

# **Eagle Mountain-Saginaw Independent School District**

## **Copper Creek Elementary**

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



# Mission Statement

We commit to...

Serve Others

Build Relationships

Strive for Success

This is the Cowboy Way.

#RideForTheBrand

# Value Statement

CREEK Values

Copper Creek Cowboys Are...

Compassionate

Respectful

Empathetic

Encouraging

Kind

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# Goals

**Goal 1: EXCELLENCE IN ACADEMICS:** We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objective 1;2;3)

**Performance Objective 1:** By the end of the 2023-2024 school year, 85% of kindergarten, first grade, and second grade students will achieve their individual EOY composite score for their grade level on mCLASS.

**Evaluation Data Sources:** 2023-2024 EOY mCLASS - Kindergarten, 1st Grade, 2nd Grade





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Kindergarten, 1st Grade, & 2nd Grade teachers will complete the T-TESS SLO Student Growth Model process to track student growth in guided reading.  The mCLASS will be used for the progress monitoring checks. <b>Strategy's Expected Result/Impact:</b> By the end of the 2023-2024 school year, 85% of kindergarten, first grade, and second grade students will achieve their individual EOY composite score for their grade level on mCLASS. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Kinder-2nd Grade Teachers, Literacy Specialist	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Kindergarten, 1st Grade, & 2nd Grade will implement a system for all students to develop individual reading goals and track their individual reading progression based on SLO checkpoints using mCLASS assessments. <b>Strategy's Expected Result/Impact:</b> Students will be able to verbalize their individual reading goal and identify the reading strategy or behavior they need to master to meet the next checkpoint target. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Kinder-2nd Grade Classroom Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Kindergarten, 1st Grade, & 2nd Grade will use the strategies from Science of Teaching Reading for students not meeting expected growth on SLO Student Growth Model progress monitoring checks. <b>Strategy's Expected Result/Impact:</b> Students not making expected progress will receive high-quality guided reading lessons that includes needed strategies from Science of Teaching Reading. By ensuring the Tier 1 instruction is high-quality, the PLC & RTI committee can determine if additional interventions are needed. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Kinder-2nd Grade Classroom Teachers, Literacy Specialist	Formative			Summative
	Dec	Feb	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide targeted reading intervention for at-risk first & second grade students using the Fountas & Pinnell LLI kits as well as mCLASS supports. <b>Strategy's Expected Result/Impact:</b> Increase in the number of students meeting EOY grade level standards. <b>Staff Responsible for Monitoring:</b> Principal, Literacy Specialist, 1st Grade Teachers, 2nd Grade Teachers  <b>Funding Sources:</b> Literacy Specialist - 199 - State Compensatory Ed - \$60,000	Formative			Summative
	Dec	Feb	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide targeted early literacy intervention (letter identification, letter/sound correspondence, etc) for at-risk kindergarten students. <b>Strategy's Expected Result/Impact:</b> Increase in the number of students meeting EOY grade level standards  Improved scores on Phonics Screeners  Improved scores on Letter/Sound ID Screeners <b>Staff Responsible for Monitoring:</b> Principal, Literacy Specialist, Kindergarten Teachers  <b>Funding Sources:</b> Tutor - 199 - State Compensatory Ed	Formative			Summative
	Dec	Feb	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 1: EXCELLENCE IN ACADEMICS:** We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objective 1;2;3)

**Performance Objective 2:** At the end of each assessment period during the 2023-2024 school year, 90% of all Kindergarten through second grade students will meet proficiency on identified essential standards in math.

**Evaluation Data Sources:** Istation, formative assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use number corner daily to build number sense and numeracy. <b>Strategy's Expected Result/Impact:</b> At least 90% of students in kindergarten, 1st grade, & 2nd grade will meet proficiency on identified essential standards in math. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Kinder-2nd Grade Teachers, Math Specialist	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Kindergarten, 1st Grade, & 2nd Grade will implement a system for all students to develop individual math goals and track their individual math progression based on SLO checkpoints using Istation and formative assessments. <b>Strategy's Expected Result/Impact:</b> At least 90% of students in kindergarten, 1st grade, & 2nd grade will meet proficiency on identified essential standards in math. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Kinder-2nd Grade Teachers, Math Specialist	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1: EXCELLENCE IN ACADEMICS:** We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objective 1;2;3)

**Performance Objective 3:** By the end of the 2023-2024 school year, 55% of students will Meet Grade Level Performance or Master Grade Level Performance on the 2024 STAAR Reading Language Arts, Math, & Science assessments.

