of intervention. We consistently monitor the students, while making adjustments as needed throughout the year.

We continue to improve instruction by providing professional development to our staff in all areas of instruction, specifically those areas in which our students did not perform well or are in need of improvement.

Our goals are primarily based on the campus needs assessment and district/state assessment results. Although we have made great strides to reach the highest rank per the state standards, we are determined to continue finding new pathways to helping students succeed.

Our science lab is utilized weekly by all grade levels. Our fifth grade students attend twice a week and all other grade levels attend weekly. In addition, the science coach teaches hands-on lessons once a week with 5th grade students and collaborates with 5th grade teachers in an effort to maximize instruction. We want to ensure that the students have hands-on experiences and are able to make the connection between the abstract and the concrete.

Benchmarks and mini-assessments are consistently provided in all core subject areas to monitor student progress. We also utilize the RTI committee to monitor student progress, provide student intervention as needed and minimize the number of students being tested for special education.

After school tutorials are provided for students in 2nd - 5th grades. Additionally, our kinder - 5th grade students who are reading below grade level receive small group instruction throughout the instructional day and early intervention as needed. Accelerated reading/math instruction is provided to fifth grade students who are not on level in accordance with the Student Success Initiative (SSI). This intervention will ensure that the students have the necessary skills to not only pass the STAAR test, but to be promoted to 6th grade as well.

We utilize our campus instructional coaches to assist the teachers in reading, writing, math and science. They model lessons, provide small group instruction, develop assessments as needed and disaggregate data to plan for further instructional intervention.

Our students have consistently done well in writing. However, writing is a challenge for our students due to a large number of them transitioning to English. As a result, writing has always been and will continue to be a focus on our campus. Our students are required to keep a daily journal and to complete a weekly writing prompt to enhance writing fluency development across the grade levels.

We utilize the Accelerated Reader program, which focuses on promoting reading proficiency/accountability for all students and teachers in grades 1 - 5. This program has contributed to our students' reading success.

As a campus, we realize the importance of having an environment that is conducive to teaching and learning, so as a result, we have continued to implement the Foundations Program (PAWS Committee). This program is utilized to maximize the instructional day by addressing campus issues which may result in disciplinary problems on the campus.

Weekly grade level meetings are held with faculty and staff for the purpose of sharing information, discussing grade level concerns and for planning. Vertical teaming is utilized to align instruction and to have better communication across the grade levels.

As a campus, we believe that parent involvement is crucial to the success of our students. Our parent involvement specialist consistently works to not only recruit parents to volunteer, but to educate them through parent information meetings so that they can help their children. The meetings are held throughout the school year in order to impart valuable and helpful information.

Throughout the year we survey our parents, students, and staff to acquire input in regards to the needs of the campus.

High *(agree)*

*96.15% agree that the staff has a clear vision, purpose, and goals.

*98.08% agree that the staff has high expectations for student learning.

*98.04% agree that leadership and teamwork are evident at our school.

*98.08% agree that there is high quality instruction.

*98.07% agree that professional development and faculty meetings are focused on improvement.

*94.23% agree that teachers have access to data and know how to use data when making instructional decisions.

*92.31% agree that there is a high level of family/community support on our campus.

*100% agree that campus administration has high expectations of teachers.

*100% agree that teachers have high expectations of students.

Special Programs

Our Title I status affords us the opportunity to have a parent involvement specialist who focuses on recruiting parents as volunteers. A variety of activities for parents have been implemented throughout the year which includes: monthly parent meetings, nutrition classes, technology lessons, parent conferences, and other activities to get the parents involved. We also utilize Title I money for after school tutorials, professional development and additional materials/resources. Our campus coaches consistently provide pull-outs throughout the school year for students who are at-risk of failing. Monies for our State Compensatory Program are used to pay our technology specialist to help teachers utilize technology in order to increase student learning. We also have a Science coach who provides students with hands-on opportunities for discovering basic science concepts. Our campus-wide Bilingual/ESL program consists of a bilingual transitional and a one-way dual language approach, which assists our Spanish-speaking students in making a smoother transition into English. Pyburn offers the Positive Approach to Student Success (PASS) program, which provides social skills and emotional support for students that

participate in the program. The 2018-19 school year was the first year that Pyburn offered the FOCUS program for autism students. We have two computer labs to facilitate whole group technology-based instruction, as well as several computers in every classroom. All students visit the computer labs on a weekly basis. Our Gifted/Talented and Journeys programs includes our first through third grade students, which provides them with instructional services in multiple settings and appropriate levels of differentiated classroom instruction. The Encounters program for fourth and fifth grade students is held at Normandy Crossing Elementary. These students are provided with advanced lessons, research and independent projects throughout the school year.

Demographics

Demographics Summary

Pyburn currently serves 565 students in grades PK - 5th. We provide a variety of special education programs, as well as enrichment programs to address the needs of all students.

Our student population is at 2.3% African-American, 4.1% Anglo, and 92.8% Hispanic. 84.2% of our students are economically disadvantaged, while 50% are English Language Learners (ELLs).

Our staff population is at 12.8% African-American, 28.2% Anglo, 6% Asian and 53% Hispanic (10% male and 90% female). 100% of our faculty and staff are highly qualified and the majority of them fall within the range of having 1-5 years teaching experience (46.2%).

The overall student mobility rate for the campus is approximately 9.2%, average daily attendance rate for students is 97.3% and the daily attendance rate for staff is 97.5%.

Demographic Strengths: Pyburn is centrally located in a neighborhood just east of Houston, so our student population is very stable with low mobility. This status affords us the opportunity to track our students year after year, while making the necessary academic adjustments and interventions needed throughout their primary school years for optimal success.

Additionally, we have seen the lowest staff turnover in many years which is attributed to a highly supportive leadership team and overall high morale.

Demographics Strengths

Problem Statements Identifying Demographics Needs

Problem Statement 1: Pyburn has a large ELL population. **Root Cause**: The LEP population is a reflection of the surrounding neighborhoods.

Problem Statement 2: Our campus has a high special education population. **Root Cause**: Students are qualifying based on diagnostic criteria.

Problem Statement 3: Pyburn has a large economically disadvantaged population. **Root Cause**: The economically disadvantaged population is a reflection of the surrounding neighborhoods.

Problem Statement 4: Pyburn has a large at risk population. **Root Cause**: The At Risk population is a reflection of the surrounding neighborhoods.

Student Academic Achievement

Student Academic Achievement Summary

In 2017, the campus met standard and received distinction designations in the area of science. In 2018, the campus met standard, but did not receive any distinctions. In 2019, we met standard, received an "A" rating with the highest overall score in the district, and three distinctions in the area of Closing the Gaps, Post-secondary Readiness, and Science.

Student Academic Achievement Strengths

1. Continue to use benchmarks and DRA to monitor student learning.

2. Continue to provide quality instruction that will yield high scores in all academic areas.

3. RTI/PST will continue to identify students who are at-risk of failing, who may need to be referred for special education testing and/or provide early interventions.

4. We provide free breakfast and lunch.

5. New student attendance program.

6. Team planning based on the scope and sequence.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: The campus Writing STAAR scores showed a decrease in the number of students at the approaches level from 2018 to 2019. **Root Cause**: Need for additional grammar assessments throughout the school year.

Problem Statement 2: There is a need for improvement in third grade math and reading STAAR scores. **Root Cause**: Third Grade Math and Reading scores decreased from the previous year.

School Processes & Programs

School Processes & Programs Summary

Our campus continues to make growth in the areas of curriculum, instruction, and assessment. Teachers and staff continue to gain knowledge and a deeper understanding of the student skills necessary to be successful.

Total Staff: 58 (consisting of teachers, professional/paraprofessional support, and campus administration).

Demographics: 12.8% African-American, 22.2% Anglo, 7.7% Asian, 48.7% Hispanic (10.3% male and 89.7% female).

All new teachers are assigned a grade level and campus mentor. Overall attendance consistently remains at 97% or higher each year and they are provided with incentives as a reward for good attendance throughout the year. A campus leadership team is in place and meets regularly to support administration and to provide learning experiences for aspiring administrators.

School Processes & Programs Strengths

1. All teachers and instructional coaches will meet by department levels each week in order to align our instructional and assessment strategies. We will continue to learn and make necessary adjustments to our instructional approach in order to meet the needs of our students.

2. The science coach will plan weekly with 5th grade science teachers, conduct weekly mini-assessments for ongoing feedback/data over student progress, and the science specialist will co-teach with science teachers in the classroom during their science time.

3. We will continue to collaborate with district specialists in order to improve the quality of instructional strategies.

4. Special education students will be pulled out for resource only when in-class support is not beneficial.

5. Students who failed the STAAR test and are at-risk of failing will be closely monitored throughout the year.

6. We will continue to provide all students who are at-risk of failing with research-based intervention strategies.

7. The majority of our teachers fall within the range of having 1-5 years teaching experience (46.2%). 79.5% hold a bachelor's degree, 17.9% a master's, and 2.6% a doctorate. This is a good indication that our teachers are not only lifelong learners, but that at some point they aspire to advance within the profession. They are motivated to attend workshops/staff development throughout the year in order to acquire the knowledge and experience needed to become and/or remain highly effective teachers. All staff members are considered "highly qualified" through TEA

8. When new teachers are hired, highly qualified candidates are recruited with the assistance of human resources.

9. In an effort to retain faculty/staff, we provide several opportunities for professional growth within our school/district, while promoting those who are ready when an opportunity becomes available.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: The school is in need of additional resources in Spanish, particularly in the primary grade levels. **Root Cause**: Publishing companies adopted by the district are at times limited in what they publish in Spanish.

