

Garland Independent School District
Caldwell Elementary School
2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

Caldwell Elementary

Together as educators, students, and families we will provide a safe environment and create strong foundations in order to build confident, critical thinkers, who will become our future.

Vision

Caldwell Elementary teachers and staff members work to help their students become critical thinkers while helping students develop the confidence to believe in themselves and achieve their highest success.

Table of Contents

Goals 4

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management. 4

Goals

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 1: Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading, will increase from 33% in 2023 to 90% by 2025. (SY2023-24 interim goal = 60%)

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading, will increase from 41% in 2023 to 90% by 2025. (SY2023-24 interim goal = 60%)

Percent of students in grade 5 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading, will increase from 46% in 2023 to 90% by 2025. (SY2023-24 interim goal = 65%)

HB3 Goal

Evaluation Data Sources: Spring STAAR administration 2021 and EOY MAP-%ile High Average -reach goal for each grade level

Strategy 1 Details	Reviews			
<p>Strategy 1: All K-5 ELAR teachers will provide quality Tier 1 instruction following district required instructional minutes and curriculum. Teachers will implement balanced literacy strategies, including whole group, read aloud and modeling, as well small differentiated instruction. Student progress will be monitored through formal and informal assessments, as well as MAP projected proficiency targets.</p> <p>Strategy's Expected Result/Impact: MAP %ile Hi Avg- measure for STAAR campus goals</p> <p>Staff Responsible for Monitoring: Administration and Grade Level leads</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 2 Details	Reviews			
<p>Strategy 2: To meet basic individual student classroom materials for our highly mobile/at-risk students, Title One, Special Education, and bilingual funds will be used to purchase supplies and manipulatives to enhance learning in grades Pk-5th in Reading, Math, and Science (Ex. binders, pencils, white boards and markers, head phones, posters, anchor charts, etc) that will fill in the material gaps for identified at-risk students, personalize their learning, and help creating a print rich environment for all learners.</p> <p>Strategy's Expected Result/Impact: Intentional, meaningful and purposeful teaching occurs consistently, and content and language objectives are clearly supported by lesson delivery utilizing basic classroom materials to support teaching and learning to improve academic performance on MAP and STAAR</p> <p>Staff Responsible for Monitoring: Administration and Grade level chairs</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Classroom learning materials, Anchor Charts, Print Rich Environment for all learners - 6300 Supplies and Materials- Title I Funds - 63999 - \$22,465, Classroom Learning materials-Supplies and materials for at risk students \$2790---\$500 ITeam - 199 - PIC 24 State Comp Ed Funds - 63999 - \$4,155, Classroom supplies and materials - 199 - PIC 23 SPED State Allotment Funds - 63999 - \$608, Subs - attend observations/trainings/planning - 199 - PIC 24 State Comp Ed Funds - 61120 - \$1,800</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide professional development opportunities for teachers in the areas of reading, writing, math, and science in grades K-5th to improve academic performance and enrich tier 1 instruction. Teachers will attend local conferences that will support grade level and content TEKS and address current gaps in the area of reading, writing, math, and science in grades k-5th.</p> <p>Strategy's Expected Result/Impact: Intentional, purposeful and meaningful teaching occurs consistently and content and language objectives are clearly supported by lesson delivery utilizing, professional development strategies to support teaching and learning to improve academic performance on MAP and STAAR.</p> <p>Staff Responsible for Monitoring: Administration, coaches, lead teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Registration fees to attend conferences and professional development trainings - 6200 Contracted Services/Registration- Title I Fun - 6200 - \$10,282, Substitutes for classroom teachers to attend training - AESOP94 - 6100 Payroll- Title I Funds - 61120 - \$6,046</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Establish PLC time-lines and additional planning days both during the Fall and Spring for instructional planning and data analysis to respond to PK-5 campus reading performance trends based on monitoring data checkpoints and determine next steps for designing, delivering and providing data-driven support</p> <p>Strategy's Expected Result/Impact: Meet MAP %ile HiAvg and STAAR goals</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>-</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: To meet the needs of a highly mobile student population, Caldwell leadership team (CLT) will ensure effective teaching practices of planning, organization and instructional delivery by meeting every 9 weeks to collaboratively monitor academic improvement and set next steps for academic strategies. Teachers will have opportunity for outside of contract hours planning to close achievement gaps of all students. Strategy's Expected Result/Impact: Meet STAAR Reading scores are at % in the Performance Objective Staff Responsible for Monitoring: Administration and Campus Leadership Team</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: Subs for teachers - Planning Days/Paid T planning kronoscode 801 - 6100 Payroll- Title I Funds - 61120 Code 94 AESOP - \$14,519</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: mClass and Amplify reading will be utilized throughout the year to monitor reading skills and student progress in order to provide targeted and individualized student support. Strategy's Expected Result/Impact: Meet MAP %ile HiAvg and STAAR goals Staff Responsible for Monitoring: Administration, Coaches</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Students will increase reading comprehension by utilizing AVID Reading Comprehension strategies, such as structured note-taking, annotations, one pagers, and learning logs in their AVID Binders. Strategy's Expected Result/Impact: lesson plans, classroom walkthroughs, CBA data, AVID Binder, Notebooks Staff Responsible for Monitoring: teachers, admin, support coaches, AVID site team</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: AVID supplies for all students - 6300 Supplies and Materials- Title I Funds - 63999 - \$3,000</p>	Formative			Summative
	Nov	Feb	Apr	June