**Evaluation Data Sources:** 2024 STAAR Data - 3rd, 4th, & 5th Grade Reading Language Arts STAAR, 3rd, 4th, & 5th Grade Math STAAR, 5th Grade Science STAAR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 3rd Grade, 4th Grade, & 5th Grade will implement a system for students to develop individual goals and track their progression. <b>Strategy's Expected Result/Impact:</b> Students will be able to verbalize their individual goals and identify their strengths and areas of improvement for each instructional cycle. Student friendly terms will be utilized in data binders. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, 3rd-5th Grade Classroom Teachers, Literacy Specialist, Math Specialist	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Vertical RLA PLC - The RLA teachers in 3rd, 4th, & 5th grade will collaborate with the Literacy Specialist in a vertical PLC focused on answering the four PLC questions. <b>Strategy's Expected Result/Impact:</b> Walkthroughs, observations, and lesson plans will show evidence of alignment between 3rd/4th/5th grade regarding the following:  -Student Expectations -Assessments -Progress Monitoring -Interventions -Extensions <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, PLC Members	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Vertical RLA PLC - Specific PLC times will be devoted to analyzing data, progress monitoring, and tutoring interventions for students receiving tutoring under HB4545. <b>Strategy's Expected Result/Impact:</b> Students will master concepts identified as academic gaps. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Literacy Specialist, 4th-5th Grade RLA Teachers	Formative			Summative
	Dec	Feb	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The RLA teachers in 3rd, 4th, & 5th grade will collaborate with the Literacy Specialist in vertical planning sessions every 9 weeks. <b>Strategy's Expected Result/Impact:</b> Walkthroughs, observations, and lesson plans align with the district scope & sequence and instructional guide.  Walkthroughs, observations, and lesson plans will show evidence of vertically aligned reading practices.  Walkthroughs, observations, and lesson plans will show effective implementation of the Fountas & Pinnell Interactive Read-Alouds and Mini Lessons. <b>Staff Responsible for Monitoring:</b> Principal, Literacy Specialist, 3rd, 4th, & 5th Grade RLA Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide targeted reading intervention for at-risk students using the Fountas & Pinnell LLI kits. <b>Strategy's Expected Result/Impact:</b> Increase in the number of students independently reading grade level texts between the BOY and EOY assessment windows.  Increase in the percentage of students meeting or exceeding Approaches Grade Level between the benchmark and the STAAR Reading assessment. <b>Staff Responsible for Monitoring:</b> Principal, Literacy Specialist, 3rd, 4th, & 5th Grade Reading Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Vertical Math PLC - The Math teachers in all grades will collaborate with the Math Specialist in a vertical PLC focused on answering the four PLC questions. <b>Strategy's Expected Result/Impact:</b> Walkthroughs, observations, and lesson plans will show evidence of alignment between all grades concerning the following:  -Student Expectations -Assessments -Progress Monitoring -Interventions -Extensions <b>Staff Responsible for Monitoring:</b> Principal, Math Specialist, PLC Members	Formative			Summative
	Dec	Feb	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Vertical Math PLC - Specific PLCs times will be devoted to analyzing data, progress monitoring, and tutoring interventions for students receiving tutoring under HB4545. <b>Strategy's Expected Result/Impact:</b> Students will master concepts identified as academic gaps. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Math Specialist, 4th-5th Grade Math Teachers	Formative			Summative
	Dec	Feb	Mar	June



Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The 3rd, 4th, & 5th grade math teachers will collaborate with the Math Specialist in vertical planning sessions every 9 weeks. <b>Strategy's Expected Result/Impact:</b> Walkthroughs, observations, and lesson plans align with the district scope & sequence and instructional guide.  Walkthroughs, observations, and lesson plans will show evidence of authentic math classroom practices.  Walkthroughs, observations, and lesson plans will show effective implementation of the guided math instructional model. <b>Staff Responsible for Monitoring:</b> Principal, Math Specialist, 3rd, 4th, & 5th Grade Math Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Provide targeted math intervention for at-risk students. This support will be provided through push-in and pull-out services. <b>Strategy's Expected Result/Impact:</b> Increase in the number of students meeting grade level standards between the BOY and EOY assessment windows.  Increase in the percentage of students meeting or exceeding Approaching Standard between the benchmark and the STAAR Math assessment. <b>Staff Responsible for Monitoring:</b> Principal, Math Specialist  <b>Funding Sources:</b> Math Specialist - 199 - State Compensatory Ed - \$60,000	Formative			Summative
	Dec	Feb	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Vertical Science PLC - The Science teachers in 3rd, 4th, and 5th grades will collaborate in a vertical PLC focused on answering the four PLC questions. <b>Strategy's Expected Result/Impact:</b> Walkthroughs, observations, and lesson plans will show evidence of alignment between 3rd, 4th & 5th grades concerning the following:  -Student Expectations -Assessments -Progress Monitoring -Interventions -Extensions <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, PLC Members	Formative			Summative
	Dec	Feb	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 1: EXCELLENCE IN ACADEMICS:** We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objective 1;2;3)

