

**Birdville Independent School District**  
**W.A. Porter Elementary**  
**2022-2023 Formative Review**



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# Goals



**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social and emotional needs of the student.





**Performance Objective 1:** All students will make at least one year's progress in reading and mathematics between the beginning and end of the year.





## High Priority









## HB3 Goal

**Evaluation Data Sources:** A. Elementary: Fountas & Pinnell reading levels  
 B. CLI Engage-Circle(Pre-K)  
 C. Renaissance Math(1-5)  
 D. MCLASS reading K-2  
 E. Renaissance Reading (3-5)  
 F. TEA Interims for Reading and Math (3-5)  
 G. Teacher created common assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Build capacity to implement the district literacy plan at the campus level. <b>Actions:</b> A. Provide training for all staff to build their capacity to implement campus literacy plans. B. Utilize LOL team to train and lead implementation of the district literacy plan and strategies. C. Set up campus walks with coaches to help support and visit with staff to implement tier 1 priorities. D. Provide teachers opportunities for them to have professional development off campus E. Provide teachers with the opportunity to take campus walks and observe other classrooms on campus as well as other campuses to watch implementation of Tier 1 priorities. F. Utilize Reading Academy strategies in the classroom to follow the Science of teaching reading. G. Use coaching cycles to assist teachers in targeted goals. <b>Staff Responsible for Monitoring:</b> Administration LOL team Teachers Academic Coach  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Problem Statements:</b> Student Learning 2 <b>Funding Sources:</b> - 199 - General Funds - \$2,000, Academic Coach - 199 - General Funds: SCE	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use frequent and systematic assessment of student performance to direct and improve instruction while focusing on continuous improvement. <b>Actions:</b> A. Data from progress monitoring. Renaissance Reading and Math, CBA tests, Interims and F&P to help guide instruction B. Use instructional coach to help monitor and train teachers on how to effectively administer the BAS test to ensure as much accuracy as we can. C. Using continuous improvement walk through forms to help guide instruction D. Students will use data folders to help take ownership of instruction. E. Common assessments will be used at the appropriate rigor and relevance F. Utilize SCE funded math and reading interventionists to provide additional support to students at risk based on a preponderance of data in order to decrease learning gaps and increase student performance <b>Staff Responsible for Monitoring:</b> Teachers Administrators Reading and Math Interventionists Academic Coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Funding Sources:</b> Intervention Personnel - 199 - General Funds: SCE	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement the campus literacy plan through established priorities for system-wide literacy practices. <b>Actions:</b> A. Host and participate in instructional focus walks with other campuses. B. Lead literacy-focused discussions in PLC meetings. C. Use district monitoring guide to monitor instructional delivery D. Focused campus walkthroughs focusing on Continuous Improvement and Tier 1 priorities. E. Teachers will work with students at their reading levels in small groups using the Workshop Model <b>Staff Responsible for Monitoring:</b> Administration, Academic coaches and teachers	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide support to specialized programs <b>Actions:</b> A. Special education teachers will receive support from the special education academic coach and administrators. B. Special education teachers will be a part of all RTI meetings as well as data meetings. C. Resources that regular education students receive will be purchased for special education students. D. Special education teachers will be included on LOL teams and vertical team meetings. E. Special education teachers will be a part of the PLC process to ensure data is evaluated and strategic action put in place to measure growth. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Academic Coach  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Problem Statements:</b> Student Learning 1 <b>Funding Sources:</b> SMART TV, Literacy materials - 199 - General Funds - \$2,000, Campus Personnel - 199 - General Funds: SCE - \$48,484	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement the Reading Academies and coaching model established by TEA based on the HB3 requirements. <b>Actions:</b> A. All new teachers in K-3 will finish the Reading Academy per HB3 requirements B. Work closely with district trainers to make sure academy content is implemented with fidelity. C. Review progress through PLC meetings collecting data to evaluate student progress. D. Implement Reading Academy strategies to line with best practices E. Academic coach will use the coaching cycle to help work with teachers to ensure that teachers have the best practices in place. <b>Staff Responsible for Monitoring:</b> Teachers, Principal, Assistant Principal, Academic Coach and District Trainer.	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details		Reviews			
<b>Strategy 6:</b> Utilize resources to provide personnel, technology, and instructional materials in order to close achievement gaps in core content areas per HB 4545 <b>Actions:</b> A. Students will be tutored during WIN times and before and after school B. Reading and Math interventionists will be used as case managers to help follow the progress of our accelerated instruction C. Teachers will use district provided curriculum and work to pre-load instruction to keep students from falling behind in the given subject areas. D. Campus will utilize ESSER funds to pay for tutorials for before and after school E. Meet with our digital specialist and academic coach once a month to utilize best practices in the classroom and support teachers with technology tools. F. Monitor growth during RTI and PLC meetings with solution focused action plans based on data.  <b>Problem Statements:</b> School Processes & Programs 1, 2 <b>Funding Sources:</b> ESSER Tutors - ESSER - \$8,763, Intervention Personnel - 199 - General Funds: SCE		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 7 Details		Reviews			
<b>Strategy 7:</b> Create campus wide system to raise our growth in math scores to help Domain 3 Closing the Gaps per the TEA campus report card which would give us an overall campus rating of an A. <b>Actions:</b> A. Have data driven PLC meetings where action plans are put into place for growth. B. Coaching cycles will be implemented and centered around rigor and relevance in math. C. Utilize more small groups focusing on students are showing limited growth. D. Use Coach and Math Interventionist to assist in reviewing data and focus on standards in PLC and RTI meetings that are not being comprehended by students. E. Focus on Tier 1 priorities and monitored through new campus walk through feedback form. <b>Staff Responsible for Monitoring:</b> Administrators and Academic Coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Problem Statements:</b> Student Learning 2		Formative			Summative
		Nov	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social and emotional needs of the student.