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 2: Percent of ELL students demonstrating English language acquisition, as measured by earning yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS), will increase from 47.4% in 2023 to 76% by 2025.(SY2023-24 interim goal = 60%)

HB3 Goal

Evaluation Data Sources: ELL measures on TELPAS





Strategy 1 Details	Reviews			
<p>Strategy 1: Integrate sheltered instruction methodology with approaches to literacy acceleration efforts to ensure Emergent Bilinguals (EBs) have full opportunity to demonstrate mastery in grade-level content learning while simultaneously acquiring English proficiency (use Reading A-Z-independent readers for home)</p> <p>Strategy's Expected Result/Impact: Meet TELPAS rates of proficiency</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide Fall and Spring Parent Engagement programs for ELL parents to ensure that families understand TELPAS learning standards and progress measures.</p> <p>Strategy's Expected Result/Impact: Improved TELPAS Results</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Parent and Family Engagement Supplies for meetings - 6300 Parent Involvement. Supplies T1 - 63999 - \$4,533</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 3: Percent of students in grade 5 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science, will increase from 15% in 2023 to 80% by 2025. Interim goal of 55% in 2024.

Evaluation Data Sources: STAAR spring administration testing data file (accountability subset)

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement the required minutes daily schedule of Science, Reading, and Math in PK-5 utilizing the district curriculum and supplemental materials.</p> <p>Strategy's Expected Result/Impact: Meet STAAR goal for 3rd, 4th, and 5th grade</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Software / Edusmart - 6300 Supplies and Materials- Title I Funds - 63999 - \$1,800</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will utilize common assessments (district and campus) and monitor progress using a data tracker to drive instructional lesson planning.</p> <p>Strategy's Expected Result/Impact: Improved STAAR Science Results</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 5th grade students will participate in 2 off-site real world TEKS based learning opportunities.</p> <p>Strategy's Expected Result/Impact: Improvement in Science understanding and STAAR Meets goal.</p> <p>Staff Responsible for Monitoring: Administration, Science teachers, Coaches</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 4: Percent of students demonstrating mathematical proficiency, as measured by Meets Grade Level performance in grades 3 Math STAAR will increase from 29% in 2023 to 90% by 2025. (SY2023-24 interim goal = 60%)





Percent of students demonstrating mathematical proficiency, as measured by Meets Grade Level performance in grades 4 Math STAAR will increase from 50% in 2023 to 90% by 2025. (SY2023-24 interim goal = 60%)

Percent of students in grade 5 demonstrating mathematical proficiency, as measured by Meets Grade Level performance on STAAR Math, will increase from 59% in 2023 to 90% by 2025. (SY2023 interim goal = 65%)

HB3 Goal

Evaluation Data Sources: STAAR Mathematics

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure that K-5 Daily Schedule includes at least the require 120 daily minutes of math instruction to meet the required Structured Mathematics instruction block, to include small-group guided math instruction and use methods and instructional strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which include activities using Think Up books to provide a well-rounded education.</p> <p>Strategy's Expected Result/Impact: Meet MAP %ile HiAvg and STAAR goals</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June