**Performance Objective 4:** By the end of the 2023-2024 school year, 75% of EL students will advance one level in each domain of the TELPAS assessment.

**Evaluation Data Sources:** 2024 TELPAS Data





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The classroom teachers will participate in two EL Instructional Reviews. Each teacher will review the instructional adaptations and sheltered instruction strategies used throughout the nine weeks and determine their effectiveness. Teachers will also rate their ELs' current proficiency level in Reading, Writing, Listening, and Speaking using the TELPAS rubrics. Interventions will be determined if necessary.  <b>Strategy's Expected Result/Impact:</b> Instructional adaptations and interventions provided in the classroom will be specific to each EL student's needs.  Each student will progress in their English language proficiency in listening, speaking, reading, & writing. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Classroom Teachers, EMS ISD ESL Instructional Coordinator	Formative			Summative
	Dec	Feb	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES:** We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

**Performance Objective 1:** 100% of campus-based professional development will be aligned to campus and district initiatives.

**Evaluation Data Sources:** Handouts, Notes, & PPTs from PD, Sign-In Sheets from PD

Strategy 1 Details	Reviews			
<b>Strategy 1: ELL Instructional Strategies</b>  All professional staff members will participate in trainings focused on ELL instructional strategies. <b>Strategy's Expected Result/Impact:</b> Increase in the understanding of quality ELL instructional strategies, resulting in the implementation of high-yield instructional strategies in the classroom.  Teachers will understand how to incorporate the ELPS into daily instruction. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, EMS ISD ESL Instructional Coordinator	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to build capacity of staff members to identify key behaviors and actions of PLCs. All professional staff members will participate in professional development focused on implementing effective PLCs: <b>Strategy's Expected Result/Impact:</b> Staff members will understand the action steps and behaviors of each stage of the PLC process.  Staff members will develop an in-depth understanding of the data review process.  Each team will identify their current PLC stage and determine 2 behaviors from the next stage to focus on for the next semester. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	Formative			Summative
	Dec	Feb	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide real time, job-embedded professional development from our campus Technology Specialists to integrate technology into the curriculum, instruction, and learning environments.  Dates: September 21 October 19 November 16 December 14 January 18 February 15 March 21 April 18 May 16  <b>Strategy's Expected Result/Impact:</b> Develop innovative strategies for all learners to access the curriculum and utilize the Microsoft applications suite and other technology resources to provide a rigorous, engaging learning experience. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Technology Specialists	Formative			Summative
	Dec	Feb	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The PDSA process will be taught, modeled, and incorporated in professional development opportunities throughout the school year.  <b>Strategy's Expected Result/Impact:</b> Staff will gain understanding and experience with the PDSA process. Teachers will utilize the PDSA process with their students. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Literacy Specialist, Math Specialist	Formative			Summative
	Dec	Feb	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Vertical alignment meetings will occur at least twice per year to discuss key learning standards, strategies, and develop a common language for learning.  <b>Strategy's Expected Result/Impact:</b> Alignment of strategies, common language, and reduced student academic gaps. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Pre-K-5th Grade Classroom Teachers, Literacy Specialist, Math Specialist	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES:** We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

**Performance Objective 2:** We will achieve an attendance rate of 95.65% for the 2023-2024 school year.

**Evaluation Data Sources:** PEIMS Attendance Reports - June 2024

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The campus attendance committee will meet throughout the school year to discuss student attendance, intervention needs, and student attendance incentives.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance. Lessen chronic absenteeism. Increase student performance and readiness for the next grade level. <b>Staff Responsible for Monitoring:</b> Assistant Principal, Attendance Committee, Teachers	Formative			Summative
	Dec	Feb	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

**Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES:** We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

**Performance Objective 3:** We will work collaboratively with the Copper Creek Elementary PTA to build partnerships and increase parent/family involvement.