**Performance Objective 2:** Reduce the number of students assigned to behavior RTI tiers 2 and 3.



**Evaluation Data Sources:** Behavior RTI Data Sheets







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement our campus positive behavioral RTI and support program. <b>Actions:</b> A. Provide district expectations of Behavior RTI as outlined in the RTI handbook. B. Conduct Collaborative conferences as needed with teachers and staff and involve the Behavior Interventionist when there is an opportunity. C. Use Success Ed to input behavioral RTI student plans. D. Weekly purposeful team building games in PE to follow the ideals in our CKH program. E. Use Character Strong curriculum once a week to support our SEL. F. Capturing Kids Hearts used for daily positive behavior support. G. Utilize SCE funded Crisis Counselors to provide support to students in areas of social-emotional learning. <b>Staff Responsible for Monitoring:</b> All Staff  <b>Problem Statements:</b> Demographics 1 <b>Funding Sources:</b> Crisis Counselor - 199 - General Funds: SCE	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social and emotional needs of the student.

**Performance Objective 3:** Students will display dispositions of high levels of social-emotional development measured by a district administered survey of student perceptions.

**Evaluation Data Sources:** District and school surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use the district approved program Capturing Kids Hearts that teaches social-emotional skills. <b>Actions:</b> A. Implement district program Character Strong with teachers and counselor provided lessons B. Ensure Capturing Kids Hearts strategies are being used in the classrooms with walk-through checks. D. Providing mentors by partnering with local churches. E. Friday team building lessons in PE. F. WATCH Dogs will be on campus to help students feel safe, but also we want our WATCH Dogs to help serve as mentors. <b>Staff Responsible for Monitoring:</b> All Staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement district wide program Character Strong <b>Actions:</b> A. Teachers will complete Character Strong lessons each Friday. B. Teachers document their weekly lessons and complete unit evaluation. C. Announcement crew will be using SEL quotes to help support Character Strong. D. Assistant Principal and counselor will oversee the progress of the program. <b>Staff Responsible for Monitoring:</b> Assistant Principal Counselor Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social and emotional needs of the student.

**Performance Objective 4:** Close achievement gaps that exist for all under-performing student groups as measured by state and district assessments.







