

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

## **Dozier Elementary**

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



# Mission Statement

The mission of the Eagle Mountain-Saginaw Independent School District is to foster a culture of excellence that instills a passion for a lifetime of continuous achievement in every student.

## Vision

The mission of Dozier Elementary

We commit to inspire a love of learning by providing a nurturing environment that builds positive relationships and meets students' individual needs.

Build Relationships

Nurture Growth

Inspire Success!

## Value Statement

We believe:

1. Every student is a unique individual with unique potential.
2. Effective communication is key to success.
3. Engaged and interested students learn more effectively.
4. Respect is a key to success.
5. Education is a team effort.
6. High quality educational facilities optimize student and staff success.
7. Accountability is essential to success.
8. A physically and emotionally safe environment promotes student learning.
9. A high quality education is barrier free.

Our objectives:

1. Each student will have a dynamic-customized education plan from registration to graduation which contains post-secondary goals and inspires individual success.
2. Each student will be equipped with innovative technological skills to compete and contribute in a constantly-evolving global society.
3. Each student will be challenged to fulfill the district's high expectations and leave the district prepared and qualified to succeed in their chosen path(s).

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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.

**Performance Objective 1:** By the end of the 2023-2024 school year, 90% of students at meeting or above standard in K-2 will maintain or increase scores measured in EOY mClass.

**Evaluation Data Sources:** CLI

Istation

BAS

MClass

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Teachers will committee to teaching word study using district curriculum daily.<br><b>Strategy's Expected Result/Impact:</b> 80% of students will make growth<br><b>Staff Responsible for Monitoring:</b> Classroom Teachers<br>Instructional Coaches<br>Administrators<br>Lead Teachers<br>Instructional Interventionists<br><br><b>Title I:</b><br>2.4, 2.6<br><b>Funding Sources:</b> Compensatory Funds - 211 - Title 1, Part A - \$8,000, Literacy Interventionist - 211 - Title 1, Part A, Math Specialist - 211 - Title 1, Part A, Literacy Coach - 211 - Title 1, Part A, Math Coach - 211 - Title 1, Part A | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Teachers will commit to utilizing the mClass tool to build intervention groups.<br><b>Strategy's Expected Result/Impact:</b> Increase student achievement through Tier 2 and Tier 3 interventions.<br><b>Staff Responsible for Monitoring:</b> Administrators<br>Classroom Teachers<br>Intervention Specialists.   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |

| Strategy 3 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Teachers will utilize prescribed mClass intervention lessons in small group at least 3 times weekly Tier 2 and Tier 3 students.<br><b>Strategy's Expected Result/Impact:</b> Students will make progress on individual goals.<br><b>Staff Responsible for Monitoring:</b> ELAR Instructional Coach<br>Administrator<br>Grade Level Teachers<br>Instructional Interventionists   | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 4 Details   | Reviews   |     |     |           |
| <b>Strategy 4:</b> Teachers will meet once per nine weeks in a vertical PLC to align vocabulary, instructional strategies, and processes after CLC meetings.<br><b>Strategy's Expected Result/Impact:</b> Campus aligned instructional strategies, vocabulary, and an understanding of the increase in rigor required at each grade level.<br><b>Staff Responsible for Monitoring:</b> Instructional Coach<br>Administrators<br>ELAR Vertical Team | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 5 Details   | Reviews   |     |     |           |
| <b>Strategy 5:</b> EOY data will be utilized in the beginning of the 2023-2024 school year to begin Tier 2 interventions by the 4th week of school.<br><b>Strategy's Expected Result/Impact:</b> Increase in student growth, with earlier interventions.<br><b>Staff Responsible for Monitoring:</b> Classroom Teacher<br>Instructional Interventionists<br>Adminstrators  | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 6 Details   | Reviews   |     |     |           |
| <b>Strategy 6:</b> Teachers will actively observe and provide feedback to students while they participate in word study.<br><b>Strategy's Expected Result/Impact:</b> Students will achieve goals based on formative assessment<br><b>Staff Responsible for Monitoring:</b> ELAR Instructional Coach<br>Administrator<br>Grade Level Teachers<br>Instructional Interventionists  | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
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**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.

**Performance Objective 2:** By the end of the 2023-2024 school year, 80% of all students well below or below benchmark will reach on level standard in grades K-2 as measured in EOY mClass.

**Evaluation Data Sources:** mClass  
BAS





**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.

**Performance Objective 3:** By the end of the 2023-2024 school year, 80% of students in grades 3-5 will score approaches or higher on grade level standard as measured by the 2023-2024 STAAR Reading Assessment.