Problem Statement 2: District support should not only occur when our campus is having difficulty. Support should be provided on a consistent/regular basis with all campuses in Galena Park ISD. **Root Cause**: District resources are limited when it comes to personnel (i.e shared specialists among several campuses).

Problem Statement 3: Special Ed. teachers and SPED paras need more time for planning with the general ed. teacher. **Root Cause**: SPED teachers or In-class support para doesn't have the same planning time as the general ed. teacher. Edit Associated Areas

Problem Statement 4: Teachers are in need of more planning time. **Root Cause**: There is a need for teachers to plan for an extended amount of time to be efficient and effective in daily instruction.

Perceptions

Perceptions Summary

Recent surveys show that students, staff, and parents describe our campus as a safe, orderly, and respectful place to be. They feel that it is easy to create/establish relationships and that it is easy to communicate with other students, faculty, and staff. Students, teachers, and parents have a good perception about our school. Daily classroom schedules are created and posted outside each door in an effort to maximize the instructional time. The amount of time assigned to each subject is based on the number of district minutes per subject. However, if students require additional time, adjustments are made. Additionally, daily schedules are assessed by the leadership team in order to hold every staff member accountable for the instructional time each day.

We are proud to share that our parent involvement/volunteer program participation increased this past school year. Additionally, we consistently provide opportunities for our parents to be involved in their child's academic success. Parents participate in our Book Fairs, PTA, CPAC and many other programs and activities throughout the school year. Our entire faculty and staff play an important role in communicating the benefits of parental involvement. Parents are welcome to attend monthly meetings and peruse the school website to become informed over activities and/or programs taking place on our campus. According to the most recent parent survey, the parents felt that the school provided adequate parental involvement opportunities.

Perceptions Strengths

1. It is imperative that our students are able to work in an environment that is conducive to teaching and learning. We will continue to promote a positive and safe learning environment for all students. The Foundations Program (PAWS Committee) will continue to implement strategies to help minimize discipline problems.

2. As a result of the many incentives/recognitions throughout the school year, student and staff morale continues to remain high.

3. Campus faculty and staff have high expectations for everyone, which provides us with an overall atmosphere of professionalism, respect, and integrity.

4. We have increased student-focused extra curricular activities such as; Boys Club, Robotics, STEM Club, and NHS.

5. The school is well-maintained and clean.

6. Equitable resources for instruction

7. Instructional Technology

8. Consistent classroom organization across the levels

9. Efficient traffic and dismissal procedures.

10. Continue to provide quarterly parent education classes.

11. We will continue to have PTA meetings and events in order to encourage and promote parental involvement.

12. Continue to host various activities (muffins for mom/ donuts for dad) throughout the year during the school day in order to maximize parental involvement.

13. Consistent communication between home and school provided by the principals, counselor, and teachers.

14. Backpack buddies

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student attendance needs to improve on our campus. **Root Cause**: Many parents are not taking their child's school attendance seriously.

Problem Statement 2: Even though the overall feeling of safety on the campus is good, we will need to continue to develop and maintain procedures that will allow us to have a safer environment. **Root Cause**: Students, staff and parents tend to get relaxed about campus safety procedures as the school year progresses.

Problem Statement 3: The population of students with emotional and social issues has increased. **Root Cause**: Many students and parents have a limited understanding and lack of resources to cope with these issues.

Problem Statement 4: We need to ensure that all critical staff development for every teachers occurs prior to the start of the school year. **Root Cause**: All teacher trainings need to occur before and as needed during the school year.

Problem Statement 5: The majority of our parental involvement hours are accumulated by a small group of parents (around 6-8 parents). **Root Cause**: More parents are seeking employment opportunities, thus limiting the amount of time they can volunteer on campus.

Priority Problem Statements

Problem Statement 1: Student attendance needs to improve on our campus.

Root Cause 1: Many parents are not taking their child's school attendance seriously.

Problem Statement 1 Areas: Perceptions

Problem Statement 2: Pyburn has a large ELL population.

Root Cause 2: The LEP population is a reflection of the surrounding neighborhoods.

Problem Statement 2 Areas: Demographics

Problem Statement 3: Pyburn has a large economically disadvantaged population.

Root Cause 3: The economically disadvantaged population is a reflection of the surrounding neighborhoods.

Problem Statement 3 Areas: Demographics

Problem Statement 4: Pyburn has a large at risk population.

Root Cause 4: The At Risk population is a reflection of the surrounding neighborhoods.

Problem Statement 4 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)

Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

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

Support Systems and Other Data

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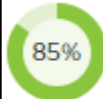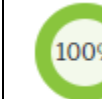- Study of best practices
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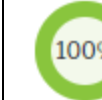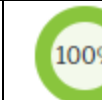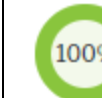
Goals

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

Performance Objective 1: Provide regular communication/recognition for students, parents and staff.

Evaluation Data Source(s) 1: Parents, students and staff will be informed of the activities, procedures and events happening at Pyburn.

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Regular call outs will be provided to keep parents informed in English and Spanish.		Administrators	Parents will be informed.	35%	50%	85%	100%
2) Notices will be sent out in Spanish and English for all events occurring on campus.		Administrators, secretaries and staff.	Parents will be informed.	35%	50%	85%	100%
Funding Sources: 199 - Local - 800.00							
3) Update marquee with upcoming events in English and Spanish.		Front office	Activities will be posted.	30%	50%	85%	100%
4) Update school website in English and Spanish with relevant information throughout the year.		Administrators and counselor	Parents and stakeholders will be informed of upcoming activities.	30%	50%	85%	100%
5) Parent meetings and PTA meetings throughout the year.		Administrators, faculty and staff.	Parents will be informed.	0%	30%	70%	→
Funding Sources: 199 - Local - 200.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
6) Daily announcements are made for students and staff.		Administrators and staff	Staff members will be informed.	35%	50%	85%	100%

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

Goal 1: Pyburn 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, parents and staff.

Evaluation Data Source(s) 2: Students and staff are able to respond appropriately to a crisis.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Implement strategies that will motivate students to improve behavior		Teachers, Administrators, Counselor, and Staff	Students will make positive choices regarding their behavior.	30%	50%	80%	100%
Funding Sources: 199 - Local - 1000.00							
2) To have staff, students, parents, and visitors follow the campus safety procedures in place.		Office staff and Administrators	All staff and students are safe	30%	50%	85%	100%
3) To implement grade level activities to promote safe and drug free schools		Counselor, Teachers, and Students	Students will make the appropriate choices through the programs and activities throughout the school year.	0%	100%	100%	100%
Funding Sources: 199 - Local - 200.00							
4) To implement strategies to de-escalate bullying		Counselor	Students will use strategies to decrease bullying	15%	30%	85%	100%
5) Implement anti-bullying awareness week		Counselor, Teachers and students	Students will utilize strategies to decrease bullying	0%	25%	100%	→
6) Educate students through anti- bullying videos as needed.		Counselor	Students will utilize strategies to decrease bullying	15%	25%	60%	→
7) Provide morning announcements which are aligned with anti bullying themes.		Assistant Principal and Counselor	Students will receive positive morning message	30%	50%	85%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Continue to utilize 5th grade safety patrols		Counselor	Students are escorted and assisted safely	30%	50%	85%	100%
Funding Sources: 199 - Local - 100.00							
9) All students will participate in Red Ribbon week activities.		Counselor	Prevention of drug use due to participation in Red Ribbon Week.	0%	100%	100%	→
Funding Sources: 199 - Local - 100.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

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

Performance Objective 3: Implement a comprehensive Health/Wellness program.

Evaluation Data Source(s) 3: Students will be able to make healthy choices.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Nutrition education will be integrated in PE classes		PE Teacher	Students will have better eating habits	15%	40%	90%	100%
2) Students and staff will be able to sample healthy goods during nutrition week		Cafeteria personnel, Nurse, and Staff	Students and staff will make healthier food choices.	15%	20%	20%	→
3) Continue to provide nutrition classes for parents		Counselor	Parents will make better food choices for their families and keep them physically motivated.	0%	0%	0%	→
Funding Sources: 199 - Local - 100.00							
4) To incorporate activities and utilize equipment that focus on improving student health and wellness		Counselor and PE Teacher	Students are aware of good health habits and the importance of exercising	30%	50%	75%	100%
Funding Sources: 199 - Local - 200.00							
5) Implement Campus Wellness Plan		Wellness Committee Members	Faculty and students support healthier choices.	5%	45%	70%	→
6) Students will participate in FitnessGram.		PE Teacher	The PE teacher will implement future lesson plans based on the results.	30%	100%	100%	→
7) Continue to participate in the 5th grade Olympiad.		5th Grade Teachers and PE Teacher	Students will participate and develop a sense of pride for the school and district.	0%	0%	25%	→
Funding Sources: 199 - Local - 0.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

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

Performance Objective 4: Create a healthy environment so staff and students thrive and are productive.

Evaluation Data Source(s) 4: Students and staff will feel good and be able to thrive productively on campus.