Strategy 2 Details	Reviews			
<p>Strategy 2: Establish targeted PLC time-lines and additional planning days both in the Fall and Spring for lesson planning and processes to aggressively analyze, monitor and respond to K-5 campus mathematics performance trends and provide targeted PD related to Math goal setting and instructional strategies</p> <p>Strategy's Expected Result/Impact: Meet MAP %ile HiAvg and STAAR goals</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Ensure district curriculum use and focus on data-driven instructional practices, formative feedback protocols and building grade level capacity and culturally responsive collaboration for targeted and personalized instruction during the structured mathematics instructional block. Interventionist will review data and push-in to ensure differentiated and targeted instruction to address the needs and current student gaps.</p> <p>Strategy's Expected Result/Impact: Meet MAP %ile HiAvg and STAAR goals</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 5: Percent of student management incidents resulting in exclusionary consequences [i.e., In School Suspension (ISS), Out of School Suspension (OSS), and Alternative Education Center (AEC)] was 0% for 2023-24 and will remain at less 3% by 2025. (SY2024 interim goal =3%)

Evaluation Data Sources: Review360 Incident Summary Report - total # of exclusionary consequences out of total # of consequences

Strategy 1 Details	Reviews			
<p>Strategy 1: Discipline data will be analyzed by staff quarterly (Campus Improvement Team) who will recommend next steps for students in need of behavioral intervention discussed while teachers implement PBIS campus-wide structures and expectations to promote safe and positive student behavior and academic readiness. Ex. Social Contracts posted in each room -Equitable Culture and Climate -Arrival and Dismissal greeters and -Attendance Matters Everyday incentives) and support, including interventions and support that integrate best practices on grief-informed and trauma-informed care and restorative practices.</p> <p>Strategy's Expected Result/Impact: Decrease in exclusionary consequences</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Students will be provided guidance and support by counseling services, teacher directed social emotional learning lessons, SRO, nurse, and specials teachers. Ex. of topics-Weekly meetings, Circles, bullying, human growth and maturing, safety, and participating in wellness activities and be provided the following programs:</p> <ul style="list-style-type: none"> a. suicide prevention including a parental or guardian notification procedure [TEC 11.252(3)(B)(i)] b. conflict resolution programs [TEC 11.252(3)(B)(ii)] c. violence prevention programs [TEC 11.252(3)(B)(iii)] d. dyslexia treatment programs [TEC 11.252(a)(3)(B)(iv)] e. Dropout reduction [TEC 11.252(a)(3)(C)] <p>Strategy's Expected Result/Impact: Improved SEL culture and climate</p> <p>Staff Responsible for Monitoring: Administration and Counselor</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Prioritize campus development of PBIS culture plans, including teacher reflection, planning, student orientation, campus-wide culture, clear systems for student management, emphasis on high student engagement in the classroom and meeting all expectations in common areas . Develop common expectations and posted for campus-wide routines and procedures. Celebrations will be implemented every grading cycle for meeting behavioral expectations.</p> <p>Strategy's Expected Result/Impact: Decrease in classroom discipline incidents and exclusionary consequences</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 6: FEDERAL ACCOUNTABILITY (Targeted School of Improvement): Due to one or more consistently under-performing student group in 2023 accountability, STAAR student performance in the following areas need to increase to meet the student performance targets:





All Students: Reading Academic Achievement from 40% (2023) to at least 60% (min target)

All Students: Mathematics Academic Achievement from 46% (2023) to at least 60% (min target)

All Students: Student Success (D1 STAAR Component) from 41(2023) to at least 53 (min target)

3rd-5th Grade Level performance on STAAR Science, will increase from 15% in 2023 to 80% by 2025. (SY2023-24 interim goal = 55%)

Evaluation Data Sources: STAAR data results





Strategy 1 Details	Reviews			
<p>Strategy 1: Using the Target Improvement Process, all teachers and retired teachers will provide targeted STAAR accelerated instruction in math, science, writing and ELA in grades 3rd - 5th (push in) by providing small group instruction in a culturally responsive learning environment during the day and during after school boot-camps. Students will understand and relate cultural perspective and incorporate strategies learned to succeed in STAAR.</p> <p>Strategy's Expected Result/Impact: Meet MAP %ile HiAvg and STAAR goals</p> <p>Staff Responsible for Monitoring: Administration, Coaches, Interventionist, CLT.</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Instructional supplies and materials including workbooks for math, science, writing, and ELA. - 6300 Supplies and Materials- Title I Funds - 63999 - \$3,300</p>	Formative			Summative
	Nov	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 7: STATE ACCOUNTABILITY (D Domain Rating): Due to a 2023 accountability rating of C in the following domain(s), STAAR student performance in the corresponding areas need to increase to meet the domain performance targets:

Student Achievement Domain performance will increase from an average STAAR performance level score of 41 (scale score of 70/C) to at least an average STAAR performance component cut score of 53 (scale score 80-89/B).

