

**Garland Independent School District
Giddens-Steadham Elementary School
2023-2024 Goals/Performance Objectives/Strategies**



Board Approval Date: October 24, 2023
Public Presentation Date: September 14, 2023

Mission Statement

Joyce Giddens-Steadham Elementary School nurtures the growth and development of every student by offering engaging instruction and supportive relationships. Every student will be empowered to become responsible citizens, reach their academic goals, and grow their social skills throughout their educational careers and in life.

Vision

Reaching and teaching every student, every day.

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Goals

Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.





Performance Objective 1: Percent of students in grade 3-5 demonstrating early literacy as measured by Meets Grade Level performance on STAAR 2.0 Reading, will increase from 43% in 2023 to 50% in 2024, to 73% by 2038.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will disaggregate data from MAP, unit assessments, and other formative assessments during PLCs to plan targeted reteach from spiraled review and activities.</p> <p>Strategy's Expected Result/Impact: Improved academic performance.</p> <p>Staff Responsible for Monitoring: Teachers and Administrators</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers use of reading (foundational skills, decode and comprehension), listening (AVID strategies), speaking (Structured and Accountable conversations) and writing (SCR and ECR) strategies and resources in the classroom setting so students (K-5) will meet or exceed their projected growth by EOY in reading MAP.</p> <p>Strategy's Expected Result/Impact: Improved academic performance. Continuous growth as measured by MAP.</p> <p>Staff Responsible for Monitoring: Teachers and Administrator</p> <p>Funding Sources: Staar books and materials - 6300 Supplies and Materials- Title I Funds - \$7,100</p>	Formative			Summative
	Nov	Feb	Apr	June
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Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.





Performance Objective 2: The percentage of EB students demonstrating English language acquisition, as measured by the yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS), will increase from 48% in 2023 to 50% by 2024 by 69% by 2038.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will teach academic vocabulary in context through hands-on experience, visuals, and application that includes discussion, writing, and technology such as flip grid and illustration.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Bilingual teachers grades K-5 will teach using the dual language model of instruction for all content areas. Strategies will include Bilingual pairs, word walls (to build vocabulary), content wall (to anchor concepts), bilingual dictionaries, and journal writing in all content areas to improve critical writing and thinking.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Administration</p> <p>Funding Sources: Bilingual student resources - 199 - PIC 25 Bil./ESL State Allotment Funds - \$2,646</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will utilize data from mClass, MAP, and formative assessments to plan small groups, to specifically target and support individual student needs.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Administration</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 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will implement one Sheltered Instruction and AVID strategy every grading cycle to support instruction for all students.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Admin</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Admin will host parent Title III training in the Fall and Spring to inform parents of information regarding TELPAS testing.</p> <p>Strategy's Expected Result/Impact: Increase parent engagement and knowledge of TELPAS and Title III requirements.</p> <p>Staff Responsible for Monitoring: Admin</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, postsecondary readiness, and graduation rates and decreasing student management incidences.





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 17% in 2023 to 50% by 2024, 50% by 2038.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will plan rigorous instruction by implementing hand-on science labs to increase TEK alignment and student engagement.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Admin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Supplies for labs - 6300 Supplies and Materials- Title I Funds - \$1,500</p>	Formative			Summative
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Goal 1: Garland ISD will ensure ALL students graduate prepared for college, careers, and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Performance Objective 4: Percent of students demonstrating mathematical proficiency, as measured by Meets Grade Level performance by the end of grades 3-5 on STAAR, will increase from 36% in 2023 to 50% by 2024, 75% by 2038