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Implement staff ethics and responsibilities.		District Personnel and Administrators	Staff is responsible and ethical behavior is evident.	100%	100%	95%	100%
Funding Sources: 199 - Local - 0.00							
2) Staff treats each other with respect and professionalism.		Administrators and staff	A respectful environment is evident.	35%	80%	80%	100%
3) Recognize staff birthdays during morning announcements, monthly staff treats, recognize personal/professional accomplishments and staff perfect attendance each nine-weeks.		Administrators, staff and Social Committees	High morale and professional productivity.	35%	50%	80%	100%
4) Continue to implement the Foundations program with all students in order to prevent physical or verbal aggression, sexual harassment, and bullying.		Foundations Committee	Increased student morale, campus safety and overall school climate/atmosphere.	30%	50%	80%	100%
5) Continue to recognize students for perfect attendance every nine-weeks.		Administrators and teachers	Increased student attendance.	95%	40%	80%	100%
Funding Sources: 199 - Local - 1000.00							

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

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

Performance Objective 5: Ensure our students and staff have Future Ready technology and equipment so performance is at a maximum.

Evaluation Data Source(s) 5: Technology resources will be maximized and utilized appropriately by students and staff.

Summative Evaluation 5: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide students with internet rules and regulations.		TIS and Teachers	Increase student knowledge regarding instructional technology.	30%	60%	80%	→
2) Monitor student usage of digital tools and resources.		TIS and Teachers	Decrease inappropriate usage of digital tools and resources.	20%	40%	80%	→
3) All staff will complete the online internet safety course.		District Personnel and Administrators	Staff will utilize safety strategies when using the internet.	100%	100%	100%	100%
4) Continue to implement the district's acceptable use policy.		District Personnel and Administrators	Faculty and staff will comply with the district's acceptable use policy.	40%	60%	85%	→
5) Continue to purchase equipment and technology as needed.		Administrators and TIS	Campus needs are met.	30%	55%	80%	100%
Funding Sources: 199 - Local - 5000.00							
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Goal 2: Pyburn Elementary will provide effective counseling services, opportunities and information to assist students in preparing for college and career readiness.

Performance Objective 1: Increase student, teacher and parent awareness of college and career opportunities.

Evaluation Data Source(s) 1: We continue to provide college and career awareness to our students. Our goal in 2017-18 was to include more campus wide exposure of different careers/activities to all students. We were able to bring various career speakers throughout the year to all grade levels. We will continue to do as such in 2018-19.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) To successfully complete the interest inventory		Counselor and Teachers	Career Awareness	55%	15%	50%	→
2) To make students aware of various careers by hosting Career Day.		Counselor and Teachers	Fourth and Fifth grade students will become aware of career choices.	0%	15%	50%	100%
Funding Sources: 199 - Local - 200.00							
3) Raise college awareness for students by allowing them to wear college shirts on Fridays and by having faculty and staff display their college flags outside their classoom doors.		Faculty and staff	Faculty and student participation.	0%	100%	100%	100%

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

Goal 2: Pyburn Elementary will provide effective counseling services, opportunities and information to assist students in preparing for college and career readiness.

Performance Objective 2: Increase participation and performance on college and career readiness indicators

Evaluation Data Source(s) 2: Students scoring Advanced Level on STAAR for all tests combined is 10% in 2017-2018. In 2018-2019, students scoring Advanced level on STAAR for all tests combined will be a minimum required improvement of 15%.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All teachers will use higher order thinking strategies daily in their classrooms to prepare students for college and career readiness.		Teachers and Administrators	Students are able to use critical thinking skills as it applies to college and career readiness.	30%	55%	70%	100%
	Funding Sources: 285 - Title IV - 0.00						

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

Goal 2: Pyburn Elementary will provide effective counseling services, opportunities and information to assist students in preparing for college and career readiness.

Performance Objective 3: Ensure counselor's role retains focus on implementation of the Comprehensive Guidance Program to assist students in developing skills they need to enhance their personal, social, emotional and career development.

Evaluation Data Source(s) 3: In 2018-2019, guidance lessons will continue to be provided to all of our students.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue to provide classroom developmental guidance activities		Counselor	Students exhibit appropriate behavior	25%	50%	90%	100%
Funding Sources: 285 - Title IV - 100.00							
2) Continue to provide preventative guidance		Counselor	Students exhibit appropriate behavior	30%	50%	80%	→
3) Provide classroom guidance and character education classes		Counselor	Reduction in referrals to counselor or office	30%	50%	85%	✗
Funding Sources: 285 - Title IV - 100.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 2: Pyburn Elementary will provide effective counseling services, opportunities and information to assist students in preparing for college and career readiness.

Performance Objective 4: Increase number of students participating in Dual Credit

Evaluation Data Source(s) 4: To implement higher order strategies so the students are able to participate in Dual Credit.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide opportunities for students to participate in learner-based projects.		Administrators and teachers	Students exhibit learner-based projects.	15%	35%	65%	100%
2) Students will be referred and tested for the GT program.		Teachers and District Personnel	Students qualify for the GT program.	0%	50%	75%	100%
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Goal 2: Pyburn Elementary will provide effective counseling services, opportunities and information to assist students in preparing for college and career readiness.

Performance Objective 5: Increase the number of Career and Technology Education certificates earned by students.

Evaluation Data Source(s) 5: To increase student participation in the technology proficiencies as required per district.

Summative Evaluation 5: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Students will participate in weekly technology sessions through a scheduled computer lab time.		TIS	Increased technology skills.	30%	50%	95%	100%
2) Participate in the District Multimedia contest, integrating technology and research based projects.		TIS and teachers	Increased student participation in festival.	0%	50%	65%	100%
3) Provide technology training to students and staff, so that students are aware and able to utilize the resources available.		Technology team	Staff and students will be able to navigate the internet and find available resources.	15%	50%	85%	100%
4) Continue to purchase technology to enhance instruction.		Teachers and Administrators	Monies are used to update technology.	20%	50%	75%	100%
Funding Sources: 285 - Title IV - 1500.00							

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

Goal 3: Pyburn Elementary will ensure student growth in tested areas.

Performance Objective 1: We will meet or exceed the state average in all tested areas (Reading, ELA/Writing).

Evaluation Data Source(s) 1: We will continue to make strides to improve our academic performance in ELA/Reading and Writing across the grade levels.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue using guided reading and balanced literacy strategies for K-5th grade students.		Teachers and Instructional Coaches	Students reading on grade level	70%	50%	75%	100%
2) Purchase books in English and Spanish for Immigrant students		Librarian	Promote student interest in reading	35%	50%	100%	→
Funding Sources: 199 - Local - 3000.00							
3) Continue having after school tutorials for grades 2-5.		Teachers and Administrators	Increase in student's academic success.	0%	35%	75%	100%
Funding Sources: 285 - Title IV - 25000.00							
4) Continue vertical team meetings		Administrators and Teachers	Curriculum aligned across the grade levels.	15%	30%	60%	→
5) Continue weekly grade level meetings to share information, strategies, and to align instruction.		Administrators and Teachers	Teachers are informed and kept abreast of instructional expectations.	20%	50%	70%	→
6) To utilize data to effectively group students for tutorials.		Administrators and Teachers	Increase student's academic success.	0%	15%	75%	✗
7) Desegregation of testing data (STAAR, BAS, RAZ, and Benchmarks) to facilitate student progress and transition to the next grade level.		Administrators, Teachers and Instructional Coaches	Teachers will know strengths and weaknesses of their students based on testing data.	35%	35%	75%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Use higher order thinking skills and incorporate Bloom's Taxonomy into daily activities		Teachers and Administrators	Students will work independently at the analysis and application levels.	30%	50%	75%	✖
9) Use ESL/SIOP strategies daily		Administrators and Teachers	Increased achievement scores for all LEP students	30%	25%	75%	100%
10) Utilize data from the BAS & RAZ assessments to facilitate student progress and transition.		Teachers and Administrators	The teacher will be able to use the testing data to better prepare a program suitable for the students, so that all students are successful	25%	50%	75%	100%
11) Utilize the district's scope and sequence and timelines for teaching and assessing objectives through the use of benchmark testing		Teachers and Administrators	Teachers successfully plan for upcoming objectives	30%	45%	95%	100%
12) Continue to implement weekly writing prompts to assess the student's writing skills		Teachers and Instructional Coaches	The students will become fluent writers	20%	45%	75%	→
13) Continue to administer unit tests.		Teachers and Instructional Coaches	Students will improve their grammar skills	0%	30%	75%	100%
14) Administer district designated tests such as CogAT, TELPAS and BAS & RAZ		Teachers and Administrators	Students will make gains to master the assessments	30%	100%	100%	100%
15) Provide District Assessments		Instructional Coaches and Assistant Principal	Students are making gains	0%	50%	85%	100%
16) Students are writing daily		Teachers and administrators	Journals are checked every 9 weeks	35%	55%	75%	100%
17) Ninety percent of kindergarten students will be able to read at Level E by the end of the year.		Teachers	Meetings to track student progress throughout the year	15%	25%	70%	→
18) Continue kindergarten small group instruction.		Teachers and Instructional Coaches	Ninety-five percent of the K students will be reading in level three by the end of the year	95%	30%	70%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
19) Continue 1st grade small group instruction.		Teachers and Instructional Coaches	Ninety percent of 1st grade students will be reading on level sixteen by the end of the school year	20%	50%	70%	✗
20) Continue 2nd grade small group instruction.		Teachers and Instructional Coaches	Ninety percent of second grade students will be reading on level 24 by the end of the school year.	20%	50%	70%	➡
21) Continue to purchase Spanish and English AR books, audio books, and ebooks for 1st and 2nd grades.		Librarian	Students reading on grade level	30%	45%	70%	➡
Funding Sources: 199 - Local - 4000.00							

100% = Accomplished   ➡ = Continue/Modify   0% = No Progress   ✗ = Discontinue
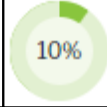
Goal 3: Pyburn Elementary will ensure student growth in tested areas.