**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Historical performance by student subgroup on state and district assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement plans for third and fourth grade students who did not score approaches on the 2022 STAAR test. <b>Actions:</b> A. Implement accelerated instruction according to HB4545 B. Adjust instruction based on data meetings and reviewing progress. C. Monitor hours needed by using reading and math interventionists as case managers. D. Establish WIN groups to develop specific skills that students were missing. E. Monitoring progress monitoring in the classroom to ensure focus on growth. <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal Academic Coaches Reading and Math interventionists teachers  <b>Funding Sources:</b> Intervention Personnel - 199 - General Funds: SCE	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Continue implementation of the district continuous improvement process and requirements for mission statements, development of smart goals, use of the PDSA process and progress monitoring using electronic or paper data folders in the classroom. <b>Actions:</b> A. Continue to support and monitor the implementation of the PDSA process and provide appropriate, tiered professional learning support. B. Monitor the PDSA development process through PLCs to ensure alignment to district expectation. C. Collect examples during campus walk-throughs. D. We will have 2 data nights for students to share data with their parents. E. Campus walks at Porter as well as off campus at hosting sites to view best practices in the classroom. <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal Academic Coaches  <b>Problem Statements:</b> Student Learning 2				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** The system will utilize efficient and effective operations to support and improve the learning organization.

**Performance Objective 1:** Increase the annual total average daily attendance(ADA) as compared to the prior school year, through improved student retention, recruitment, and days in attendance.

**High Priority**

**Evaluation Data Sources:** Pulse









Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 1:</b> Develop and implement a campus-wide incentive program to increase student and staff attendance. <b>Actions:</b> A. Track attendance by school wide and classroom attendance boards. B. Provide incentives to students and staff on a 6 weeks as well as a yearly basis. C. Recognizing classes with improved attendance D. Implement Truancy Prevention Measures with fidelity. E. Ongoing communication with parents discussing attendance issues. and finding the root causes. F. Work closely with attendance officers to address severe attendance problems. <b>Staff Responsible for Monitoring:</b> All Staff  <b>Funding Sources:</b> - 199 - General Funds - \$800				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 1:** Increase the percentage of students and staff that feel safe at school.







**High Priority**

**Evaluation Data Sources:** Staff and student surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop and implement a campus program that promotes an accident-free work environment <b>Actions:</b> A. Conduct trainings and distribute materials provided by the district in campus safety. B. Conduct safety drills in compliance with district expectations. C. Collect and review perception data from students, staff and parents. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Establish a safe school-community environment where students and staff report a sense of belonging, security, and well-being. <b>Actions:</b> A. Local PTA has partnered with Porter to provide off duty officers to attend events where large numbers of people would be coming in and out of our building. B. WATCH Dogs put in place to help monitor the building inside and out to provide an extra set of eyes for security. C. Set multiple daily walks by administrators and head custodian to check doors and walk the perimeter. D. Partnered with local churches to provide mentoring programs to students who need extra support. E. CKH program in place to help students feel welcome and have a voice at school F. Implement Character Strong as SEL program with weekly lessons. <b>Staff Responsible for Monitoring:</b> Administration, counselor and staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 2:** Reduce the cost of accidents resulting in workers' compensation claims by 20% over the previous year and reduce the number of work days lost each year due to accidents occurring on the job by 20%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Comply with all training provided by the district addressing employee safety. <b>Actions:</b> A. Forward information provided to all faculty and staff regarding employee safety. B. Complete all required safety trainings C. Safe Schools trainings will be completed by all staff by the district deadline. <b>Staff Responsible for Monitoring:</b> All Staff	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 3:** The campus will meet all compliance requirements for improvement planning.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement the campus plan and all required required compliance plans. <b>Actions:</b> Meet 3 times a year to review campus plan and evaluate progress. <b>Staff Responsible for Monitoring:</b> Admin LOL Team  <b>Problem Statements:</b> Student Learning 2	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 4:** The campus will implement the Standard Response Protocol to maximize safety for all students and staff.

**High Priority**

**Evaluation Data Sources:** Navigate 360

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Drills will be performed monthly to ensure staff and students are trained to handle all emergency procedures. <b>Actions:</b> A. Contact Officer Brown when performing lock down drills B. Evaluate each drill afterwards problem solving areas that did not go as planned. C. Safety team will meet to review plans and discuss scenarios to trouble shoot. D. Navigate 360 will be used to aid in communication during drills or actual emergencies. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Teachers on safety team		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			