

# Navarro Independent School District

## Navarro Elementary School

### 2014-2015 Goals/Performance Objectives/Strategies

**Accountability Rating: Met Standard**



Navarro ISD

Where Excellence is the Standard...

**Board Approval Date:** October 20, 2014  
**Public Presentation Date:** October 20, 2014

# Mission Statement

*All Navarro Elementary students need to develop essential academic skills in order to be contributing and productive members of society as adults. Students will be taught these skills to each individual's fullest extent of comprehension. The mission of Navarro Elementary is an education for all students that contains quality, equity, and accountable results.*

# Vision

*Navarro ISD provides a safe, positive environment cultivating creative problem solvers that make sound, ethical decisions.*

\*We value relationships.

\*We engage learners.

\*We foster resilience and confidence.

\*We encourage forward thinking.

# School Motto

“Panthers are respectful, responsible, and safe.”

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# Goals

**Goal 1: Make significant progress towards increased student achievement while meeting and exceeding standards in all four indices of the state accountability system.**

**Performance Objective 1:** Make significant progress towards increased student achievement while meeting and exceeding standards in all four indices of the state accountability system.















Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Provide supplemental materials to enhance classroom instruction in core areas.	1	Title I; Principal	STAAR / STAR Early Literacy				
Funding Sources: Title I Funds, Local Funds							
2) Support balanced literacy program and the use of leveled readers, guided reading groups, and small group instruction.	1	Title I; Classroom teachers	STAAR / STAR Early Literacy				
Funding Sources: Title I Funds, Local Funds							
3) Provide in-class and pull-out assistance for at risk students.	9	Support staff; Classroom teachers; Principal	STAAR / STAR Early Literacy Benchmark testing				
Funding Sources: Local Funds							
4) Utilize Student Support Committee process to identify needs for individual students and focus intervention efforts.	8	classroom teachers, principal, counselor, support staff	STAAR / STAR Early Literacy, Report Cards Progress Reports				
5) Ensure that eligible students receive Title I, Dyslexia, ESL, GT, 504, and special education services and/or accommodations.	9	Principal, Counselor, Special Education Director, Chief Instructional officer	PEIMS reports				
6) Utilize the shared-services arrangement with Region XIII ESC; we will continue to identify and support homeless students.	2	Principal, Chief Instructional Officer	Homeless students will perform well on State assessments.				
7) Teachers will administer 2 benchmark assessments in reading and math in an effort to diagnose and prescribe academic target areas for student improvement.	9	Principal, Title 1 teacher	Heat maps of benchmark testing.				
8) In-school tutorials and a Response to Intervention period will be provided for any student struggling in reading or math.	9	Principal, classroom teachers, support staff, counselor	STAAR / STAR Early Literacy Report Cards Progress reports				
9) Provide technical support for disaggregation of standardized test data with use of Eduphoria.	8	Counselor, Title 1 teacher, Computer lab teacher, Librarian	Eduphoria data analysis				











10) Teachers will be provided with staff development opportunities for vertical teaming and curriculum alignment.	4	Principal	Scope and Sequence documentation, lesson plans, YAGS				
11) Bolster STAAR scores and student morale by sponsoring one STAAR Pep Rally/Assembly.	2	Principal, Counselor, 3rd grade teachers	Planned event in Spring 2015				
12) Continue & support the 5E model of instruction in all classes.	2	Chief Instructional Officer, Principal	Lesson Plans, Walkthroughs				
13) Maintain one pre-kindergarten instructional aid position to improve instructional support services.	7	Chief Instructional Officer, Principal	Increased student scores on local measures.				
14) Faculty will set daily learning objectives to provide clear classroom expectations.	2	Classroom teachers	Lesson plans, teacher websites.				
15) A district Instructional Technologist will be on campus weekly to provide support to staff and students in integration of available instructional technology	10	Director of Information Services and Technology, Instructional Technologist	Increased usage of instructional technologies, increased proficiency as shown in the STAR chart.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 2: Meet the individual academic requirements, support the social and emotional growth of our students, and promote college and workforce readiness.**