Performance Objective 2: We will meet or exceed the state average in all tested areas (Math).

Evaluation Data Source(s) 2: We will continue to make strides to increase our math scores across the grade levels.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue having tutorials after school		Teachers and Instructional Coaches	Increase in student's academic success.	0%	10%	60%	100%
Funding Sources: 285 - Title IV - 15000.00							
2) Continue vertical team meetings		Administrators, Teachers, and Instructional Coaches	Curriculum aligned across the grade levels	25%	40%	65%	→
3) Continue weekly grade level meetings to share information and strategies, and to align instruction		Administrators, Teachers and CICs	Alignment across the grade levels.	100%	100%	100%	→
4) Desegregation of Testing Data (STAAR, DRA, EDL, Benchmarks) to facilitate student progress and transition to next grade level		Teachers, Administrators, and Instructional Coaches	Teachers will know strengths and weaknesses of their students based on testing data	30%	50%	70%	100%
5) Use HOTS and incorporate Bloom's Taxonomy into daily activities		Teachers and Instructional Coaches	Students will use the higher levels of Bloom's Taxonomy	15%	40%	70%	100%
6) Utilize the district's scope and sequence and timelines for teaching and assessing objectives through the use of benchmark testing		Teachers, Instructional Coaches and Administrators	Teachers successfully plan for upcoming objectives	30%	100%	100%	100%
7) Provide District Assessments		Assistant Principal and Instructional Coaches	Students are making gains	0%	100%	100%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Incorporate CIC push-ins and pull outs in all K-5 classrooms daily.		Teachers and Instructional Coaches	Improvement of instructional strategies.	10%	50%	75%	100%

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

Goal 3: Pyburn Elementary will ensure student growth in tested areas.

Performance Objective 3: All students will improve their academic performance in (Science).

Evaluation Data Source(s) 3: We will continue to implement our science plan in an effort to remain on top.

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue having tutorials after school		Teachers and Instructional Coaches	Increase in student's academic success.	0%	25%	70%	100%
Funding Sources: 285 - Title IV - 0.00							
2) Continue to use Science Lab		Science lab teacher and Teachers	Utilize lab 100% of the time by students	30%	55%	80%	100%
Funding Sources: 199 - Local - 250.00							
3) Continue vertical team meetings		Instructional Coaches and Teachers	Curriculum aligned across the grade levels	20%	40%	60%	→
4) Continue weekly grade level meetings to share information and strategies, and to align instruction		Administrators and Teachers	Alignment across the grade levels.	30%	50%	70%	→
5) Desegregation of Testing Data (STAAR, DRA, EDL, Benchmarks) to facilitate student progress and transition to next grade level		Teachers, Administrators, and Instructional Coaches	Teachers will know strengths and weaknesses of their students based on testing data	30%	50%	70%	→
6) Use HOTS and incorporate Bloom's Taxonomy into daily activities		Teachers and Instructional Coaches	Students will use the higher levels of Bloom's Taxonomy	30%	50%	70%	→
7) Utilize the district's scope and sequence and timelines for teaching and assessing objectives through the use of benchmark testing		Teachers and Instructional Coaches	Teachers successfully plan for upcoming objectives	30%	50%	75%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Provide District Assessments		Assistant Principal, Instructional Coaches, and Teachers	Students are making gains	0%	50%	70%	100%
9) Incorporate CIC push ins and pull outs in all K-5 classrooms daily.		Teachers, Science Lab Teacher and Instructional Coaches	Implementation of instructional strategies.	20%	50%	70%	100%

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

Goal 3: Pyburn Elementary will ensure student growth in tested areas.

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

    Evaluation Data Source(s) 4: Increase in students performance with the use of technology.

    Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue to utilize technology daily		Teachers and TIS	Students will acquire basic technology skills	20%	50%	70%	→
2) All students will attend the computer lab weekly.		Teachers and TIS	Students will be able to access resources through technology	100%	100%	100%	→
3) Students in grades 1-5 will participate in the AR program.		Librarian and Teachers	Increase comprehension skills for students participating in the AR program	30%	50%	70%	→
Funding Sources: 285 - Title IV - 4000.00							
4) Continue to incorporate Computer Assisted Instruction: Easy Tech Compass Odyssey Lexia Starfall Brainpop Ipads/Science Lab I Station-Achieve 3000 TTM STEM Scopes Discovery Education Dream Box		Teachers, TIS and Instructional Coaches	Students will be proficient in these software programs by gaining competence in the skills these programs provide for the enhancement of reading and math	25%	50%	70%	→
	Funding Sources: 199 - Local - 0.00						
5) Continue to purchase technology to enhance instruction. (i.e. Headphones)		Teachers, TIS and Administrators	Monies are used to update technology	30%	50%	70%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 3: Pyburn Elementary will ensure student growth in tested areas.

Performance Objective 5: Build instructional capacity through coaching, professional development and academies.

Evaluation Data Source(s) 5: Campus Instructional Coaches will provide teachers with support, training and coaching to ensure their success.

Summative Evaluation 5: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Completion of the coaching cycle along with the submission of the weekly coaching record.		Administrators and CICs	Evident through Eduphoria Formspace.	30%	50%	70%	→
2) Continue utilizing the CICs to model lessons, provide resources and support.		Administrators and CICs	To build capacity on the campus.	30%	50%	70%	100%
Funding Sources: 199 - Bilingual - 2500.00, 199 - Local - 2500.00, 285 - Title IV - 2500.00							
3) Analyze data to develop a plan of action for students.		Administrators and CICs	Teachers are able to identify student's strengths and weaknesses.	20%	50%	70%	100%
4) Provide training to all teachers on STAAR requirements for Reading, Math, Writing, and Science.		District Personnel, CICs and Administrators	Increased knowledge of what impacts STAAR scores.	5%	20%	55%	→
5) Training for the Special Ed referral process/RTI.		Diagnostician/RTI Chair	Understanding of the referral process.	100%	100%	100%	→
6) Continue training for assessments such as, STAAR, TELPAS, CoGat, DRA, etc.		Administrators and Instructional coaches	Students achieving at grade level expectations.	15%	40%	75%	100%
7) Provide opportunities for teachers to attend staff development.		Teachers and Administrators	Improved performance.	50%	100%	100%	100%
Funding Sources: 199 - Bilingual - 1000.00, 199 - Local - 1000.00, 285 - Title IV - 1500.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Provide staff with clinical procedures; AED machine, student medications and blood borne pathogens.		Nurse	Staff will know the proper clinical procedures and expectations.	100%	100%	100%	100%
9) Provide overview of balanced literacy.		Trained staff	Teachers will be aware and utilize balanced literacy.	100%	100%	100%	→
10) Provide staff training during summer academies.		District personnel	Staff acquires new strategies and best practices.	100%	100%	100%	→
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 4: Pyburn Elementary will ensure students are provided quality enrichment/extra curricular programs and encourage their participation.

Performance Objective 1: Enhance the quality and increase student participation in fine arts programs.

Evaluation Data Source(s) 1: There will be an increase in the number of students participating in fine arts program when compared to the previous year.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) To provide art and music classes throughout the year for grades K-5.		Art and Music Teachers	Students will appreciate music and art.	30%	50%	80%	100%
Funding Sources: 199 - Local - 0.00							
2) Continue to provide after school honor choir program for 4th and 5th grade students.		Music Teacher	Students will participate.	30%	50%	80%	100%
3) Continue to provide student performance during monthly PTA meetings throughout the year.		Music Teacher	Students and parents will participate.	0%	45%	70%	100%
4) All K-5th grade students will continue to participate in the Rodeo Art Show.		Art Teacher	Students will take pride in their artwork.	0%	20%	100%	100%
Funding Sources: 199 - Local - 500.00							
5) All 4th grade students will continue to attend the Museum of Fine Arts field trip.		Art and 4th Grade Teachers	Students will become culturally aware of fine arts.	0%	0%	100%	100%
Funding Sources: 199 - Local - 1000.00							

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

Goal 4: Pyburn Elementary will ensure students are provided quality enrichment/extra curricular programs and encourage their participation.

Performance Objective 2: Offer multiple enrichment and extra-curricular opportunities available for students.

Evaluation Data Source(s) 2: Our trend will continue to demonstrate increased participation in extra-curricular activities.

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All students will participate in physical education classes daily as required by the state		P.E. Teacher	Students will continue to maintain physically fit	0%	50%	75%	→
2) Continue programs promoting fitness and health such as First Tee, Jump Rope for Heart and Olympiad		P.E. Teacher	Students will become aware of healthy habits	0%	15%	50%	→
3) Continue providing Honor Choir.		Music Teacher	Increased number of students participating in extra curricular activities.	30%	50%	75%	→
4) Continue to provide the PAWS Safety Patrol before school.		Administrator and Librarian (sponsor)	Increased number of students participating in extra curricular activities.	30%	50%	75%	→
5) Continue to provide Robotics Club.		Science Lab Teacher	Increased number of students participating in extra curricular activities.	30%	50%	75%	100%
Funding Sources: 199 - Local - 100.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 4: Pyburn Elementary will ensure students are provided quality enrichment/extra curricular programs and encourage their participation.