**Evaluation Data Sources:** 2024 STAAR Data - 3rd - 5th grade reading

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Students K-5 Will have a data folder to set goals and track their progress in math.<br><b>Strategy's Expected Result/Impact:</b> Overall increase in achievement and accountability. Students will be able to verbalize their individual goal and identify their strengths and area of improvement for each instructional cycle.<br><b>Staff Responsible for Monitoring:</b> Grade level teacher, Reading and Math Specialist, Instructional Coach, Principal  | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide targeted reading and math intervention for students who are identified tier 2 and tier 3 across all grade levels. This support will be provided through direct tutoring services, push-in and pull-out services utilizing Do The Math, Bridges Intervention System, and TEA resources for math and leveled literacy intervention, Footprints, and targeted Istation lessons for reading.<br><b>Strategy's Expected Result/Impact:</b> Increase the number of students meeting grade level standards between the BOY and EOY assessment windows.<br><b>Staff Responsible for Monitoring:</b> Principal, Math Specialist, Instructional Coach, Classroom Teacher, Reading Specialist<br><br><b>Title I:</b><br>2.4, 2.5, 2.6 | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 3 Details  | Reviews   |     |     |           |
| <b>Strategy 3:</b> All math teachers will utilize the Math Workshop Framework and implement guided math and work stations into their daily math instruction. Teachers will pull small groups to meet the needs of all students.<br><b>Strategy's Expected Result/Impact:</b> Overall increase in student achievement and collaboration through conversations about math. Build a safe math community by supporting the productive struggle.<br><b>Staff Responsible for Monitoring:</b> Math Specialist, Instructional Coach, Principal<br><br><b>Title I:</b><br>2.4, 2.5, 2.6   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |



| Strategy 4 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 4:</b> Provide Tier 1 instructional and engagement strategies daily, following the EMS ISD Curriculum and Resources and all components of the EMS ISD Torch.<br><b>Strategy's Expected Result/Impact:</b> Walkthroughs, observations, and lesson plans will show evidence of aligned instructional strategies.<br><b>Staff Responsible for Monitoring:</b> K-5 classroom teachers, Reading and Math Specialist, Instructional Coach, Principal | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 5 Details   | Reviews   |     |     |           |
| <b>Strategy 5:</b> Continuous use of data and assessment to drive bi-weekly PLC decisions that impact tier 1 instruction.<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement. Fidelity in tier 1 instruction.<br><b>Staff Responsible for Monitoring:</b> Instructional Coach, PLC Facilitator, Principal  | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
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| <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.

**Performance Objective 4:** By the end of the 2023-2024 school year, 40% of students in grades 3-5 will meet or exceed grade level standard as measured by the STAAR Reading assessment.

**Evaluation Data Sources:** STAAR Assessment  
Interim Data  
Classroom Data  
DCA

**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.

**Performance Objective 5:** By the end of the 2023-2024 School year, 80% of Kindergarten through 2nd grade students identified as level 1 or 2, will be Tier 1 on Istation Math by EOY: Levels 3, 4, 5.

**Evaluation Data Sources:** CLI  
iStation  
DCA Data  
Summative Assessments

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Teachers will implement number sense routines, guided math, progress monitoring, and workshop model aligned to the districts math curriculum to provide engaging math instruction and challenge all students.<br><b>Strategy's Expected Result/Impact:</b> Increase in academic achievement.<br><b>Staff Responsible for Monitoring:</b> Administrators<br>Team Leads<br>Instructional Coaches   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> All students will have a data folder to set goals and track their progress in math. Parents will be involved in monitoring student progress through sharing of the data folders.<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement<br><b>Staff Responsible for Monitoring:</b> Classroom Teachers<br>Administrators<br>Instructional Coaches  | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 3 Details  | Reviews   |     |     |           |
| <b>Strategy 3:</b> Teacher will regularly collaborate with math instructional coach in Grade Level PLCs to analyze student data in relation to learning standards and instructional strategies to assure all students receive high quality instruction and are challenged at appropriate levels.<br><b>Strategy's Expected Result/Impact:</b> Alignment of instructional practices across the campus and an intentional approach to academic achievement.<br><b>Staff Responsible for Monitoring:</b> Administrators<br>Instructional Coach<br>Grade Level Teachers | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |

| Strategy 4 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 4:</b> Teachers will meet once per nine weeks in a vertical PLC to align vocabulary, instructional strategies, and processes.<br><b>Strategy's Expected Result/Impact:</b> Intentional school wide instructional practices that focus on the areas of needed improvement as defined by the previous year data sources.<br><b>Staff Responsible for Monitoring:</b> Instructional Coach<br>Administrators<br>Vertical Math Team                 | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 5 Details   | Reviews   |     |     |           |
| <b>Strategy 5:</b> First - fifth grade students will be provided daily practice to build their fact fluency through fact fluency workshop stations.<br><b>Strategy's Expected Result/Impact:</b> Increased rapid recall of fact fluency and numeracy.<br><b>Staff Responsible for Monitoring:</b> Instructional Coach<br>Administrators<br><br><b>Funding Sources:</b> Fact Fluency Station Resources - 199 - General Fund - \$850                         | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 6 Details   | Reviews   |     |     |           |
| <b>Strategy 6:</b> K-5 teachers will use researched based instructional strategies (Teach Like a Champion) by implementing active observation, exemplar planning and Space Learning over Time (SLOT)<br><b>Strategy's Expected Result/Impact:</b> Increase the capacity of teachers researched strategies to increase student performance.<br><b>Staff Responsible for Monitoring:</b> Administration<br>Instructional Coaches<br>Intervention Specialists | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
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| <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.

**Performance Objective 6:** By the end of the 2023-2024 school year 90% of student at Levels 4 or 5 on BOY Istation will maintain or increase levels as measure by EOY Istation Math.

**Evaluation Data Sources:** Istation  
Classroom Data  
DCA

**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.

**Performance Objective 7:** By the end of the 2023-2024 school year, 80% of 3-5 grade students will approach standard or higher on the 2024 STAAR Math Assessment.

**Evaluation Data Sources:** STAAR Assessment  
Interim Data  
Classroom Data  
DCA

**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.

**Performance Objective 8:** By the end of the 2023-2024 40% of 3-5 grade students will meet or exceed Standard on the 2024 Math STAAR Assessment.

**Evaluation Data Sources:** STAAR Assessment

Interim Data





Classroom Data

DCA

**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.

**Performance Objective 9:** By the end of the 2023-2024 school year, 75% of ELL students will advance one level in each domain of the TELPAS assessment.

**Evaluation Data Sources:** 2024TELPAS Rating Data

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The teachers will analyze student growth and instructional strategies during the scheduled data meetings once/nine weeks.<br><b>Strategy's Expected Result/Impact:</b> Instructional Adjustments<br>Focus on student growth and achievement<br><b>Staff Responsible for Monitoring:</b> Principal, PLC Facilitator, Instructional Coach, ESL Teacher<br><br><b>Title I:</b><br>2.4, 2.5, 2.6   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Increase student exposure to the testing format and ensure students understand how to utilize testing tools and strategies.<br><b>Strategy's Expected Result/Impact:</b> Increase student performance<br>Increase student's abilities to use testing strategies on the TELPAS<br>Second grade students increase abilities to practice test taking skills.<br><b>Staff Responsible for Monitoring:</b> ESL teacher<br>Administrators      | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |







**Goal 2:** Excellence in Personalized Learning 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.

**Performance Objective 1:** During the 2023-2024 school year, Professional Learning will be created and delivered that aligns to the Aspire 2025 plan.

**Evaluation Data Sources:** Professional Agenda Sign In Sheets  
Walk Throughs  
PDSA  
PLC  
Student Progress Monitoring

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Campus Leadership Team will collaborate with grade levels during the 2023-2024 school year with a focus on the PLC process and Aspire 2025.<br><br><b>Strategy's Expected Result/Impact:</b> Improved Tier 1 Instruction<br>Grade Level PLC Norms and Conflict Resolution Plan<br>Embedding the 4 Questions for PLC<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Instructional Coach<br>Instructional Interventionists<br><br><b>Title I:</b><br>2.4, 2.6  | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> The staff will utilize the PDSA cycle each 9 weeks in the PLC to build teacher's capacity for instructional strategies, as evident through effective goal setting and accurate data tracking.<br><br><b>Strategy's Expected Result/Impact:</b> Improved PLC process across the grades and teams.<br>Plan Do Study Act Cycle to make instructional adjustments and monitor student progress in academic achievement.<br><br><b>Staff Responsible for Monitoring:</b> Principal<br>Classroom Teachers<br>Assistant Principal<br>Instructional Coaches<br><br><b>Title I:</b><br>2.4, 2.5, 2.6 | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |

| Strategy 3 Details  |  | Reviews   |     |     |           |
|---|--|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Dozier staff will receive classroom management and de-escalation training in the 2023-2024 school year to assist teachers with students demonstrating challenging behaviors.<br><b>Strategy's Expected Result/Impact:</b> Plan Do Study Act to make adjustments and monitor student progress in the area of behavior.<br>Increased behavioral strategies for teachers when managing classroom behaviors<br>Increase quality instructional time in the classroom<br><b>Staff Responsible for Monitoring:</b> Principal<br>Assistant Principal<br>Counselor<br>Student Success Academy Teacher<br><br><b>Title I:</b><br>2.4, 2.5, 2.6 |  | Formative |     |     | Summative |
|   |  | Dec       | Feb | Mar | June      |
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**Goal 2:** Excellence in Personalized Learning 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.

