

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

Mission Statement

An innovative community built from self-motivated, global learners.

Vision

To encourage whole child development by providing opportunities for individual academic and social growth through exploration.

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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 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading, will increase from 66.7% to 70.8% in 3rd grade, from 78.4% to 81.6% in 4th grade, and from 78.9% to 82.1% in 5th grade by 2023.





HB3 Goal

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will utilize data from mClass, MAP, ISIP, STAAR, TELPAS and formative assessments to plan small group, teacher-led instruction to specifically target and support individual student needs in PLCs and planning days. Teachers will attend professional development off campus to support all students.</p> <p>Strategy's Expected Result/Impact: Increase in MAP, STAAR, TELPAS data and mClass levels</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Additional Targeted Support Strategy</p> <p>Funding Sources: Subs and extra duty pay - 6100 Payroll- Title I Funds - \$1,000, PD - 6400 Healthy Snacks/Bus/Travel - Title I Funds - 62999 - \$1,739, Supplies and Materials - 6300 Supplies and Materials- Title I Funds - 63999 - \$2,000</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will collaborate in professional learning communities utilizing common goals, data analysis, and Montessori planning with the focus given to our students with disabilities. Montessori and traditional teachers will use literature books, Montessori materials, and manipulatives to meet student and campus instructional goals.</p> <p>Strategy's Expected Result/Impact: Increase MAP and mClass scores and increase percentage from meets to masters on STAAR</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</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: Supplemental Pay for Planning - 6100 Payroll- Title I Funds - \$4,000, Instructional Supplies - 6300 Supplies and Materials- Title I Funds - \$7,131, Individual instructional supplies and materials - 199 - PIC 23 SPED State Allotment Funds - \$1,026</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: 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 family involvement, mClass, MAP, and STAAR scores.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math</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 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. Families will have an opportunity to review the compact and provide feedback during parent-teacher conferences.</p> <p>Strategy's Expected Result/Impact: Increased family involvement, mClass, MAP, and STAAR scores.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Field Trip - 6400 Healthy Snacks/Bus/Travel - Title I Funds - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide parent and family printing material for Literacy Night activities, Reading for Treats activities, and Meet the Teacher activities in order to increase parent and family participation supporting student achievement.</p> <p>Strategy's Expected Result/Impact: Increased family involvement, mClass, MAP, and STAAR scores.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and ELST</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - 6300 Parent Involvement. Supplies T1 - \$4,190</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide campus events to support literacy instruction</p> <p>Strategy's Expected Result/Impact: Overall, kindergarten through 5th grade will be at grade level reading expectations measured by mClass data.</p> <p>Staff Responsible for Monitoring: Principal and ESLT</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 6300 Supplies and Materials- Title I Funds - \$1,500</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 7 Details	Reviews			
<p>Strategy 7: Students will utilize social studies manipulatives, materials, and books in order to increase academic vocabulary, differentiate between fiction and non-fiction and identify text features to increase reading scores.</p> <p>Strategy's Expected Result/Impact: Increase in MAP, STAAR, TELPAS data and mClass levels</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, and ELST</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: - 6300 Supplies and Materials- Title I Funds - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Parents and the community will be given tours and teachers will lead parent information night and Open House about Montessori and traditional learning to help increase parent and family participation at Herfurth.</p> <p>Strategy's Expected Result/Impact: Help increase parent and family participation and knowledge about the Montessori curriculum</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.5, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 6100 Payroll- Title I Funds - \$2,000</p>	Formative			Summative
	Nov	Feb	Apr	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 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: Percent of ELL students demonstrating English language acquisition, as measured by learning yearly progress indicator on the Texas English Language Proficiency Assessment system (TELPAS), will increase from 37.9% to 56% by 2023.