Performance Objective 3: Provide all elementary students with PE, Music and Art weekly.

Evaluation Data Source(s) 3: Students will appreciate PE and the fine arts.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue to provide weekly PE classes for K-5th grade students during rotation.		PE Coach	Students will maintain physically fit.	30%	50%	75%	→
2) Continue to provide weekly Art classes for K-5th grade students during rotation.		Art Teacher	Students will appreciate art.	30%	50%	95%	→
3) Continue to provide weekly Music classes for K-5th grade students during rotation.		Music Teacher	Students will appreciate music.	30%	50%	75%	→
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✕ = Discontinue	

Goal 4: Pyburn Elementary will ensure students are provided quality enrichment/extra curricular programs and encourage their participation.

Performance Objective 4: Offer a wide variety of extracurricular student clubs.

    Evaluation Data Source(s) 4: Provide students with choices in areas where they can excel.

    Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue providing Honor Choir.		Music Teacher	Increased number of students participating in extra curricular activities.	30%	50%	75%	→
2) Continue to provide opportunities for students to work in a variety of academic skills to prepare for the District Decathlon.		Teachers	Students will successfully compete in the District Decathlon.	0%	15%	35%	→
3) Continue to provide the PAWS Safety Patrol before school.		Administrator	Increased number of students participating in extra curricular activities.	30%	50%	75%	→
4) Continue to provide Robotics Club.		Science Lab Teacher	Increased number of students participating in extra curricular activities.	30%	50%	75%	→
Funding Sources: 199 - Local - 100.00							

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

Goal 4: Pyburn Elementary will ensure students are provided quality enrichment/extra curricular programs and encourage their participation.

Performance Objective 5: Introduce students to fitness and life activities through physical education courses and programs.

Evaluation Data Source(s) 5: Students will become more aware of being physically fit.

Summative Evaluation 5: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All students will participate in physical education classes weekly as required by the state.		PE Coach	Students will continue to maintain physically fit.	30%	50%	75%	→
2) Continue programs promoting fitness and health such as First Tee, Jump rope for heart and Olympiad.		PE Coach	Students will become aware of fitness and healthy habits.	0%	15%	60%	→
3) Each class will take their students to recess daily.		Teachers	Students will be able to focus better.	30%	50%	75%	100%
100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue							

Goal 4: Pyburn Elementary will ensure students are provided quality enrichment/extra curricular programs and encourage their participation.

Performance Objective 6: Continue to produce, support and recognize high quality athletic achievement by teams and individuals.

Evaluation Data Source(s) 6: Students will become more aware of being physically fit.

Summative Evaluation 6: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All students will participate in physical education classes weekly as required by the state.		PE Coach	Students will continue to maintain physically fit.	30%	50%	75%	→
2) Continue programs promoting fitness and health such as First Tee, Jump rope for heart and Olympiad.		PE Coach	Students will become aware of healthy habits.	0%	15%	50%	→
3) Provide K-5th grade students with a yearly field day during their PE time.		PE Coach	Students will appreciate healthy competition.	0%	100%	100%	100%
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 5: Pyburn Elementary will have a 96.5% or higher student attendance rate and a 97% or higher teacher attendance rate.

Performance Objective 1: Ensure students and parents understand the importance of attending school regularly and completing high school.

Evaluation Data Source(s) 1: Increase attendance rate to meet attendance goal.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue to recognize and reward students for Perfect Attendance		Attendance Committee	Increase student attendance	40%	45%	70%	→
Funding Sources: 199 - Local - 4000.00							
2) Continue recognition of staff birthdays.		Administrators and Office Staff	Staff is recognized on their birthdays.	30%	50%	75%	→
3) Continue to notify parents via warning letter after 3 unexcused absences; file on parents after 6 unexcused absences.		PEIMS Clerk, Administrators	Increased student attendance.	20%	50%	75%	100%
4) Include attendance information in parent newsletters, website, and marquee.		Administrators	Increased student attendance.	30%	30%	55%	→
5) Call out system is utilized on a daily basis to inform parents of the child's absence for the day.		District and PEIMS Clerk	Increased student attendance.	15%	50%	70%	100%
6) To stress the importance of attendance at parent meetings.		Administrators, Teachers, and Instructional Coaches	Increased student attendance.	20%	40%	75%	→
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✗ = Discontinue	

Goal 5: Pyburn Elementary will have a 96.5% or higher student attendance rate and a 97% or higher teacher attendance rate.

Performance Objective 2: Develop intervention strategies and provide support to improve attendance, graduation, retention and drop out rates.

Evaluation Data Source(s) 2: Student attendance will increase from last year.

Summative Evaluation 2: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Parents will be notified every time their child is absent.		Teachers, Administrators and PEIMS Clerk	Increased student attendance.	25%	50%	75%	→
2) Teachers and administrators will communicate the importance of student attendance through the use of newsletters, parent conferences, etc.		Teachers and Administrators	Increased student attendance.	20%	40%	70%	→
3) Letters will be sent home to students with excessive absences as outlined in the Harris County Stay in School Truancy Prevention Program.		Administrators and PEIMS Clerk	Increased student attendance.	25%	45%	65%	100%
4) Students will be recognized for their perfect attendance every 9 weeks.		Administrators and teachers	Increased student attendance.	0%	45%	75%	100%
Funding Sources: 199 - Local - 1500.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 5: Pyburn Elementary will have a 96.5% or higher student attendance rate and a 97% or higher teacher attendance rate.

Performance Objective 3: Implement strategies to monitor and increase staff attendance.

Evaluation Data Source(s) 3: Staff attendance will increase when compared to last year.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Each nine weeks, staff member with 100% attendance will receive a free dress pass.		Administrators	Increased teacher attendance rate.	0%	35%	70%	100%
2) Staff members with 100% attendance will receive a lunch per every nine weeks.		Administrators	Increased teacher attendance rate.	0%	35%	75%	100%
Funding Sources: 199 - Local - 1300.00							
3) Attendance will be included as part of their staff evaluation.		Administrators	Increased teacher attendance.	10%	15%	70%	100%
	100% = Accomplished	➡ = Continue/Modify	0% = No Progress	✖ = Discontinue			

Goal 6: Pyburn Elementary will provide opportunities for parental/community involvement and business partnership.

Performance Objective 1: Enhance the relationship between the campus and its partners.

Evaluation Data Source(s) 1: Collaboration between campus and partners to help reach campus goals.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Solicit business and community partners to adopt the campus.		Counselor and administrators	Partners will contribute to the success of the school.	95%	35%	65%	100%
2) Invite business partners to become members of our CPAC.		Administrators and counselor	Business partners will be in attendance.	30%	30%	65%	100%
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Goal 6: Pyburn Elementary will provide opportunities for parental/community involvement and business partnership.

Performance Objective 2: Ensure we provide parental involvement opportunities.

Evaluation Data Source(s) 2: Parental involvement will increase when compared to the previous year, which will be evident through our Raptor System for all parental involvement activities.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Inform parents of our STAAR strategy during Family Math and Reading Night.		K-5th grade Teachers, Administrators, and Instructional Coaches	Parents more informed of student progress and needs for the state test.	0%	10%	20%	→
Funding Sources: 199 - Local - 0.00							
2) Parent volunteer training		Counselor	Parents being more confident in their role in the classroom and their ability to be a positive influence on students	100%	100%	100%	100%
Funding Sources: 199 - Local - 250.00							
3) Review Compacts with parents		Parents, Teachers, Counselor, and Administrators	Document identifying responsibilities of parents and students in the educational arena	0%	100%	100%	100%
4) Parental Involvement Policy Evaluation		Counselor	Surveys distributed and collected, evaluations shared with parents in an understandable way in English and Spanish	30%	50%	65%	100%
5) Continue to celebrate the 100th day of school		Teachers	Increase parental involvement	0%	0%	100%	→
6) Participate in district level training for parent facilitators and additional personnel on "Practice Parenting Education"		District Personnel	All facilitators attending and positive evaluations completed	5%	25%	60%	100%
7) Provide five parent education meetings for facilitators to provide resources and additional information		Counselor	Large number of parents attending (sign-in sheets), positive evaluations completed	5%	15%	45%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Program evaluation report		Parent/School Facilitator	Number of parents attending parental involvement and parent education meetings	30%	50%	65%	→
9) Inform parents of expectations regarding Principles of Effectiveness, Safe and Drug-free Schools, Communities and Foundations		Nurse, Counselor, and Administrators	Parent attendance (sign in sheet) 100% of parents attending	5%	15%	45%	→
Funding Sources: 199 - Local - 500.00							
10) Inform parents of Special Programs (ESL, Bil, GT, Special Ed., Dyslexia, 504)		Administrators and Teachers	Parents attending meetings and/or conferences	5%	40%	60%	→
11) Report Card pick-up conferences during 1st and 3rd 9 weeks		Teachers	Parents awareness of students progress	0%	50%	100%	100%
12) To provide periodic viewing opportunities of student's art work for parents		Art Teacher	Students showcase their art work	0%	20%	45%	→
13) Continue having "Pastries for Parents."		Counselor and Administrators	Parents attended	0%	30%	75%	→
Funding Sources: 199 - Local - 0.00							
14) Continue to provide customer survey to parents		Counselor and Administrators	Parents complete survey	30%	50%	75%	→
15) Solicit parents and community to volunteer their time		Counselor	Increase number of parent volunteers	30%	50%	75%	100%
16) Educate parents on the District's Parent Involvement Policy and the Parent Handbook		Counselor	Signed Handbook pages	100%	100%	100%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
17) Provide opportunities for parents to participate in school events (i.e. Family Math and Reading Night, PTA Meetings, Meet the Teacher, Open House)		Teachers, Instructional Coaches, Counselor, Nurse, and Administrators	Increase Parental Involvement	30%	45%	75%	→
Funding Sources: 199 - Local - 0.00							
18) Inform parents of the SSI initiative		Administrators and Instructional Coaches	Parents are informed	85%	95%	85%	→
19) Parents will be provided an access code to view their child's grades in skyward		Office Staff and Administrators	Parents will view their children's grades	30%	50%	70%	100%