**Evaluation Data Sources:** Climate Surveys  
Feedback from Family Events  
PTA membership and volunteers

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Encourage families to participate in PTA and campus sponsored events and various student performance opportunities/family events to build school and family relationships.  Yahoo / Boohoo First Day Parent Breakfast Family Picnic Spirit Nights Run Club Musical Performances Career Day Living Wax Museum Story Book Parade STEAM Night Kindness Dance Fun Run Field Day 5th Grade Clap Out  <b>Strategy's Expected Result/Impact:</b> Increased parent/family involvement Deepen parent/family partnerships Develop lasting Copper Creek traditions Build Copper Creek culture  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Music Teacher, Art Teacher, PE Teacher, Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a Watch D.O.G.S. program to increase the presence of dads/father figures on campus.  <b>Strategy's Expected Result/Impact:</b> Record of volunteers Deeper partnerships with parents/families  <b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal	Formative			Summative
	Dec	Feb	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 100% of staff members will join the Copper Creek PTA to support parental involvement and grow relationships between our school and families. <b>Strategy's Expected Result/Impact:</b> Build Copper Creek culture Support parent/family involvement Climate Surveys <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Dec	Feb	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				





**Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT:** We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

**Performance Objective 1:** 100% of staff and students will receive training in, and follow, the Standard Response Protocol from the I Love You Guys Foundation.

**Evaluation Data Sources:** Handouts and Sign-In Sheet from Safety Training  
Drill Logs, Drill Debrief Notes

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The entire Copper Creek Elementary staff will be trained in the Standard Response Protocol, Reunification Protocol, Avoid/Deny/Defend, and Crisis Go.  Training Date: Welcome Back Week - August 2023  <b>Strategy's Expected Result/Impact:</b> Every staff member will understand how to respond appropriately in the event of a crisis situation on the campus. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The entire Copper Creek Elementary student body will be trained in the Standard Response Protocol. Students will practice the Standard Response Protocol actions during drills throughout the school year.  <b>Strategy's Expected Result/Impact:</b> Every student will understand how to respond appropriately in the event of a crisis situation on the campus. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The Standard Response Protocol and Reunification Protocol will be communicated to parents.  The parent information sheet for both protocols will be included in the online parent newsletter and a paper copy sent home to all families.  <b>Strategy's Expected Result/Impact:</b> Parents & guardians will understand how to respond appropriately in the event of a crisis situation on the campus. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	Formative			Summative
	Dec	Feb	Mar	June







Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 100% of classroom doors will remain locked. <b>Strategy's Expected Result/Impact:</b> Classrooms will be secured. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal	Formative			Summative
	Dec	Feb	Mar	June
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>				

**Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT:** We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

**Performance Objective 2:** Law enforcement relationships will be fostered through increased presence on campus and at school events.

**Evaluation Data Sources:** Staff and community surveys, school sign-in sheets

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The EMS ISD Police Department as well as surrounding law enforcement agencies will be invited to attend special PTA events, school days, and lunch times. <b>Strategy's Expected Result/Impact:</b> Strengthened and personal relationships between students, staff, community, and law enforcement officers. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Law enforcement officers will be invited to speak to students and staff about safety. <b>Strategy's Expected Result/Impact:</b> Increased situational awareness and sense of safety and security at school. <b>Staff Responsible for Monitoring:</b> Principal, assistant principal	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT:** We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

**Performance Objective 3:** 100% of staff and students will be trained in, and follow, the School-Wide Guidelines for Success, Voice Levels, & Attention Signal.

**Evaluation Data Sources:** Discipline Referral Data, Think Sheets





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to implement, review, and reinforce School-Wide Guidelines for Success, Voice Levels, Attention Signal, and common area expectations. <b>Strategy's Expected Result/Impact:</b> Decrease in disruptive behavior in all common areas and classrooms.  Increase in positive behavior in all common areas and classrooms. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, School-Wide Guidelines for Success Design Team	Formative			Summative
	Dec	Feb	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT:** We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

**Performance Objective 4:** 100% of staff and students will participate in creating & fostering a positive school culture at Copper Creek Elementary.