Evaluation Data Sources: TELPAS spring administration testing file (only students with progress measure accountability subset)





Strategy 1 Details	Reviews			
<p>Strategy 1: EB students will utilize Imagine Language & Literacy (ILL) at least 90 minutes a week.</p> <p>Strategy's Expected Result/Impact: An increase in TELPAS proficiency scores and Reading MAP/STAAR scores</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</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: Teachers will use Sheltered Instruction strategies in all content areas to help EB students continue to develop the English language.</p> <p>Strategy's Expected Result/Impact: An increase in TELPAS proficiency scores and Reading MAP/STAAR scores</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: Instructional Materials and Supplies - 199 - PIC 25 Bil../ESL State Allotment Funds - \$3,066</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 42.2% to 62% by 2023.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will use hands-on materials to conduct real-world science experiments for every unit and at family science night.</p> <p>Strategy's Expected Result/Impact: Increase in science STAAR scores</p> <p>Staff Responsible for Monitoring: Principal, assistant principal</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Science FieldTrips - 6300 Supplies and Materials- Title I Funds - \$850</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will use science-based reading materials to strengthen science vocabulary and science mastery</p> <p>Strategy's Expected Result/Impact: Increase in science STAAR scores</p> <p>Staff Responsible for Monitoring: Principal, assistant principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>-</p> <p>Funding Sources: Science STAAR materials - 6300 Supplies and Materials- Title I Funds - \$2,388</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 5th Grade Students will attend Sky Ranch and PreK-4th grade will attend field trips to experience hands on outdoor learning.</p> <p>Strategy's Expected Result/Impact: Increase in Science Scores</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6</p> <p>Funding Sources: - 6400 Healthy Snacks/Bus/Travel - Title I Funds - \$522</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Students in Pre-K through 5th grade will attend field trips to experience hands on learning to strengthen and acquire more skills in knowledge in math and science through real world experiences.</p> <p>Strategy's Expected Result/Impact: Increase Science Scores</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5</p> <p>Funding Sources: Field Trip Expenses - 6100 Payroll- Title I Funds - \$5,000</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, 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 on STAAR math, will increase from 58.7% to 62.3% in 3rd grade, in 4th grade from 45.1% to 48.7%, and from 65.7% to 69.3% in 5th grade by 2023.

Evaluation Data Sources: STAAR spring administration testing data file (first-time testers only; accountability subset)

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will utilize virtual math manipulatives and software, hands-on manipulatives, or STAAR related test prep materials in order to increase math academic vocabulary, connect concrete to abstract knowledge, and practice new question types on STAAR 2.0</p> <p>Strategy's Expected Result/Impact: Increase in MAP and STAAR scores</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</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: Instructional Supplies - 6300 Supplies and Materials- Title I Funds - \$1,000</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will provide after-school tutorials and/or enrichment providing timely assistance to at-risk students, with specific attention to special education students and low socio-economic students. Parents will be invited to an afterschool event and encouraged to reinforce these skills at home.</p> <p>Strategy's Expected Result/Impact: Increase in tutorial attendance, increase in MAP, mClass, DRA and STAAR scores</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Supplies and Materials - 199 - PIC 24 State Comp Ed Funds - \$4,110</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will utilize data from MAP, STAAR, and formative assessments to plan small group, teacher-led instruction to specifically target and support individual student needs in PLCs and planning days.</p> <p>Strategy's Expected Result/Impact: Increase in MAP and STAAR, levels</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: Instructional Supplies - 6300 Supplies and Materials- Title I Funds - \$6,000, Supplemental Pay for Planning - 6100 Payroll- Title I Funds - \$3,000</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will attend the the Montessori Event Conference and/or Magnet Schools of America Conference to learn new strategies that can be implemented in the classroom with our Montessori students. Teachers attending the conference(s) will share what was learned at staff meetings, PLC's and/or PD days.</p> <p>Strategy's Expected Result/Impact: Increase in MAP, STAAR, TELPAS data and mClass levels</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: - 6400 Healthy Snacks/Bus/Travel - Title I Funds - \$9,800</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Additional tutors will provide in-school small group instruction and/or enrichment providing timely assistance to at-risk students, with specific attention to HB4545, white, and Asian students.</p> <p>Strategy's Expected Result/Impact: Increase MAP and STAAR scores in math.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Funding Sources: Tutors - 6100 Payroll- Title I Funds - \$3,000</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Teachers will use walk through feedback , coaching conferences, PLC's, PD, and MAP data so that 60% of students meet or exceed their projected growth as evidenced on EOY MAP math.</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, postsecondary readiness and graduation rates, and decreasing student management incidences.