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

Goal 6: Pyburn 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 Source(s) 3: Communications with all stakeholders will increase when compared to last year.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide opportunities for parents to be involved in the decision making process		Parents, Teachers, and Administrators	More parents involved in the decision making regarding use of funds for Staff development and programs	20%	40%	65%	→
2) Continue to create community service activities.		Faculty and Staff	Provide community involvement	40%	60%	85%	→
3) Uniform Drive & canned food drive.		Counselor	Community coming forward to help students	0%	0%	0%	✗
4) Continue to schedule library classes for parents to check out books from the library		Librarian	Parents checking out library books	15%	30%	30%	→
5) Participate in the campus Multicultural Showcase		Multicultural Festival Chairperson	Appreciation of what each culture brings	0%	15%	20%	→
6) Keep lines of communication open between home/school (i.e. newsletter, teacher website, and school website)		Newsletter Committee	Newsletter issued	30%	50%	65%	100%
Funding Sources: 199 - Local - 0.00							
7) Continue having Open House Night		Teachers and Administrators	Creating a bridge between school and home	100%	100%	100%	100%
8) Include information on web page for parents		Assistant Principal & Teachers	Number of families using it	30%	50%	70%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
9) Invite parents to have lunch with their children during Texas Public School's Week and other special events.		Administrators and Cafeteria Manager	Increase parent participation with school activities	0%	30%	40%	100%
10) End of the year awards for volunteers		Counselor and Executive PTA members	Number of volunteer hours	10%	10%	35%	➡️
Funding Sources: 199 - Local - 0.00							
11) Volunteer recognition and information bulletin board		Counselor	Parents reading bulletin board	30%	30%	50%	100%
12) Conduct a parent awareness session regarding resources available to parents		Librarian	Parents utilizing resources	5%	5%	20%	➡️
13) Continue to have our Title I annual meeting.		Administrators and Counselor	Parents will be informed regarding assessment results.	0%	100%	100%	100%
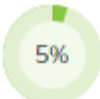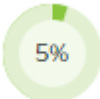
100% = Accomplished	➡️ = Continue/Modify	0% = No Progress	✗ = Discontinue	

Goal 6: Pyburn 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 Source(s) 4: All Title I requirements are met.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Inform parents of our STAAR strategy during Family Math and Reading Night.		K-5th grade Teachers, Administrators, and Instructional Coaches	Parents more informed of student progress and needs for the state test.	0%	10%	20%	→
Funding Sources: 199 - Local - 0.00							
2) Parent volunteer training		Counselor	Parents being more confident in their role in the classroom and their ability to be a positive influence on students	100%	100%	100%	→
Funding Sources: 199 - Local - 250.00							
3) Review Compacts with parents		Parents, Teachers, Counselor, and Administrators	Document identifying responsibilities of parents and students in the educational arena	0%	100%	100%	100%
4) Parental Involvement Policy Evaluation		Counselor	Surveys distributed and collected, evaluations shared with parents in an understandable way in English and Spanish	30%	50%	65%	→
5) Continue to celebrate the 100th day of school		Teachers	Increase parental involvement	0%	0%	100%	→
6) Participate in district level training for parent facilitators and additional personnel on "Practice Parenting Education"		District Personnel	All facilitators attending and positive evaluations completed	5%	25%	40%	→
7) Provide five parent education meetings for facilitators to provide resources and additional information		Counselor	Large number of parents attending (sign-in sheets), positive evaluations completed	5%	25%	45%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
8) Program evaluation report		Parent/School Facilitator	Number of parents attending parental involvement and parent education meetings	30%	45%	65%	→
9) Inform parents of expectations regarding Principles of Effectiveness, Safe and Drug-free Schools, Communities and Foundations		Nurse, Counselor, and Administrators	Parent attendance (sign in sheet) 100% of parents attending	0%	10%	45%	→
Funding Sources: 199 - Local - 500.00							
10) Inform parents of Special Programs (ESL, Bil, GT, Special Ed., Dyslexia, 504)		Administrators and Teachers	Parents attending meetings and/or conferences	5%	40%	60%	→
11) Report Card pick-up conferences during 1st and 3rd 9 weeks		Teachers	Parents awareness of students progress	5%	50%	100%	100%
12) To provide periodic viewing opportunities of student's art work for parents		Art Teacher	Students showcase their art work	0%	30%	45%	→
13) Continue having "Pastries for Parents."		Counselor and Administrators	Parents attended	5%	50%	75%	→
Funding Sources: 199 - Local - 0.00							
14) Continue to provide customer survey to parents		Counselor and Administrators	Parents complete survey	30%	50%	75%	→
15) Solicit parents and community to volunteer their time		Counselor	Increase number of parent volunteers	30%	50%	35%	100%
16) Educate parents on the District's Parent Involvement Policy and the Parent Handbook		Counselor	Signed Handbook pages	90%	100%	100%	100%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
17) Provide opportunities for parents to participate in school events (i.e. Family Math and Reading Night, PTA Meetings, Meet the Teacher, Open House)		Teachers, Instructional Coaches, Counselor, Nurse, and Administrators	Increase Parental Involvement	35%	40%	75%	→
Funding Sources: 199 - Local - 0.00							
18) Inform parents of the SSI initiative		Administrators and Instructional Coaches	Parents are informed	100%	100%	100%	→
19) Parents will be provided an access code to view their child's grades in skyward		Office Staff and Administrators	Parents will view their children's grades	30%	50%	70%	100%
100% = Accomplished　　→ = Continue/Modify　　0% = No Progress　　✕ = Discontinue							

Goal 6: Pyburn Elementary will provide opportunities for parental/community involvement and business partnership.

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

    Evaluation Data Source(s) 5: Our business partners are collaborating with our campus.

    Summative Evaluation 5: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Implement a school-wide volunteer program for parents and community members.		Counselor	Parents will be confident in their role in the classroom and their ability to be a positive influence on students.	20%	40%	70%	100%
2) Solicit active business and community partners to adopt the campus.		Counselor	Partners will contribute to the success of the school.	20%	40%	60%	→
3) Invite business partners to be members of the CPAC.		Administrators	Business partners will be in attendance.	20%	40%	60%	→
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✗ = Discontinue	

Goal 7: Pyburn Elementary will ensure quality staff is employed.

Performance Objective 1: Ensure all employees are provided professional development to increase and support job performance and staff retention.

Evaluation Data Source(s) 1: Increase staff performance and retention.

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide Technology training		TIS	Teachers will become more knowledgeable in the use of technology	20%	50%	75%	100%
2) Review of STAAR scores		Administrators	Teachers will have an understanding of STAAR in Science, Reading, Writing, and Math	0%	0%	50%	→
3) Provide RTI/PST training		RTI Committee	Evaluation results	100%	100%	100%	100%
4) Continue to provide team building activities and faculty/staff recognition throughout the year to ensure high staff morale.		Administrators	Morale is high	35%	50%	75%	100%
Funding Sources: 199 - Local - 0.00							
5) Provide CPI and TBSI training.		District Personnel	Staff will implement strategies learned	100%	100%	100%	100%
6) To provide training on STAAR Writing		Teachers and Instructional Coaches	Training was completed and implemented	5%	30%	75%	→
7) To provide training on STAAR Reading		Teachers and Instructional Coaches	Training was completed and implemented	5%	40%	80%	✗
8) To provide training on STAAR Math		Teachers and Instructional Coaches	Training was completed and utilized	5%	30%	80%	→

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
9) To provide training on STAAR Science		Teachers and Instructional Coaches	Training was completed and utilized	5%	30%	80%	→
10) To provide training on Student Proficiency Technology Applications (i.e. using photo story)		TIS	Training was completed and utilized	5%	50%	75%	→
11) To provide training on how to use the Science lab		Science Lab Teacher	Training was completed and utilized	25%	50%	75%	→
12) Continue Foundations Program		Teachers and Administrators	Teachers are aware of the philosophy of discipline on our campus and consistency across the building	35%	50%	70%	100%
13) Disaggregates Testing Data (STAAR, Benchmarks, COGAT, DRA/EDL)		Instructional Coaches and Administrators	Plan their instruction based on testing data	5%	30%	55%	→
14) Provide TEAM building activities to create a cohesive working group of teachers		Administrators	Create cohesiveness among teachers and staff	20%	30%	70%	✗
15) Training for the Special Ed referral process		Diagnostician	Understanding the referral process	100%	100%	100%	100%
16) Continue to increase STAAR-related knowledge.		Administrators, Teachers and Instructional Coaches	A better understanding of the changes in TAKS	90%	20%	75%	→
17) Provide T-TESS training for all teachers.		Administrators	Evaluation Results	100%	100%	100%	100%
18) Provide GT training		District Personnel	Teachers using higher order thinking skills during instruction	5%	40%	70%	→
19) Provide mentor training		District Personnel	New teachers are successful	5%	30%	55%	100%

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Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
20) Continue TELPAS training		District Personnel and Assistant Principal	Evaluation Results	20%	40%	75%	→

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

Goal 7: Pyburn Elementary will ensure quality staff is employed.