**Performance Objective 1:** Meet the individual academic requirements, support the social and emotional growth of our students, and promote college and workforce readiness.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Parents and community members will be included in campus improvement/planning committees.	6	Principal	Minutes of Site Based Committee meetings				
2) Parent volunteers will have a formal program with weekly opportunities.	6	Principal, secretary	Sign in - Raptor				
3) Parents and community members will be informed of school activities, meetings, and student performance on the campus web site, through monthly campus newsletters, and K-12 Alerts.	6	Principals, campus web master	Monthly newsletters, marquee, K-12 Alerts				
4) Parent involvement activities will include a family night; and parent-teacher conferences for all students.	6	Principal Staff	Attendance at events				
5) Maintain the district goal of 97% attendance.	2	Principal, Registrar, classroom teachers	Computer generated reports that track student attendance, tardies, and early sign outs.				
6) School will provide activities to ease transition of student from home, to day care, to school, such as early registration with tours of school.	9	Principal	Scheduled visits/tours of the school, arrangements with Intermediate counselor				
7) Provide written information to parents in their native language whenever possible, bilingual assistance at trainings/meetings, and have bilingual staff call to invite them to school activities and answer questions.	6	Counselor, secretary, Registrar	Parent surveys				
8) A meeting will be held in September to recruit parents and teacher volunteers to start Destination Imagination Teams for the 2014-2015 school year.	6	Principal, GT Coordinator	Formation of teams to compete in the Spring of 2015.				
9) Annual fitness-gram results will be sent home with final report card. (Grade 3)	10	PE teacher, Principal	End of year distribution				
10) Navarro Elementary (Grades 1-3) will celebrate their six weeks honor roll recipients.	2	Principal, Counselor	Student recognition every six weeks				
11) Transportation will be provided to support regular student attendance as well as Pre-K at mid-day.	2, 7	Director of Transportation	Students successfully delivered to and from school Increased attendance				
12) Support programs (i.e., Title I; accelerated instruction; special education, ESL, counseling) will provide individualized assistance to at risk students.	9	Principal	STAAR / STAR Early Literacy Retention rate				
13) Parent contact or a Student Support Committee meeting will occur any time a student fails one or more classes.	2	classroom teachers, principal	Failure/retention rate				

14) Parent contacted when a student misses 5 or more days or has excessive tardies or early sign outs.	2	Principal, Registrar	Increased attendance rate				
15) Students who exceed the allowable number of absences will have a parent/student meeting with the Attendance Committee.	2	Principal, Registrar	Increased attendance				
16) Announcements about the importance of attendance will be in the campus newsletter.	2	Principal	Increased attendance rate				
17) Invite community members into classrooms to discuss their jobs and experiences.	6	Counselor, classroom teachers	Career Day event				
18) At risk students in grades 1- 3 will be paired with community volunteers, High School PALS, and staff members as mentors.	6, 9	classroom teachers, counselor, principal	STAAR scores, attendance rates, 6 week data monitoring, reduction in misbehavior				
19) Recognize perfect attendance through morning announcements, six weeks awards, and end-of-the-year awards ceremonies.	2	Principal, Registrar, Counselor	Six weeks recognition ceremonies				
20) Navarro Elementary will continue the PPCD/Pegasus Program to meet the needs of our youngest students.	9, 10	Special Education Director, Principal	IEP goals met				
21) Teachers will receive training and implement state provided technology applications curriculum in grades Pre-K-3.	4	Principal	Lesson plans				
22) K-2 Teachers will use Star Early Literacy to interpret and disaggregate test scores so instruction can be directed toward individual needs.	9	Title 1 teacher, Principal, classroom teachers	Campus/Teacher STAR charts STAR Early Literacy data				
23) Classroom teachers, the technology teacher, and the librarian will attend TCEA.	4	Director of Information Services and Technology, principal	Certificates of Attendance				
24) Utilize current software to enhance student achievement on STAAR and in the classroom. (Accelerated Reader, Accelerated Math, Study Island, etc.)	10	Librarian, Title 1 teacher, math and reading teachers	STAAR scores will reflect interventions.				
25) All professional personnel will meet SBEC standards for technology competencies.	4	principal	PDAS STAR chart				
26) Purchase and utilize NEF grant applications of additional laptops, Smart Boards, projectors, handheld devices, resources and other equipment as needed to assist with individualized classroom instruction in reading and math.	10	Director of Information Services and Technology, Instructional Technologist, classroom teachers, principal	Teacher surveys, parent surveys, STAAR, Texas STAR charts, walkthroughs, PDAS				
27) Grade Pre-K-1 students will work in the computer lab and the classroom to build foundational skills, acquire information, solve problems, and communicate effectively (K-2 technology applications TEKS).	2, 10	computer teacher, classroom teachers	lesson Plans				