**Performance Objective 2:** Dozier Elementary will work collaboratively with the Dozier Elementary PTA and schools in the CTHS feeder pattern to build a community focused on student success and collaboration.

**Evaluation Data Sources:** Participation in School -Wide Events  
Parent and Community Surveys  
PTA Board Feedback





| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Dozier Elementary will hold family breakfasts 4 times per year to welcome the families into the school and learn about upcoming events as well as parent strategies and support provided by the counselor and or PTA board.<br><b>Strategy's Expected Result/Impact:</b> Increased family engagement<br><b>Staff Responsible for Monitoring:</b> Administrators<br><br><b>Title I:</b><br>4.2   | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Dozier Elementary will host the annual Family Picnic and hold the Title One Parent Meeting that focuses on the family engagement plan and outreach, and Popsicle with Principals.<br><b>Strategy's Expected Result/Impact:</b> Understanding of the campus use of federal funds to support the academic achievement of the students. Increased awareness of family engagement activities and opportunities at the campus level<br><b>Staff Responsible for Monitoring:</b> Administrators<br><br><b>Title I:</b><br>4.2 | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 3 Details   | Reviews   |     |     |           |
| <b>Strategy 3:</b> Dozier Elementary in conjunction with the Dozier Elementary PTA will host monthly family engagement opportunities such as: Breakfast with Santa, Sweetheart Dance, Parent Breakfasts, Chills at Chisholm Trunk or Treat (feeder pattern night).<br><b>Strategy's Expected Result/Impact:</b> Increased engagement for students and parent.<br><b>Staff Responsible for Monitoring:</b> Principal, Classroom Teacher<br><br><b>Title I:</b><br>4.2   | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |

| Strategy 4 Details  |  | Reviews   |     |     |           |
|---|--|-----------|-----|-----|-----------|
| <b>Strategy 4:</b> Dozier Elementary will invite secondary Fine Arts programs to perform and engage with the student body , in order to provide students with exposure of future opportunities.<br><b>Strategy's Expected Result/Impact:</b> Improve engagement opportunities<br><b>Staff Responsible for Monitoring:</b> Administrators<br>Fine Arts Teacher<br><br><b>Title I:</b><br>2.5 |  | Formative |     |     | Summative |
|   |  | Dec       | Feb | Mar | June      |
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**Goal 2:** Excellence in Personalized Learning 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.

**Performance Objective 3:** The students at Dozier will maintain goal setting and data tracking throughout the school year.

**Evaluation Data Sources:** Walkthroughs, PDSA Cycles, PLC

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Professional Development during the beginning of the year will Identify and communicate key pieces of the data binder and campus expectations.<br><b>Strategy's Expected Result/Impact:</b> Students will know and understand their data and determine action steps necessary to reach their goal.<br>Students will be able to communicate their individual goals with parents, classmates and the teacher and the action steps needed to accomplish the goal.<br><b>Staff Responsible for Monitoring:</b> Principal, Classroom Teacher, Instructional Coach<br><br><b>Title I:</b><br>2.4, 2.5, 2.6 | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Dozier Elementary will create vertical teams for the 2023-2024 school year that focus on reading, math, and science.<br><b>Strategy's Expected Result/Impact:</b> Vocabulary Development, Increase in Rigor, Alignment of strategies<br><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coach, Reading and Math Specialist, CFA Representatives<br><br><b>Title I:</b><br>2.4, 2.5, 2.6  | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>   |           |     |     |           |

**Goal 2:** Excellence in Personalized Learning 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.

**Performance Objective 4:** The teachers will PLC bi-weekly to prioritize tier 1 instruction, review data sources, adjust instruction, and track student data throughout the 2023-2024 school year.

**Evaluation Data Sources:** PLC Notebook  
Student Progress Monitoring

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The teachers will follow the PLC schedule and maintain the data in the PLC Notebook.<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement and focused instruction to meet the needs of all learners.<br><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coach, Team Lead, Classroom Teachers | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
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| <div><div><div><div></div></div><div>0%</div><div>No Progress</div></div><div><div><div></div></div><div>100%</div><div>Accomplished</div></div><div><div><div></div></div><div></div><div>Continue/Modify</div></div><div><div><div></div></div><div></div><div>Discontinue</div></div></div>  |           |     |     |           |

**Goal 2:** Excellence in Personalized Learning 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.

**Performance Objective 5:** During the 2023-2024 school year Dozier Elementary will implement a structure for enrichment opportunities on half days by grade levels that focus on individual strengths outside the academic settings.