Performance Objective 5: Percent of student management incidents resulting in exclusionary consequences (i.e., In School Suspensions (ISS), Out of School Suspension (OSS), and Reassignment Rooms) will decrease from 14.6% to 13.1% in 2023.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement appropriate behavioral interventions for individual students based on strategies discussed in staff development to address diversity, building relationships with students, and working with students from different populations including African American, Hispanic, and White students. Teachers will review discipline data and intervention strategies each semester.</p> <p>Strategy's Expected Result/Impact: PLC Minutes, decrease in discipline referrals</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Books - 6300 Supplies and Materials- Title I Funds - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Training for classroom management will be offered to teachers who serve students in the traditional and Montessori track. Teachers will use differentiated materials and resources and new strategies learned from training to meet our students social and emotional needs and/or learning disabilities.</p> <p>Strategy's Expected Result/Impact: Decrease in discipline referrals</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Sensory Materials - 6300 Supplies and Materials- Title I Funds - \$1,000</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Host campus tours for incoming new students, acclimate new students to the school environment and offer open house presentations to explain expectations to parents and families.</p> <p>Strategy's Expected Result/Impact: Increase in relationships and decrease in discipline referrals.</p> <p>Staff Responsible for Monitoring: Principal, Counselor</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: Supplemental Pay to Host Open House - 6100 Payroll- Title I Funds - \$3,953, Supplies and Materials - 6300 Supplies and Materials- Title I Funds - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will do a professional development book study on how to learn new strategies to meet students social and emotional needs.</p> <p>Strategy's Expected Result/Impact: Decrease in discipline referrals</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Professional Development Training - 6400 Healthy Snacks/Bus/Travel - Title I Funds - \$2,000</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Students will have the opportunity to reset using sensorial tools that are engaging in order to cool down and be ready to learn.</p> <p>Strategy's Expected Result/Impact: Students will be able to self regulate and focus in order to minimize instruction lost in the classroom.</p> <p>Staff Responsible for Monitoring: Principal, AP, Counselor, and SPED teachers</p> <p>Title I: 2.5, 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 6300 Supplies and Materials- Title I Funds - \$1,000</p>	Formative			Summative
	Nov	Feb	Apr	June
	N/A			



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, postsecondary readiness and graduation rates, and decreasing student management incidences.

Performance Objective 6: Every 5th grade student will master academic standards to ensure college and career readiness.

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





Strategy 1 Details	Reviews			
<p>Strategy 1: Every 5th grade student will attend the GRCTC field trip to learn about different careers so students can make course selection options for middle school that reflect student interests and ensure college and career readiness.</p> <p>Strategy's Expected Result/Impact: Students will make informed decisions regarding careers and college readiness.</p> <p>Staff Responsible for Monitoring: Counselor and Principal</p> <p>Title I: 2.4, 2.6</p> <p>Funding Sources: Bus Transportation - 6400 Healthy Snacks/Bus/Travel - Title I Funds - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Magnet Funding Justification

Performance Objective 1: Provide instruction and implement the Montessori philosophy in PK3 to fifth grade for our magnet students

Evaluation Data Sources: Enrollment numbers and individual work plans - Magnet Funding Justification

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will use hands-on materials to make a connection between concrete and abstract concepts. Strategy's Expected Result/Impact: Increased students mastering grade level or above TEKS and content Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: Montessori materials - 199 - Magnet Funds - \$8,200, Art Consumable Supplies - 199 - Magnet Funds - \$1,500</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to train teachers and parents on the Montessori method. Strategy's Expected Result/Impact: Increase in parent understanding, student enrollment, increase in MAP and STAAR scores Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Funding Sources: Subs - 199 - Magnet Funds - \$800, Extra Duty - 199 - Magnet Funds - \$500, Healthy Snacks - 199 - Magnet Funds - \$500, AMS Conference - 199 - Magnet Funds - \$29,500</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: 5th-grade students attend field trip tours of different middle schools in GISD</p> <p>Strategy's Expected Result/Impact: Prepare Montessori 5th graders for the middle school traditional environment.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Buses - 199 - Magnet Funds - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				