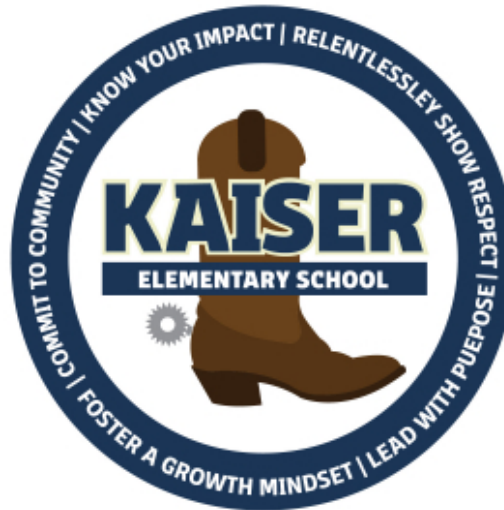


Klein Independent School District
Kaiser Elementary School
2018-2019 Goals/Strategies/Action Steps



Mission Statement

EVERY student enters with a PROMISE and exits with a PURPOSE!

Vision

By focusing on high yield strategies and our Kaiser core values, we will ensure EVERY student makes a year's growth!

Value Statement

At Kaiser we use our core values of: Commit to Community, Know Your Impact, Relentlessly Show Respect, Foster a Growth Mindset, Lead With Purpose, our Learner Qualities of: Risk taker, Creative, Resilient, Thinker, Collaborative and our high yield strategies to shape the whole learner and to guide them to reach their purpose.

Table of Contents

| | |
|---|----|
| Action Plan | 4 |
| Goal 1: Re-imagine Learning: We will increase student achievement and narrow the achievement gap by at least 5% in reading and writing using a variety of indicators to indicate improved learning by our students as measured by local, district, state, and national indicators by the end of the 2018-2019 school year. | 4 |
| Goal 2: Cultivate Talent: We will identify, be trained in, and implement common high-yield and culturally responsive instructional strategies in order to increase teacher expectations for student success and improve student outcomes in local, state, and national measures. | 10 |
| Goal 3: Build Community: We will align our current core values to those at Klein Forest High School to ensure there is a common language and clear expectations for every student throughout the system as it pertains to character education and school culture. | 14 |

Action Plan

Goal 1: Re-imagine Learning:

We will increase student achievement and narrow the achievement gap by at least 5% in reading and writing using a variety of indicators to indicate improved learning by our students as measured by local, district, state, and national indicators by the end of the 2018-2019 school year.

Strategy 1: We will utilize a dynamic, guaranteed, and viable curriculum and provide every student with a rich, relevant, and clear pathway to success.

Measures/Indicators 1:

Summative Evaluation 1:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|----------|---|--|
| <p style="text-align: center;">Targeted Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) We will provide high quality reading workshop framework to raise student reading comprehension across all content areas. We will purchase reading and instructional materials needed for student engagement.</p> | | <p>Administration and Literacy specialists, PLC teams</p> | <p>Materials, use the following resources: LLI, Primary Comprehension Toolkit K-2, Comprehension Toolbox 3-5. PD books, CFAs, Lesson Plans Hopscotch K-1 Mentor Text K-5 - reading across the content - Social Studies Weekly * Reading Rubrics for Readers Workshop Purchase orders</p> <p>Use the following resources: Empowering Writers Flocabulary - purchase yearly subscription Units of Study Buddy Spelling Library books Alphabet Tubs Learning A to Z RAZ Kids Take Home Reader books and book bags</p> |

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| <p align="center">Comprehensive Support Action Step</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) We will provide a high quality writing workshop framework and integrate research-based writing strategies for improvement and increase student achievement.</p> | | <p>ELA teachers, specialists, push-in support, administrators</p> | <p>Materials Purchase Orders Professional Development Books Learning Walks Reader's/Writer's Workshop Writer's Notebooks</p> |
| <p align="center">Comprehensive Support Action Step</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) We will extend one PLC meeting per nine weeks for each team to determine essential learning targets and develop common formative assessments for the purpose of aligning all instruction and measures of student learning to best instructional practices.</p> | | <p>Administration, Instructional Specialists</p> | <p>Common formative assessments, lesson plans, learning walks, session agenda</p> |
| <p align="center">Targeted Support Action Step</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>4) We will use research-based math improvement and acceleration strategies and materials in order to improve student performance.</p> | | <p>Administration, math teachers, math specialists</p> | <p>Stride Academy, Mission Math, Reflex Math, RTI documentation, lesson plans, Supersource, Engaging Math, Hands On Math, Learning walks Magnetic Base 10 blocks Provide high quality paraprofessionals to assist in small group instruction</p> |
| <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>5) We will use research-based science and social studies improvement and acceleration strategies in order to improve student performance.</p> <p>We will attend the STEM for Girls event and promote within our school for parent and daughter participation. We will get a bus to transport our families. We will attend a field trip to BizTown for financial literacy We will add all grade level STEM literacy materials to our school lending library. We will encourage student and family STEM enrichment and involvement with a STEM Night Event.</p> | | <p>Science lab co-teachers, Classroom teachers, Specialists, Administration</p> | <p>Interactive Notebooks, Student Data tracking, Hands-on labs/investigations, Learning Walks, Lesson Plans, PLC documentation/notes, Purchase Orders</p> |

