

# **Bryan Independent School District**

## **Johnson Elementary**

### **2023-2024 Goals/Performance Objectives/Strategies**



# Mission Statement

Bryan ISD, the district of choice, will provide positive educational experiences that ensure high school graduation and post-secondary success.

## Vision

Children First. Always.

## Core Beliefs

Core Beliefs:

Children first – always;  
An educated person has unlimited potential for success;  
Every employee of the district must have the support and tools to succeed;  
Diversity is an asset;  
Every child deserves respect and a quality education;  
No excuse is acceptable—the district must succeed;  
Public education is the foundation of our community;  
All students must be post high school ready, preparing them for the workforce and/or higher education;  
Schools should be a safe place to learn;  
In educating the whole child by developing their talents, curiosity, and imagination.

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# Goals

**Goal 1:** Support the effective implementation of the district's curriculum and best practices in 21st Century learning to assist all students in meeting State standards.

**Performance Objective 1:** The Domain 1 Scale Score for 3rd Reading and Math will increase by June 2024.

**Evaluation Data Sources:** Informal & formal observations, lesson plans, PLC & Encore meeting evidence, District Based Assessments, Spring Benchmarks, BOY/MOY/EOY MAP data, ECRs & SCRs, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> To increase learning time, promote a well-rounded education, and provide opportunities to all children, quality Tier 1 instruction will be provided and protected to all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement data.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>Title I:</b> 2.4, 2.5</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional materials - ESSER, - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 3rd grade teachers will meet weekly in PLCs with a specific focus on lesson planning and instructional strategies, including effective small group instruction, for reading and math.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>





Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 3rd grade teachers will meet weekly with the administration team and instructional coaches to review, evaluate and analyze student data and create an action plan for growing all students, particularly those at-risk for failing State academic standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Progress monitoring of student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>Title I:</b> 2.6</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional materials, professional tutors, tutor support - Title I, A - \$10,000, - ESSER - \$25,802, - State Comp - \$25,479, SMART snacks for students attending tutoring - Title I, A - \$500</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Support the effective implementation of the district's curriculum and best practices in 21st Century learning to assist all students in meeting State standards.

**Performance Objective 2:** The Domain 1 Scale Score for 4th Reading and Math will increase by June 2024.

**Evaluation Data Sources:** Informal & formal observations, lesson plans, PLC & Encore meeting evidence, District Based Assessments, Spring Benchmarks, BOY/MOY/EOY MAP data, ECRs & SCRs, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide quality Tier 1 instruction to all students, including those who are at-risk, or ELL's in every classroom.  <b>Strategy's Expected Result/Impact:</b> Improved student achievement data.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>Title I:</b>                      2.6  <b>- ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <b>Funding Sources:</b> Instructional materials - Title I, A - \$6,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 4th grade teachers will meet weekly in PLCs with a specific focus on lesson planning and instructional strategies, including effective small group instruction, for Reading and Math.  <b>Strategy's Expected Result/Impact:</b> Improved student achievement data.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>ESF Levers:</b>                      Lever 5: Effective Instruction  <b>Funding Sources:</b> - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 4th grade teachers will meet weekly with the administration team and instructional coaches to review, evaluate and analyze student data and create an action plan for growing all students, particularly those at-risk for failing State academic standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instruction and learning.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>Title I:</b> 2.6</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Contracted instructional materials - Title I, A - \$6,000, Instructional resources - Title I, A - \$28,062</p>	Formative			Summative
	Nov	Feb	Apr	June
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



**Goal 1:** Support the effective implementation of the district's curriculum and best practices in 21st Century learning to assist all students in meeting State standards.

**Performance Objective 3:** By increasing student-centered experiences and differentiation through small-group instruction and interventions such as tutoring, improvement will be seen in BOY, MOY and EOY District assessments.

**Evaluation Data Sources:** Informal & formal observations, lesson plans, PLC & Encore meeting evidence, District Based Assessments, Spring Benchmarks, BOY/MOY/EOY MAP data, ECRs & SCRs, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Instructional Coaches will continue to meet with teachers to review and analyze BOY, MOY and EOY data to help all students be successful.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement data.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>Title I:</b> 2.6</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Coach - State Comp, Instructional Coach - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will track individual student progress through anecdotal notes and monitor interventions being used in Branching Minds.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement data.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>







Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Professional tutors will be hired to support interventions and address needs of all students, particularly at-risk.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement. Closing academic growth gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>Title I:</b> 2.6</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Tutoring interventions, SMART snacks for tutoring - Title I, A</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Relational capacity will strengthen between the school community, families, employees and students.