Evaluation Data Sources: 2023-2024 STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement system during instructional planning to develop, monitor, and consistently refine know/show charts, aligned learning objective (LOs) and demonstration of learning (DOLs) -particularly in STAAR tested subjects (5.1 objective-driven lesson plans with formative assessments)(Lesson Planning-IPC twice in Fall and once in Spring) to ensure Standard and Rigorous Routines and Procedures for lesson delivery</p> <p>Strategy's Expected Result/Impact: Meet STAAR Goals</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 8: To support overall student achievement, Caldwell will provide families with learning opportunities and resources that will enable them to become more involved in their child's educational success by increasing parental participation in student academics, educating parents on academic requirements and strengthen the home school connection by providing learning materials to parents to enable them to follow-up with tools to help their children at home.

Evaluation Data Sources: Improved parental engagement

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will communicate with parents using DOJO, weekly SMORE, grade level newsletter, or other communication platforms, and will hold parent conference as needed.</p> <p>Strategy's Expected Result/Impact: Positive relationship with parents</p> <p>Staff Responsible for Monitoring: Administration and Counselor</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Parent training will be provided on how to help their child be successful at school, TELPAS, Skyward Access, and ELAR/MATH teaching and learning. Ex. Using STAAR resources, Zearn, Amplify Boost, Edusmart, and books to support and extend home learning opportunities. Parents can monitor student progress by checking grades on Skyward.</p> <p>Strategy's Expected Result/Impact: Improved relationships with parents</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June





Strategy 3 Details	Reviews			
<p>Strategy 3: Transition activities will be provided to incoming PreK/K students and outgoing 5th graders. Support school readiness for incoming PK/K through school transition meeting for families of incoming students where information about PreK/K readiness will be reviewed. 5th Graders will attend Middle School recruitment activities and planning in the Spring of 5th grade where information on graduation plans, and college and career readiness will be reviewed.</p> <p>Strategy's Expected Result/Impact: Improved transition for PRE K and Grade 5 students</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Develop jointly with, and distribute to parents, a written PFE policy that describes how the school will inform parents of the school's participation in the Title I, Part A program, and strategies that the school will use to build the capacity of parents to support campus academic goals. To meet the needs of diverse languages of our parents, families and community members, additional language translation of the policy will be made available at no cost.</p> <p>Strategy's Expected Result/Impact: Build parent capacity in supporting the campus academic goals and needs. Student will show academic growth in all grade levels.</p> <p>Staff Responsible for Monitoring: Administration, Counselor, and Parents</p> <p>Title I: 2.4, 2.6, 4.1, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Targeted Support Strategy</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Develop jointly with, and distribute to parents, a school-parent compact, which will describe the shared responsibility for learning among staff, families and students. To meet the needs of diverse languages of our parents, families and community members, additional language translation of the compact will be made available at no cost.</p> <p>Strategy's Expected Result/Impact: Create clear understanding of learning expectations among parents, students, and staff.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, post-secondary readiness, and equity in student management.

Performance Objective 9: By June 2024, the turnover rate at Caldwell Elementary will be reduced by 50%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Complete campus and district on-boarding processes and maintain open communication with all employees through various channels, such as face-to-face meetings, classroom observations, staff newsletters, campus events, coaching conversations, etc.</p> <p>Strategy's Expected Result/Impact: Reduce teacher turnover and familiarize all staff with campus and district expectations.</p> <p>Staff Responsible for Monitoring: Leadership team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize best hiring practices, campus risk factor knowledge, and quality interview/selection processes in a timely manner to secure teachers and staff that meet all student needs.</p> <p>Strategy's Expected Result/Impact: Hire highly qualified teachers that understand campus needs and vision for at-risk students.</p> <p>Staff Responsible for Monitoring: Leadership team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide ongoing opportunities for professional development for all staff through PLCs, lesson rehearsal/ planning experiences, the Elementary Teacher Enrichment Program, and a consistent walkthrough/coaching/feedback cycle.</p> <p>Strategy's Expected Result/Impact: Professional development opportunities for all teachers to continue developing their growth and school capacity.</p> <p>Staff Responsible for Monitoring: Leadership team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				