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will utilize Lead4ward (K-5) to pre-teach academic vocabulary aligned to the unit of instruction and continuously spiral math strategies aligned to the TEKS.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Admin</p> <p>AVID Committee</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 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will plan and implement rigorous instruction by lesson internalization, completing data trackers, and attending PLCs and student monitoring during instruction with the use of wireless devices.</p> <p>Strategy's Expected Result/Impact: Increased student performance on District/State assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>ELST</p> <p>CST</p> <p>Admin</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 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will provide tutorials to review and reteach low-performing TEKS to close achievement gaps identified through formative and summative assessments throughout the year, specifically focusing on economically disadvantaged, Sped, and African American student groups.</p> <p>Strategy's Expected Result/Impact: Increase STAAR Math and Reading scores by 10% in overall Approaches Grade Level rate for all students on for the 2021 STAAR Math and Reading administration.</p> <p>Staff Responsible for Monitoring: Campus administrators, classroom teachers, intervention team.</p> <p>Funding Sources: Payroll - 6100 Payroll- Title I Funds - \$10,377, Supplies and Materials - 6300 Supplies and Materials- Title I Funds - \$3,527, Supplies and materials - 199 - PIC 24 State Comp Ed Funds - \$5,355, Supplies and materials - 199 - PIC 23 SPED State Allotment Funds - \$1,767</p>	Formative			Summative
	Nov	Feb	Apr	June
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Performance Objective 5: Percentage of student management incidents resulting in exclusionary consequences [i.e., In School Suspension (ISS), Out of School Suspension (OSS), and Reassignment Rooms] will decrease from 24.3% in 2022-2023 to 15% by 2023-2024.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: PBIS crew will plan academic and behavior nest challenges for the 2021-2022 school year and design all communications for staff and families, as well as, order materials needed to execute nest pep rallies, reward celebrations, and campus-wide system posters.</p> <p>Strategy's Expected Result/Impact: Decreased OSS and ISS placements.</p> <p>Increased family community at the school school.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Administration</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will implement appropriate behavioral interventions for students based on strategies discussed in staff development to address diversity, building relationships with students, and restorative practices. (SEL) Teachers will review discipline data and intervention strategies every grading cycle.</p> <p>Strategy's Expected Result/Impact: Decreased OSS and ISS placements, specifically reducing the exclusionary consequences for Hispanic students.</p> <p>Stronger relationships between students and staff.</p> <p>Staff Responsible for Monitoring: Teachers</p> <p>Administration</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Positive behavior support system will be implemented school wide through Nest system in which students can earn Nest points for academic success and improvement, as well as, outstanding character and behavior.</p> <p>Strategy's Expected Result/Impact: Decreased OSS and ISS placements.</p> <p>Increase student confidence and overall character development.</p> <p>Staff Responsible for Monitoring: Counselor Administration PBIS Team</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will host various parent training for at-home strategies during AVID, parents conferences nights, and other parent engagement nights.</p> <p>Strategy's Expected Result/Impact: Decreased OSS and ISS placements.</p> <p>Student growth in math and reading.</p> <p>Increased school and home relationships.</p> <p>Staff Responsible for Monitoring: Teachers Administrators Counselor</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - 6300 Parent Involvement. Supplies T1 - \$2,251</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Support transition to middle school for 5th graders moving to 6th grade by holding Transition meetings for families in collaboration with feeder schools to provide information on graduation plans, and college and career readiness.</p> <p>Strategy's Expected Result/Impact: 5th graders will have a successful transition from 5th to 6th grade.</p> <p>Staff Responsible for Monitoring: 5th grade teachers Counselor Admin</p>	Formative			Summative
	Nov	Feb	Apr	June





Strategy 6 Details	Reviews			
<p>Strategy 6: Admin with 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: Increased parent involvement</p> <p>Staff Responsible for Monitoring: Admin Counselor</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Admin will 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 policy will be made available at no cost.</p> <p>Strategy's Expected Result/Impact: Increased parent Involvement</p> <p>Staff Responsible for Monitoring: Admin</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Steadham Staff will support school readiness for incoming PK/K through school transition meetings for families of incoming students. Provide information to parents on PreK/K readiness.</p> <p>Strategy's Expected Result/Impact: Increased parent Involvement</p> <p>Staff Responsible for Monitoring: Admin, Pre-k and Kinder teachers</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Students will use organizational tools to encourage personal responsibility and ownership in their learning as well as providing a vehicle for parent communication. Parent communication sent home will be in multiple languages.</p> <p>Strategy's Expected Result/Impact: Increased Parent Involvement</p> <p>Staff Responsible for Monitoring: Admin and Staff</p>	Formative			Summative
	Nov	Feb	Apr	June
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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:

African American Students: STAAR Academic Achievement per meets grade level in STAAR from 19% (2023) to meets or exceeds district average in 2024.
 Economically Disadvantaged Students: STAAR Academic Achievement per meets grade level in STAAR from 26% (2023) to meets or exceeds district average in 2024.





Special Education Students: STAAR Academic Achievement per meets grade level in STAAR from 12% (2023) to meets or exceeds district average in 2024.

Strategy 1 Details	Reviews			
<p>Strategy 1: During weekly data meetings, collect and analyze student work samples specifically for targeted students, develop reteach, and schedule observation of reteach for math and reading, with a specific focus on the targeted student populations.</p> <p>Strategy's Expected Result/Impact: Higher student growth on EOY MAP and STAAR</p> <p>Staff Responsible for Monitoring: Admin Teachers IST</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: During weekly or bi-weekly instructional planning meetings, identify key concepts or skills in upcoming content to pre-teach to struggling learners during small group instruction, with increased attention to the targeted student groups for math and reading.</p> <p>Strategy's Expected Result/Impact: Higher student growth on STAAR and EOY Map</p> <p>Staff Responsible for Monitoring: Admin Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Feb	Apr	June
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Performance Objective 7: Staff Quality/Retention/Recruitment: By June 2024, the turnover rate at Steadham Elementary will be reduced by 50% compared to previous year.

Evaluation Data Sources: TAPR Report, Panorama staff survey

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>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>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: Stability will result in higher academic performance.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Feb	Apr	June
	Review content area			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				