**Performance Objective 1:** By implementing attendance incentives, student attendance will improve by 1%.





**Evaluation Data Sources:** Individual class attendance records, daily attendance reports, DVT meetings, STAAR, student data, parent surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement attendance class attendance challenges each six weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased learning time. Improved student achievement data. Increase in attendance rate.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Teachers, Attendance Clerk</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Student incentives - Local Funds - Campus</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> PBIS student acknowledgement system will have additional focuses on student achievement and attendance to increase learning time.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement data. Increase campus attendance rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Student incentives - Local Funds - Campus</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Relational capacity will strengthen between the school community, families, employees and students.

**Performance Objective 2:** Reading incentives will be implemented to enhance learning environments and increase classroom attendance.

**Evaluation Data Sources:** Individual classroom reading and vocabulary incentives, daily attendance reports, District Based Assessments, STAAR, student data, parent surveys





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Throughout the year during weekly PLCs and Encore periods, teachers will brainstorm reaching incentives that compliment the ELAR/SLAR curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement data. Positive culture and climate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p> <p><b>Funding Sources:</b> Student incentives - Local Funds - Campus</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Relational capacity will strengthen between the school community, families, employees and students.

**Performance Objective 3:** Consistent communication across grade levels will increase parent involvement during all family engagement activities.

**Evaluation Data Sources:** Parent surveys, attendance records, discipline data, climate & culture

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will have activities for parents to be involved in during family engagement events, as well as, the Specials teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased family engagement. Positive culture &amp; climate.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, PE Coach, Music &amp; Art Teacher</p> <p><b>Title I:</b> 4.2</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Supplemental materials, SMART snacks to encourage attendance - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All parents will be invited to meetings including Meet the Principals, Title 1 Meeting, Parent Orientations, academic events, PTO, etc. that are offered at flexible times, and simultaneously online, to meet as many parents' schedules as possible.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive parent-school relationships.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p> <p><b>Title I:</b> 4.2</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Supplemental materials &amp; SMART snacks to encourage attendance - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Parent input will be highly encouraged through multiple parent surveys, requests for input at parent meetings and play a role in developing and revising the Campus Needs Assessment and Campus Improvement Plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive parent-school relationships.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p> <p><b>Title I:</b> 4.2</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The Improvement Plan, Parent Family Engagement Policy and Home-School Compacts are jointly developed in the Spring with parents. Campus Improvement Plan, Policy, and Compacts will be shared at Title 1 annual meetings, beginning of the year informational meetings, and Compacts during fall parent-teacher conferences. Each will be made available in English and Spanish. Each will be posted on the campus' webpage and copies will be available at the front office upon request.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive parent-school partnerships.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Teachers</p> <p><b>Title I:</b> 4.1</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Johnson educates teachers, with parent input, on the value and utility on the contribution of parents and how to effectively communicate to work as equal partners at the beginning of the school year by a PFE Presentation.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive school-parent partnerships.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal and Teachers</p> <p><b>Title I:</b> 4.2</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<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 3:** A highly effective workforce will be recruited and retained to support student success.

**Performance Objective 1:** Support the District's recruitment plan to ensure the hiring of quality individuals for Johnson, while also creating an environment that is conducive to retaining effective employees.

**Evaluation Data Sources:** Teacher retention data, employee surveys, PBIS surveys, campus culture and climate.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Every effort will be made to ensure all students are taught by highly effective teachers and staff.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p> <p><b>Title I:</b>                      2.5                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals                      - <b>ESF Levers:</b>                      Lever 2: Strategic Staffing  <b>Funding Sources:</b> PD Contract - Title I, A - \$8,000</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Assist teachers and paraprofessionals to meet the certification requirements as needed.  <b>Strategy's Expected Result/Impact:</b> Empowering teachers so we can empower students.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals                      - <b>ESF Levers:</b>                      Lever 2: Strategic Staffing  <b>Funding Sources:</b> - Local Funds - Campus</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Instructional Coaches, in coordination with the Principal and Assistant Principal, will provide support for all teachers through classroom observations and feedback, differentiation strategies, technology integration strategies, and ongoing PLCs that include Professional Development training/best practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase partnership between teachers, instructional coaches and administration team to help student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches</p> <p><b>Title I:</b> 2.4</p> <p><b>Funding Sources:</b> Student technology - Title I, A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Continue to implement PBIS Processes and other PD goals to support a positive culture and climate.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher accountability and positive school culture which impacts student learning.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Foundations Committee</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> CKH Premium - Title I, A, Student &amp; teacher incentives - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Incorporate more team building activities amongst staff to foster teacher retention.</p> <p><b>Strategy's Expected Result/Impact:</b> Encouraging and supportive school climate. Positive work and learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Sunshine Committee</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Develop and monitor teacher improvement goals through T-TESS system in order to grow and improve teacher performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Growing teachers to increase student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p> <p><b>Funding Sources:</b> - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Incorporate a temperature check at all faculty meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in teacher retention. Positive culture and climate.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal and Counselor</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - Local Funds - Campus</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				