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| <p style="text-align: center;">Targeted Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>6) We will provide high yield strategies and resources for our Special Populations: including Special Education ELL AA We will provide high quality training for reading and teachers of ELLs in order to increase student comprehension and performance through targeted staff development and utilize consultants and trainers in an advisory status.</p> <p>Engaging leveled readers will be purchased to meet the diverse linguistic needs of our English Learners while still teaching the rigor and complexity of the state standards.</p> <p>Hands-on math researched-based manipulatives and resources will be purchased to provide visual and kinesthetic supports to our English Learners as they acquire content language and conceptual understanding.</p> | | <p>Sp.Ed. team and teachers, case manager, and admin</p> | <p>Lesson Plans IEP's Interactive notebooks Observations Walkthroughs Read 180 Linguistic Accommodations PLC TELPAS data</p> |
| <p style="text-align: center;">Comprehensive Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>7) We will provide high quality materials and resources to support learning targets.</p> <p>CHAMPS Visible Learning District Guiding Documents</p> <p>poster machine paper poster machine ink instructional rugs</p> | | <p>admin, specialists, teachers</p> | <p>Purchase orders</p> |

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|---|----------|---|--|
| <p style="text-align: center;">Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>8) We will provide technology and interactive devices in order to provide hands on learning for all content areas.</p> <p>laptops headphones</p> | | Administration, teachers, specialists | lesson plans, interactive platforms, schoology, google forms |
| <p>9) We will provide hands-on makerspace activities and project based learning for our students during library</p> | 2.4, 2.5 | librarian, teachers, and administrators | walkthroughs, observations, librarian - lesson plans |
| <p style="text-align: center;">TEA Priorities Build a foundation of reading and math</p> <p style="text-align: center;">Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>10) Academic/Behavior Reboot</p> <p style="text-align: center;">Strategic Guiding Principles Re-imagine Learning</p> | | Admin Making Connections Teacher Teachers | lesson plans Curiculum for 3 day Reboot |

Goal 1: Re-imagine Learning:

We will increase student achievement and narrow the achievement gap by at least 5% in reading and writing using a variety of indicators to indicate improved learning by our students as measured by local, district, state, and national indicators by the end of the 2018-2019 school year.

Strategy 2: We will focus on strong Tier 1 instructional practices by identifying reading essential standards and success criteria through the PLC process to maximize collective teacher efficacy.

Measures/Indicators 2:**Summative Evaluation 2:**

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|----------|--------------------------------------|--|
| <p>Targeted Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) We will integrate technology into reading through online sources and programs (2/3 times a week).</p> | | Admin. and Tech Team representatives | NewsELA.com MAP testing Lesson Plans Data Sheets Walkthroughs STRIDE |
| <p>Targeted Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) We will use research based reading and math improvement and acceleration strategies to ensure all students are performing at (or exceeding) grade level.</p> | | Admin, specialists | Research-Based strategies Professional development Walkthroughs Benchmarks CFAs Reader/Writer Workshop journals; anchor charts Provide high quality paraprofessionals to assist in small group instruction, Data Binders |
| <p>Targeted Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>3) We will provide high quality training for reading and teachers of ELLs in order to increase student comprehension and performance through targeted staff development and utilize consultants and trainers in an advisory status.</p> | | Admin, literacy specialist | Training Certificates Sign-in Sheets |
| <p>4) additional teaching support - co-teacher to focus on interventions for tier II and tier III student CSR - 5th grade teacher</p> | | administrators PLC | |

Goal 1: Re-imagine Learning:

We will increase student achievement and narrow the achievement gap by at least 5% in reading and writing using a variety of indicators to indicate improved learning by our students as measured by local, district, state, and national indicators by the end of the 2018-2019 school year.

Strategy 3: PATHWAYS: We will utilize a dynamic, guaranteed and viable curriculum and provide every student with a rich, relevant and clear pathway to success.

Measures/Indicators 3:

Summative Evaluation 3:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|--|----------|---|--------------------------------|
| 1) 5th grade students will visit Lone Star Community College to gain the interactive experience of possible careers and promote college awareness. | | Administrators Counselor Teachers | Field Trip log observations |

Goal 2: Cultivate Talent:

We will identify, be trained in, and implement common high-yield and culturally responsive instructional strategies in order to increase teacher expectations for student success and improve student outcomes in local, state, and national measures.