Performance Objective 2: Provide enhanced leadership development for employees.

Evaluation Data Source(s) 2: We will see an increase in teacher participation within the leadership capacity.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Assign teachers to leadership committees.		Administrators	Teachers will take ownership of different tasks and be held accountable.	35%	50%	75%	100%
2) Monitor and mentor homegrown students provided by the District.		Administrators and teachers	Homegrown students have the experiences necessary to become successful classroom teachers.	20%	40%	80%	100%
3) Encourage teachers to participate in "Aspiring Administrators".		Administrators	Increase leadership capacity on campus.	0%	0%	20%	→
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Goal 7: Pyburn Elementary will ensure quality staff is employed.

Performance Objective 3: Create an onboarding process to introduce new staff to District culture, goals and programs.

    Evaluation Data Source(s) 3: Make new teachers aware of the district and campus culture, goals and programs.

    Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide an orientation for all new staff members to make them aware of campus and district policies and culture of the school.		Administrators	New teachers will feel welcomed and prepared.	100%	100%	100%	100%
Funding Sources: 199 - Local - 300.00							
2) All new teachers will be given a mentor for support throughout the year.		Administrators	New teachers will feel supported.	100%	100%	100%	100%
3) Provide team-building opportunities throughout the year.		Administrators	Teacher retention rate will increase.	25%	35%	80%	→
4) Provide ongoing staff development.		Administrators	Teacher retention rate will increase.	25%	50%	70%	→
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 7: Pyburn Elementary will ensure quality staff is employed.

Performance Objective 4: Recruit and retain highly qualified staff.

Evaluation Data Source(s) 4: The campus will recruit and retain highly qualified staff.

Summative Evaluation 4: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) 100% of teachers and paraprofessionals hired will be highly qualified.		Administrators	All teachers are highly qualified.	45%	50%	70%	→
2) Attend job fairs to recruit highly qualified teachers.		Administrators	All positions are filled with higly qualified teachers.	0%	0%	0%	→
3) Staff treats each other with respect and professionalism.		Administrators and staff	An atmosphere of mutual respect is established.	30%	50%	75%	→
4) Interactions with students are respectful, positive and supportive.		Administrators and staff	The climate of the school is positive and supportive.	30%	50%	85%	100%
5) Recognize staff members who reach accomplishments and/or milestones throughout the year.		Administrators	High staff morale.	30%	50%	80%	→
6) Social committee will recognize staff birthdays each month.		Social Committee	Staff is celebrated.	30%	50%	75%	100%

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

Goal 8: Pyburn Elementary will provide superior operational services to best support student 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 Source(s) 1: Equipment will be replaced or updated as needed.

    Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue updating the Capital Outlay Replacement Plan.		Administrators and District Personnel	Equipment and materials are updated as needed.	15%	45%	70%	100%
Funding Sources: 199 - Local - 5000.00							
2) Meet with campus TIS to determine technology needs.		Administrators and TIS	Technology needs of the campus are met.	15%	40%	75%	100%
Funding Sources: 199 - Local - 5000.00							
3) Meet with the head custodian to determine needs of the campus.		Administrators and custodian	Needs of the campus are met.	15%	40%	75%	100%
Funding Sources: 199 - Local - 5000.00							
100% = Accomplished ➡ = Continue/Modify 0% = No Progress ✖ = Discontinue							

Goal 8: Pyburn Elementary will provide superior operational services to best support student and staff success.

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

Evaluation Data Source(s) 2: Increase customer satisfaction.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Customer service training for the front office personnel.		Administrators	Excellent customer service.	20%	45%	80%	100%
2) Administer a Needs Assessment survey for the staff at the end of the year.		Administrators	Feedback is provided to the campus for improvements.	0%	100%	100%	100%
3) Administer a customer service survey for the parents at the end of the year.		Administrators	Feedback is provided to the campus for improvements.	5%	0%	10%	100%
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✕ = Discontinue	

Goal 8: Pyburn Elementary will provide superior operational services to best support student and staff success.

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

Evaluation Data Source(s) 3: All resources purchased will be utilized to increase student and staff achievement.

Summative Evaluation 3: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All materials and resources purchased will be utilized to meet the needs of students.		Principal	Needs of students are met.	20%	40%	75%	100%
2) Budget manager and secretary will attend all district required staff development regarding budget.		Principal	Budget manager and secretary will follow budget procedures and guidelines.	30%	55%	80%	100%
3) Resources are checked out by teachers at the start of the school year and checked in at the end of the school year to account for all resources.		Administrators & CICs	All resources are accounted for.	30%	50%	80%	100%
100% = Accomplished		→ = Continue/Modify	0% = No Progress	✕ = Discontinue			

Goal 9: Pyburn Elementary will achieve a 96.5% or higher student attendance rate, utilizing the $2,116.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).

Performance Objective 1: Increase student attendance percentage to 97.5% or higher for the 2nd 6 Weeks Period.

    Evaluation Data Source(s) 1: Increased student attendance on PEIMS Report.

    Summative Evaluation 1: Significant progress made toward meeting Performance Objective

    Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			**Summative**
				Oct	Dec	Feb	May
1) Attendance Data reviewed by the attendance committee to formulate plan and determine needs.	2.6	C. Rivera A. Cuellar S. Alonso	Improved student attendance based on continuous monitoring and interventions as needed.	40%	65%	70%	→
2) CPAC Approval of Initiative Plan		C. Rivera	Approval granted	100%	100%	100%	100%
3) Goal setting and communication of goals/incentives for chronically absent students.		C. Rivera A. Cuellar S. Alonso	Student and parental accountability for attendance.	30%	65%	80%	100%
Problem Statements: Perceptions 1							
4) Provide incentives for students who had two or fewer absences in the 2nd 6 weeks or perfect attendance. (Donuts and Dance Party).	2.6	C. Rivera A. Cuellar	Students with improved or perfect attendance will be rewarded.	25%	45%	100%	→
Funding Sources: 199 - Attendance Incentive Allocation - 350.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Performance Objective 1 Problem Statements:

Perceptions

Problem Statement 1: Student attendance needs to improve on our campus. **Root Cause 1**: Many parents are not taking their child's school attendance seriously.

Goal 9: Pyburn Elementary will achieve a 96.5% or higher student attendance rate, utilizing the $2,116.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).

Performance Objective 2: Increase student attendance percentage to 97.3% or higher for the 3rd 6 Weeks Period.

Evaluation Data Source(s) 2: Increased student attendance on PEIMS report utilizing RaaWee, School Status, Skyward and ASAP (home visits).

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Conferences with students and parents who have attendance below 90%.	2.6	C. Rivera A. Cuellar S. Alonso	Parents understanding the importance of attendance.	5%	15%	35%	→
Problem Statements: Perceptions 1							
2) Pizza Party for students on target list who have shown growth during 1st semester (3 or fewer absences) and perfect attendance students.	2.6	C. Rivera A. Cuellar S. Alonso	Rewarding students with great or perfect attendance.	15%	15%	15%	→
Funding Sources: 199 - Attendance Incentive Allocation - 508.00							
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✕ = Discontinue	

Performance Objective 2 Problem Statements:

Perceptions
Problem Statement 1: Student attendance needs to improve on our campus. **Root Cause 1**: Many parents are not taking their child's school attendance seriously.

Goal 9: Pyburn Elementary will achieve a 96.5% or higher student attendance rate, utilizing the $2,116.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).

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

   Evaluation Data Source(s) 3: Increased student attendance on PEIMS Report.

   Summative Evaluation 3: Some progress made toward meeting Performance Objective

   Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide ice cream/popsicles for students on target list who have 2 or fewer absences and perfect attendance students.		C. Rivera A. Cuellar S. Alonso	Improved attendance for the grading period.	10%	10%	10%	→
Funding Sources: 199 - Attendance Incentive Allocation - 350.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 9: Pyburn Elementary will achieve a 96.5% or higher student attendance rate, utilizing the $2,116.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).

Performance Objective 4: Increase student attendance percentage to 97.4% or higher for the 5th 6 Weeks Period.

Evaluation Data Source(s) 4: Increased student attendance on PEIMS Report.

Summative Evaluation 4: No progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide treats for students on target list who have 2 or fewer absences and perfect attendance students.	2.6	C. Rivera A. Cuellar S. Alonso	Improved attendance for the grading period.	10%	10%	10%	→
Funding Sources: 199 - Attendance Incentive Allocation - 350.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue							

Goal 9: Pyburn Elementary will achieve a 96.5% or higher student attendance rate, utilizing the $2,116.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).

Performance Objective 5: Increase student attendance percentage to 97.2% or higher for the 6th 6 Weeks Period.

Evaluation Data Source(s) 5: Increased student attendance on PEIMS Report.