**Evaluation Data Sources:** Agendas, Minutes, & Reflections from Positive Reinforcement Design Team Meetings.  
Engagement Survey Results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The Copper Creek Mission Statement will continue to be explicitly taught to all students and reinforced daily on the morning announcements. <b>Strategy's Expected Result/Impact:</b> Communicates the following: Who we are, what we do, what we stand for, why we do it, how we do it  Easily recalled and provides direction and motivation. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The CREEK Values will continue to be explicitly taught to all students and reinforced daily on the morning announcements. <b>Strategy's Expected Result/Impact:</b> Outlines the positive behaviors desired at Copper Creek Elementary. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The Positive Reinforcements Design Team will meet periodically throughout the year to discuss implementation of school-wide positive reinforcement celebrations, make necessary adjustments, and complete tasks required for effective implementation. <b>Strategy's Expected Result/Impact:</b> Create traditions and experiences to foster a positive culture at Copper Creek. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Positive Reinforcements Design Team Members	Formative			Summative
	Dec	Feb	Mar	June





Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Caught Being... CREEK Initiative - Students caught displaying one of the CREEK Values will be recognized on Fridays throughout the school year. They will be recognized on the announcements and Facebook. <b>Strategy's Expected Result/Impact:</b> Students displaying the CREEK Values will be recognized and celebrated.  Increase in positive behaviors across the campus.  Names specific behaviors that align with the CREEK Values. Provides opportunities for students to understand what Compassion, Respect, Empathy, Encouragement, and Kindness look like in a school setting. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Librarian	Formative			Summative
	Dec	Feb	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> CREEK Cowboy Award - To recognize students continually displaying our CREEK Values, we will award one student from every grade The CREEK Cowboy award. The student will be recognized at their home by the grade level team and campus administrators. Students will be recognized every nine weeks. <b>Strategy's Expected Result/Impact:</b> Recognize students continually displaying CREEK Values.  Increase in positive behaviors across campus. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Positive Reinforcements Design Team Members	Formative			Summative
	Dec	Feb	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Each grade level team and department will participate in the norm creation process. Teams will backwards design their team norms and develop a conflict resolution plan to manage conflict in a healthy way.  Date: August Welcome Back Week <b>Strategy's Expected Result/Impact:</b> Build emotional safety nets. Keep discussion focused on work. Operationalize "professional behaviors." Create a sense of group & self accountability. Create ownership by giving group members a voice. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Individual Teams	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT:** We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

**Performance Objective 5:** 100% of staff members and students will participate in creating and fostering a culture of SEL and mental health at Copper Creek Elementary.

**Evaluation Data Sources:** Bullying Investigation, Suicide Protocol, Threat Assessment Data, SEL data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The school counselor will utilize the elementary counseling curriculum and practices, as well as the SEL screener data, to promote physical and mental well-being for all students (Kinder-5th Grade). <b>Strategy's Expected Result/Impact:</b> Increase in the physical and mental well-being of students SEL Screeners <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Kinder - 5th grade teachers will implement the Positive Action curriculum according to instructional guide and pacing schedule. <b>Strategy's Expected Result/Impact:</b> Increase in positive behaviors by students using strategies in both the classroom and unstructured environments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Kinder-5th Grade Classroom Teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> An SEL Committee will be created consisting of a cross section of staff members. This committee will be responsible for reviewing and responding to the SEL screener data, as well as the implementation of SEL initiatives across the campus . <b>Strategy's Expected Result/Impact:</b> Successful Red Ribbon Week, Generation Texas Week, and Kindness Week campaigns SEL screeners <b>Staff Responsible for Monitoring:</b> Principal, Counselor, Counseling Advisory Committee Members	Formative			Summative
	Dec	Feb	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All staff members will be trained in trauma informed practices and crisis intervention strategies. <b>Strategy's Expected Result/Impact:</b> Increased understanding and implementation of trauma informed practices and crisis intervention strategies reflected in surveys and impact on student behavior. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor	Formative			Summative
	Dec	Feb	Mar	June

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Staff will participate in designated times to learn about social and emotional well-being and strategies to improve their own personal social-emotional state. Designated times throughout the year will be dedicated to social-emotional learning and time for reflection through staff SEL Check In times. <b>Strategy's Expected Result/Impact:</b> Increase in awareness and implementation of well-being strategies. <b>Staff Responsible for Monitoring:</b> Principal, Counselor	Formative			Summative
	Dec	Feb	Mar	June
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>				