Strategy 1: We will continually create opportunities to observe colleagues in best practices to increase collective efficacy and build teacher capacity.

Measures/Indicators 1: We will establish quality measures to gather information for feedback, improvement and accelerated solutions

Summative Evaluation 1:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|--|----------|--|---|
| <p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>1) Schedule linking walks on campus to collectively evaluate and monitor the use of high quality teaching strategies, including culturally responsive teaching.</p> | | Administration, specialist and teacher leaders | Sign in sheets Linking Walk Data Teacher feedback forms |
| <p>2) Select campus teachers to attend and observe highly qualified teachers in identical Title 1 schools across the district.</p> | | Administration, specialist and teacher leaders | Sign in sheets |

Goal 2: Cultivate Talent:

We will identify, be trained in, and implement common high-yield and culturally responsive instructional strategies in order to increase teacher expectations for student success and improve student outcomes in local, state, and national measures.

Strategy 2: We will continue to build our professional learning community culture in order to align all professional practices and development of the four essential questions of a PLC.

Measures/Indicators 2: We will build trusting and productive relationships. We will establish quality measures to gather information for feedback, improvement and accelerated solutions. We will raise the performance of all students and close the achievement gap.

Summative Evaluation 2:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|-----------------|---|---|
| Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 1) We will write campus and team norms and hold one another accountable to abiding by campus and team norms. | | Administration | PLC norms, agenda, and minutes |
| Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 2) We will plan and adhere to PLC agendas that align to the four essential questions in order to focus our professional work and collaboration on student learning and performance. | | Administration, Specialists, PLC Teams | PLC agendas and minutes |
| Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 3) We will consistently follow the PLC framework in order to guide professional conversations about instruction in order to respond to student need. | | All PLCs and Administration | Common Formative Assessments, MAP, Benchmarks PLC agendas and notes MOY PLC continuum (TLC - data officer Amanda Salinas) |

Goal 2: Cultivate Talent:

We will identify, be trained in, and implement common high-yield and culturally responsive instructional strategies in order to increase teacher expectations for student success and improve student outcomes in local, state, and national measures.

Strategy 3: We will engage in ongoing professional learning for all stakeholders.

Measures/Indicators 3: We will attract, develop, support, inspire, and retain the highest quality teachers, administrators and staff.

Summative Evaluation 3:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|--|---------------|--|---|
| <p align="center">Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>1) The campus leadership team will plan and find professional learning opportunities based on the performance needs of students and staff members.</p> <p>Lead4ward conference TAEA - art TMEA - music TAPHERD - PE Corwin Press- Cathy Lassiter Coaching Institute on the Teaching of Reading - Lucy Calkins Teachers College</p> <p>Book Studies with instructional materials</p> <p>August PD centered around Restorative Practices and Reading/Writing Workshop</p> | | Administrators, campus leadership team | Leadership team agendas and minutes, campus professional development plan Sign-In sheets Certificates of attendance for conferences |
| <p align="center">Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>2) Administrators will use walkthrough data to monitor, evaluate, determine, provide, and assign appropriate and necessary professional development in order to improve student performance.</p> | | Administrators | T-Tess observations, Learning walks |
| <p>3) We will provide special-ed co-teachers and gen ed teachers service special ed students with Stetson co-teach professional development.</p> | 2.4, 2.5, 2.6 | special ed teachers, administrators and general ed teachers. | planning pd documents with Stetson, walkthroughs and meetings. |

Goal 2: Cultivate Talent:

We will identify, be trained in, and implement common high-yield and culturally responsive instructional strategies in order to increase teacher expectations for student success and improve student outcomes in local, state, and national measures.

Strategy 4: Leadership - We will retain, attain, and grow excellent leaders throughout our system so that every student learns in a quality environment.

Measures/Indicators 4:

Summative Evaluation 4:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|----------|------------------------------------|---|
| <p>Targeted Support Action Step Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) We will provide high quality staff development based on student and teacher needs and will utilize consultants and trainers in an advisory status in order to improve student performance.</p> <p>We will provide high quality staff development for our ELL population with the support of Meredith Alvaro.</p> | | Administration, Specialist | Professional development session sign-in sheets, Purchase orders, Contracts |
| <p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 7</p> <p>2) We will provide high quality staff development based on teacher needs and utilize consultants and trainers in an advisory status to ensure we continue on a path to success.</p> <p>-Region IV PD</p> | | District personnel, administration | PD based faculty meetings, certificates, sign-in sheets, learning walks |

Goal 3: Build Community:

We will align our current core values to those at Klein Forest High School to ensure there is a common language and clear expectations for every student throughout the system as it pertains to character education and school culture.

Strategy 1: We will expand the implementation of the Nurtured Heart Approach.