28) Grades K-3 students will use a word processor and multimedia software to develop effective communication skills.	2, 10	computer teacher, classroom teachers	Lesson plans				
29) Grades 2-3 students will use district keyboarding programs such as Type to Learn. Jr. to master the keyboarding skills necessary to enter intermediate school.	2, 10	computer teacher, classroom teachers	lesson plans				
30) Students will have access to electronic databases.	10	Librarian	Student reports and projects				
31) All teachers will fill out the Texas Teacher Star Chart	10	Principal, Director of Information Services and Technology, Instructional Technologist	Online report showing completion				
32) The campus will comply with CIPA (Children's Internet Protection Act). All students will receive internet safety instruction through the Computer Class; a campus newsletter will address Internet Safety for parents.	10	Computer teacher, principal	lesson plans				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							










### Goal 3: Assure well-staffed schools comprised of highly qualified and competitively compensated, valued team members.

**Performance Objective 1:** Assure well-staffed schools comprised of highly qualified and competitively compensated, valued team members.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) All teachers and paraprofessionals will be "highly qualified" and meet state and federal guidelines for certification.	4, 5	Principal, Human Resources Coordinator	HQ Teacher survey				
2) Campus administrators will actively recruit minority candidates for available positions.	5	Principal	PEIMS reports				
3) Recruitment/retention incentives may be offered to qualified teachers.	5	Principal	Teacher retention rate				
4) New teachers will receive orientation training August 2014.	4	Principal	Teacher retention rate Mentor program				
5) Teachers will receive professional development based on identified needs for the campus or individual.	4	Principal, Chief Instructional officer	Increased student achievement Teacher Surveys				
6) The district will pay for certifications in areas of need (i.e., ESL, Special Education, etc.)	4, 5	Chief Instructional officer	HQ teacher survey				
7) Provide technology training for the development of classroom websites.	4	Director of Information Services and Technology, Instructional Technologist, Campus Webmaster	Websites created and appropriately updated.				
8) Professional development activities will include: subject/grade level training; setting instructional objectives, behavior management; technology/ technology integration; disaggregation of test scores; harassment/bullying prevention; emergency procedures; CPI; ESL; and instructional strategies for special populations with use of CSCOPE and Eduphoria	4	Administrative Team	Site Council direction, teacher surveys				
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 4: Maintain transparent financial management and a positive fund balance while planning responsibility for the future.**







**Performance Objective 1:** Maintain transparent financial management and a positive fund balance while planning responsibility for the future.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) A five year plan for replacement of capital outlay will be developed with staff input.	1, 2	Principal	Annual budget purchases				
2) Support of district efforts in the effective and efficient use of campus budget funds.	1, 2	Principal	Purchase of needed supplies within budget; staff surveys				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 5: Navarro Elementary will provide a learning experience that promotes a healthy, respectful, and positive environment within the diverse Navarro ISD family.**