Summative Evaluation 5: No progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide pizza for students on target list who have shown growth during 2nd semester (3 or fewer absences) and perfect attendance students.		C. Rivera A. Cuellar S. Alonso	Improved attendance for the grading period.	10%	10%	10%	→
Funding Sources: 199 - Attendance Incentive Allocation - 508.00							

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

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The CPAC met on **May 7, 2018** to gather data for the eight committee groups consisting of teachers/staff, which were established to review the campus needs assessment feedback (parent/student/teacher surveys, student attendance, campus discipline, etc). Committees reviewed data pieces and determined the following campus needs based on the feedback:

1. Increase student/staff attendance

2. Increase meets and masters in STAAR-related subjects

3. Increase parental involvement

NOTES: Update dates, no etc., show list of committee members for the 4 groups for CNA (list "classroom teacher," not CIC) (check Williamson's for guidance)

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Committee teams met to discuss the needs in each one of their categories. Based on data pieces and survey information, committees came up with root causes and problem statements. They analyzed performance objectives for each goal and the strategies that went along with them based on the problem statements and root causes.

Kristen Dodson	Pre-K Teacher	kdodson@galenaparkisd.com	
Dora Rivera	Pre-K Teacher	drivera@galenaparkisd.com	Classroom Teacher
Pedro Munoz	Kinder Teacher	pmunoz@galenaparkisd.com	Classroom Teacher

Bernadette Bamba	Kinder Teacher	bbamba@galenaparkisd.com	Classroom Teacher
Veronica Salazar	1st grade teacher	vsalazar@galenaparkisd.com	Classroom Teacher
Karen Marshall	1st grade teacher	kmarshall@galenaparkisd.com	Classroom Teacher
Stephanie Rosas	2nd grade teacher	slozano@galenaparkisd.com	Classroom Teacher
Catherine Mussio	2nd grade teacher	cmussio@galenaparkisd.com	Classroom Teacher
Maria C. Flores	3rd grade teacher	mcflores@galenaparkisd.com	Classroom Teacher
Gayla Fee	3rd grade teacher	gfee@galenaparkisd.com	Classroom Teacher
Kia Ford	4th grade	kmelton@galenaparkisd.com	Classroom Teacher
Blanca Betancourt	4th Grade Teacher	bbetancourt@galenaparkisd.com	Classroom Teacher
Krista Ovalle	5th grade teacher	kovalle@galenaparkisd.com	Classroom Teacher
Analia Hernandez	5th Grade Teacher	ahernandez@galenaparkisd.com	Classroom Teacher
German Espinoza	CIC	gespinoza@galenaparkisd.com	CIC
Candace Campbell	CIC	ccampbell@galenaparkisd.com	CIC
Jorge Cuellar	PE Teacher	jcuellar@galenaparkisd.com	Classroom Teacher
Scott Lipscomb	Music Teacher	slipscomb@galenaparkisd.com	Classroom Teacher
Janie Salazar	Parent Inv. Specialist	jsalazar@galenaparkisd.com	Paraprofessional
Lucy Martinez	Library Clerk	lgutierrez@galenaparkisd.com	Paraprofessional
Karen Shelton	Special Ed Aide	kshelton@galenaparkisd.com	Paraprofessional
Maryann Adi	Special Ed Co-Teacher	madi@galenaparkisd.com	Classroom Teacher
Jessica De La Cruz	Special Ed Co-Teacher	jdelacruz@galenaparkisd.com	Classroom Teacher
Conrad Rivera	Principal	crivera@galenaparkisd.com	Administrator
Shelley Gomez	Assistant Principal	Spaquette@galenaparkisd.com	Administrator
Yolanda Gonzalez	Principals Secretary	yogonzalez@galenaparkisd.com	Paraprofessional
Gladis Garcia	Parent	gladisg0625@gmail.com	Parent
Sandra Chastain	Parent	sandrachastain@ymail.com	Parent
Daniel Benavides	Owner of Gym	houseofgainz@yahoo.com	Business Representative

Grace Saenz   TIS   gsaenz@galenaparkisd.com   TIS

2.2: Regular monitoring and revision

The CIP will be monitored at least quarterly and will be discussed at every CPAC meeting. If any updates/revisions are necessary, the final decisions will go through the CPAC for approval.

At 3:30 on the following dates:

09-27-2018

12-04-2018

02-25-2019

05-21-2019

2.3: Available to parents and community in an understandable format and language

A hard copy of the CIP will be available to parents in the front office (English/Spanish). Additionally, a link to the CIP will be available on the campus/district website and at the Galena Park ISD headquarters.

2.4: Opportunities for all children to meet State standards

As stated in the campus mission and vision statements, students are our main priority. Therefore, all students will be afforded every opportunity to meet state standards through whole group instruction, before/during/after-school interventions, differentiated instruction, high-quality instruction, and extracurricular activities.

(LINK TO GOALS/STRATEGIES IN CIP; GO BACK TO GOALS, EDIT STRATEGY SO THAT YOU CAN LINK TO THIS SECTION)

2.5: Increased learning time and well-rounded education

We will provide students with opportunities to attend tutorials to fill in learning gaps. Teachers will be provided up to date reading materials and math manipulatives to utilize for student improvement.

EXAMPLES: Boy's Club, Robotics, Honor Society, Brighter Bites....

(LINK STRATEGIES TO MAKE WELL-ROUNDED STUDENTS: BEFORE/AFTER SCHOOL TUTORIALS, ROBOTICS CLUB, ETC.)

2.6: Address needs of all students, particularly at-risk

All student progress is monitored closely. Through RTI and At-Risk identification, student progress is checked throughout the year. Aside from district assessments, teachers utilize ongoing formal and informal assessment to check student progress.

(AT-RISK STUDENTS: FIND STRATEGIES THAT SPECIFICALLY ADDRESS AT-RISK STUDENTS AND LINK TO THIS SECTION. STRATEGIES <u>MUST STATE AT-RISK STUDENTS</u>)

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The school/parent compact along with a calendar of the year's events will be handed out to parents during Meet the Teacher Night and Open House.

(HAVE TO STATE THE LIST OF INDIVIDUALS AND THEIR ROLES WHO ASSISTED WITH THE DEVELOPMENT OF PARENT AND FAMILY ENGAGEMENT: NOT THE CPAC PEEPS. NEED AGENDAS, SIGN-IN SHEETS, ETC.) *Should be majority parents*

(EX. AVAILABLE DURING REPORT CONFERENCES, OPEN HOUSE, IN THE FRONT OFFICE)

3.2: Offer flexible number of parent involvement meetings

We offer several opportunities for parental involvement meetings throughout the year. Aside from sponsored events, our campus PTA also hosts meetings. The first semester includes: Meet the Teacher, Open House, Report Card Conferences, Red Ribbon Week, Donuts with Dads, Grandparents Breakfast, Family Night, and parent volunteer opportunities. In the spring there are report card conferences, Muffins with Moms, Family Night, and parent volunteer opportunities.

(WHAT ARE YOU OFFERING PARENTS AND ARE YOU OFFERING IT DURING DIFFERENT TIMES DURING THE DAY. GET WITH SANDRA GARCIA).

Donuts, muffins, etc, does not count. Include items the Domestic Abuse meeting, R and M Family Night, etc.

Call it "Parent Engagement" and not "Parent Involvment." *Sign-in sheets should have printed name, signature and role*

2019-2020 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Conrad Rivera	Principal
Administrator	Angelica Cuellar	Assistant Principal
Classroom Teacher	Meredith Holmes	Kindergarten
Classroom Teacher	Bernadette Bamba	Kindergarten
Classroom Teacher	Eileen Ng	1st Grade
Classroom Teacher	Karen Marshall	1st Grade
Parent	Laura Dimas	Parent
Parent	Maria Conejo	Parent
Business Representative	Amando Garcia	Business Representative
District-level Professional	David Kahn	District Representative
Classroom Teacher	Analia Hernandez	5th Grade Teacher
Classroom Teacher	Erica Barajas	5th Grade Teacher
CIC	German Espinoza	CIC
CIC	Blanca Betancourt	CIC
Classroom Teacher	Kia Ford	4th Grade Teacher
Classroom Teacher	AIda Milan	4th Grade Teacher
Classroom Teacher	Ada Piazze	2nd Grade Teacher
Classroom Teacher	Rebecca Gutowsky	2nd Grade Teacher
Classroom Teacher	Marsha Tremont	3rd Grade Teacher
Classroom Teacher	Maria Flores	3rd Grade Teacher
Guidance Counselor	Sandra Garcia	Guidance Counselor
Nurse	Diana Wilson	School Nurse

Committee Role	Name	Position
Interventionist	Lilia Mar	Interventionist
TIS	Grace Saenz	TIS
Interventionist	Christi Andrews	PASS Teacher
Resource Teacher	Jessica De La Cruz	Special Education Teacher
Classroom Teacher	Jorge Cuellar	Physical Education
Classroom Teacher	Kristin Dodson	Pre-K Teacher
Classroom Teacher	Dora Rivera	Pre-K Teacher
Classroom Teacher	Scott Lipscomb	Music Teacher
Classroom Teacher	Abraham Reyes	3rd Grade Teacher

Campus Funding Summary

199 - Attendance Incentive Allocation					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
9	1	4			$350.00
9	2	2			$508.00
9	3	1			$350.00
9	4	1			$350.00
9	5	1			$508.00
				Sub-Total	$2,066.00
				Budgeted Fund Source Amount	$2,100.00
				+/- Difference	$34.00
				Grand Total	$2,066.00