Measures/Indicators 1: We will develop positive character traits in each student.

Summative Evaluation 1:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|----------|-----------------|---------------------------------|
| <p align="center">Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>1) We will provide additional professional development and implement the strategies and components of the Nurtured Heart Approach.</p> <p>Faculty/Staff will acknowledge students with Kaiser Cash when they demonstrate their greatness for all staff members in the Nurtured Heart Approach and Second Step.</p> | | Leadership team | Professional development agenda |

Goal 3: Build Community:

We will align our current core values to those at Klein Forest High School to ensure there is a common language and clear expectations for every student throughout the system as it pertains to character education and school culture.

Strategy 2: We will provide increased opportunities for parent/school communication and parent involvement.

Measures/Indicators 2: We will encourage parent and community involvement

Summative Evaluation 2:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|----------|---------------------------|---|
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>1) We will ensure the use of the Title 1 Parent Compact to inform campus expectations and establish meaningful parent partnerships.</p> | | Parent Liaison | The Compact |
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>2) We will communicate with parents regularly via the "Kaiser Cable" monthly newsletter, Kaiser Website, Marquee, Campus Flyers, Open House, Meet the Teacher, Parent Conference Day, and Parent Link in order to involve parents in our school.</p> | | Webmaster, Parent Liaison | Copies of the newsletter and flyers; marquee, website, electronic newsletter - s'more facebook live remind with parents |
| <p>3) We will provide translation services for our parents and communities.</p> | | Parent liaison | Translation Logs |
| <p align="center">TEA Priorities Build a foundation of reading and math</p> <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>4) We will provide services to parents in order to increase parental involvement (i.e. childcare for parents during campus activities, parent welcome center, parenting magazines, parenting classes, Mango for Spanish speakers, technology classes, nutrition classes, financial planning classes, etc.).</p> <p>Provide professional development for Parent Liaison. -2018 Parent Involvement Conference - Parent Liaison PPE Curriculum</p> <p align="center">Strategic Guiding Principles Re-imagine Learning Build Community</p> | | Parent liaison | Sign-in sheets, purchase orders |

| | | | |
|--|--|--|--------------------------|
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>5) We will increase our PTO involvement.</p> | | Administration | PTO membership roster |
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>6) We will hold STAAR Academic focus nights and other parent events with an academic focus in order to support parents in assisting their children.</p> | | Administration, Campus leadership team | Calendar, sign-in sheets |
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>7) We will partner with community organizations in order to support our students and their parents (i.e. Trinity Lutheran Church "Backpack Buddies", "Kids Hope Mentoring", etc.)</p> | | Administration, parent liaison | Flyers |
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>8) We will conduct home visits as needed to reach parents and establish meaningful partnerships.</p> | | Administration, parent liaison, teachers | Logs |
| <p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>9) We will evaluate the effectiveness of our parent communication and parent involvement in order to drive continuous improvement.</p> | | Leadership team | kaiser google survey - |

Goal 3: Build Community:

We will align our current core values to those at Klein Forest High School to ensure there is a common language and clear expectations for every student throughout the system as it pertains to character education and school culture.

Strategy 3: EQUITY: We will close gaps by personalizing learning and knowing every student by strength, need and name.

Measures/Indicators 3:**Summative Evaluation 3:**

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|----------|--|---|
| <p align="center">Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) Behavior specialist and title 1 counselor will work closely with teachers to build capacity with behavior skills and strategies and work closely with high need students that need additional behavior support (skill groups)</p> | | Administration Team Behavior Specialist | PLC observations faculty meetings PD days - sign-in sheets |
| <p>2) Restorative Discipline Practices and CHAMPS management system will be used to build relationships with our students.</p> | 2.6 | classroom teachers, specialists, administrators | observations and walkthroughs, PLC agenda |

Goal 3: Build Community:

We will align our current core values to those at Klein Forest High School to ensure there is a common language and clear expectations for every student throughout the system as it pertains to character education and school culture.

Strategy 4: Challenge: We will focus on the whole student so that every student will "level up" and engage in rigorous learning and build excellent character.

Measures/Indicators 4:

Summative Evaluation 4:

| Action Step Description | ELEMENTS | Monitor | Documentation |
|---|---|---|--|
| <p style="text-align: center;">Critical Success Factors CSF 4 CSF 6</p> <p>1) Introduce a therapy dog in training to build self-esteem and character in students. Areas of target will be behavior skills and attendance rates.</p> <p style="text-align: center;">Strategic Guiding Principles Build Community</p> | <p style="text-align: center;">2.5, 2.6</p> | <p>Trainer - Coach Gage Administrators Counselors Behavior Specialist</p> | <p>observations, attendance sheets, walk-through, climate survey, communication log w/ Banks - therapy dog, and classroom reward system.</p> |