**Performance Objective 1:** Navarro Elementary will provide a learning experience that promotes a healthy, respectful, and positive environment within the diverse Navarro ISD family.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) The counselor will provide classroom instruction as well as bullying/character education classes.	3, 10	Counselor	Scheduled lessons				
2) Participate in Red Ribbon Week activities.	10	Counselor, PTO, school board, SHAC	Survey responses; active student participation				
3) Maintain a core team of CPI certified individuals to respond to student crisis situations.	3, 4	Special Education Director	CPI certified personel				
4) Provide assemblies/programs/speakers/ or events to support the message of safe and drug- free schools and healthy life choices.	3, 10	Counselor, PE teacher	Field Day, Red Ribbon Week morning announcements.				
5) Provide group counseling and interventions in the general education classrooms.	3, 10	Counselor	Scheduled groups and lessons.				
6) Maintain safe classrooms and consistent discipline through PBIS and integrate these strategies from the common areas into the classrooms.	10	Classroom teachers, principal, counselor	Signage throughout the school, appropriate discipline referrals, Roar Store participation.				
7) Teachers will follow a consistent standard for office referrals and expectations for student behavior through PBIS.	2	Principal	Use of revised referral form.				
8) Counselor will provide conflict resolution and social skills training to students who exhibit a need.	2	Counselor, LSSP	Scheduled groups meet weekly.				
9) Counselor will provide crisis intervention for individual students and their families.	2	Counselor	Completion of necessary paperwork as needed for CPS referrals, etc.				
10) Principal, counselor, and nurse will coordinate with community resources and refer at risk students when appropriate.	2	Nurse, Counselor, Principal	As needed.				
11) Support efforts of the SHAC (School Health Advisory Council) in implementing services.	6, 10	Principal	Health Fair participation Jingle Bell Run Running Club Red Ribbon Week				
12) Promote safe and healthy life choices through PE/health curriculum (CATCH), nutrition program, counseling services, and character education.	2, 10	Principal, classroom teachers	Garden project- Resolute Health Meal portions				
13) Campus will honor local heritage and history through various activities (ex. Red Barn, Celebration of Jose Antonio Navarro's birthday, etc.)	2	Principal, classroom teachers	Field trips to the Big Red Barn Wax Museum				

14) The "Let's Go!" Running club will continue once a week on Wednesday afternoons, beginning in October, for an hour ending at 4:30pm. The club will promote healthy eating and exercise for a healthy lifestyle.	2, 3	Running Club Coordinator, teacher volunteers	SHAC documentation Active student participation				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 6: Well informed students, parents, staff, and community members who actively support and participate in our schools.**

**Performance Objective 1:** Well informed students, parents, staff, and community members who actively support and participate in our schools.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Utilize email to provide updates for staff.	2	Principal, administrative staff	Texas STAR chart				
2) Teachers will post lesson plans on their website weekly.	2, 9	Classroom teachers, campus web master	Current postings on website				
3) Teachers will increase communication with parents through regularly-updated teacher web sites and lesson plans.	6	Classroom teachers	Current postings on website				
4) The library will maintain current library management software.	10	Librarian	Usage reports				
5) The campus will maintain and update the electronic student management system.	10	Registrar	Reports				
6) The campus will maintain and update an electronic health database.	10	Nurse	Reports				
7) Teachers will use the school provided electronic program to record attendance and grades. Grades will be posted by 8:00 am on Tuesdays.	10	Classroom teachers, Registrar	Attendance and Grade Records				
8) Parents, students, teachers and community members will have access to district libraries beyond the normal school day.	6, 10	Librarian	Usage reports				
9) Implement and maintain the K-12 Alert Parent Contact Calling System.	6, 10	Director of Information Services and Central Office Administrative Assistant	Proper usage throughout the year				
10) Parent surveys will be sent out annually to determine strengths/weaknesses/satisfaction levels.	6	Chief Instructional Officer	Parent survey				
11) Parents will be given routine access to the parent portal to check both attendance and academic grades in 2nd and 3rd grade.	6	Classroom teachers	Parent Portal continuously updated				
12) A district "Reading Day" will be calendared the short week before Thanksgiving. This day will feature guest readers from the community to read their favorite book to children.	6	Principal	Guest readers are scheduled to read to classes.				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							