**Evaluation Data Sources:** Student Feedback on Interests  
Teacher Feedback

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Dozier Elementary will create a committee focused on establishing the initial structure for enrichment opportunities during the school day.<br><b>Strategy's Expected Result/Impact:</b> Clear processes to create grade level enrichment opportunities<br><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal | 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.

**Performance Objective 1:** 100% of the staff and students will receive training in, and follow, the Standard Response Protocol from the I Love You Guys Foundation and CRAZE training on how to react during emergency events that might take place.

**Evaluation Data Sources:** Handouts and Sign - In Sheets from Safety Training





| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The Dozier Elementary staff will receive training in the Standard Response Protocol, Reunification Protocol, and Avoid/Deny/Defend, and Crisis Go.<br><b>Strategy's Expected Result/Impact:</b> The staff at Dozier Elementary will understand how to respond appropriately in the event of a crisis situation on campus.<br><b>Staff Responsible for Monitoring:</b> Principals   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> The Standard Response Protocol and Reunification Protocol will be communicated to parents.<br><b>Strategy's Expected Result/Impact:</b> Parents and guardians will understand how to respond appropriately in the event of a crisis situation on the campus.<br><b>Staff Responsible for Monitoring:</b> Principals  | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 3 Details  | Reviews   |     |     |           |
| <b>Strategy 3:</b> Practice emergency drills each month according to the schedule directed in the District Emergency Operations Plan using SRP model and Crisis-go App.<br><b>Strategy's Expected Result/Impact:</b> Students and staff will know what to do in an emergency situation from practicing regular drills.  | 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.

**Performance Objective 2:** 100% of students and staff will implement and understand the CHAMPS procedures in all common areas and in the classrooms.





**Evaluation Data Sources:** Decrease in office referrals  
Increase in positive phone calls home  
Walk-through and observation data

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The PBIS committee will meet multiple times throughout the school year to assess effectiveness of CHAMPS implementation and share ideas for behavior Tier 1 strategies.<br><b>Strategy's Expected Result/Impact:</b> Positive school Culture - Increase in learning and decrease in behaviors that prohibit learning.<br><b>Staff Responsible for Monitoring:</b> Instructional Coaches<br>Administrators<br>PBIS Committee | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Students will be recognized monthly for outstanding character by their teachers and their classmates.<br><b>Strategy's Expected Result/Impact:</b> Increase in positive behaviors<br><b>Staff Responsible for Monitoring:</b> Counselor<br>Administrators   | Formative |     |     | Summative |
|  | Dec       | Feb | Mar | June      |
|  |           |     |     |           |
| Strategy 3 Details   | Reviews   |     |     |           |
| <b>Strategy 3:</b> Teachers will implement CHAMPS with fidelity to decrease negative behaviors that prohibit learning and increase instructional opportunities.<br><b>Strategy's Expected Result/Impact:</b> Increased positive behaviors<br>Decrease office referrals<br>Increased instructional times  | 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.

**Performance Objective 3:** Student attendance rate for 2022-2023 was 94.3 . Student attendance rate for the 2023-2024 school year will meet the target goal of 97%.

**Evaluation Data Sources:** Attendance Reports  
Truancy Meeting Minutes  
Communication Logs from teachers

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The attendance committee will implement processes and procedures monitor to student attendance and follow the district attendance guidelines for reporting truancy.<br><b>Strategy's Expected Result/Impact:</b> Decrease in truant students.<br><b>Staff Responsible for Monitoring:</b> Attendance Committee<br>Administrators<br>Attendance Clerk   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> The attendance committee will meet each nine weeks to discuss attendance data and the impact on academic progress. The committee will implement incentives for students and families.<br><b>Strategy's Expected Result/Impact:</b> Increase in student performance.<br><b>Staff Responsible for Monitoring:</b> Attendance Committee<br>Classroom Teachers<br>Administrators   | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| Strategy 3 Details  | Reviews   |     |     |           |
| <b>Strategy 3:</b> The administrative team will take on the role of monitoring student attendance and follow the district attendance guidelines for reporting truancy.<br><b>Strategy's Expected Result/Impact:</b> Decrease truancy<br>Increase instructional opportunities  | Formative |     |     | Summative |
|   | Dec       | Feb | Mar | June      |
|   |           |     |     |           |
| <div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div> |           |     |     |           |