

Santa Fe Independent School District
Wollam Elementary
2021-2022 Campus Improvement Plan



Mission Statement

RJ Wollam is committed to providing an impactful education to build future leaders by instilling our core values of kindness, courage, collaboration, accountability and respect

Vision

RJW School Pledge:

We are kind, courageous and collaborative. We will be accountable and respectful. We are Wollam Warriors!

Core Beliefs

We are Kind!

We are compassionate and considerate of others.

We are courageous!

We are not afraid to make mistakes, stand up for what is right and take chances.

We are collaborative!

We actively work together by sharing and accepting ideas to problem solve and achieve our goals.

We are accountable!

We take responsibility for our learning, own our actions and celebrate our success.

We are respectful!

We take pride in our classroom, our school and our community. We are polite and gracious in our interactions with others.

Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Achievement	6
School Culture and Climate	8
Staff Quality, Recruitment, and Retention	10
Curriculum, Instruction, and Assessment	11
Parent and Community Engagement	13
School Context and Organization	14
Technology	15
Goals	17
Goal 1: Wollam utilizes funds in a fiscally responsible manner to optimize student educational experiences.	18
Goal 2: Wollam provides effective modes of communication to disseminate information and obtain feedback both internally and externally.	18
Goal 3: Wollam ensures a positive culture of high expectations for all students, staff, families, and the community.	19
Goal 4: Wollam impacts student achievement positively through high standards of professional learning.	21
Goal 5: Wollam provides strategies for literacy development for all students.	24
Goal 6: Wollam develops collaborative partnerships with students, staff, families, and the community.	33
Goal 7: Wollam provides equitable access to technology for all students to increase engagement and learning.	34
Campus Funding Summary	37
Addendums	38

Comprehensive Needs Assessment

Demographics

Demographics Summary

Enrollment

Roy J. Wollam Elementary serves grades PK-5. In 2020-2021, RJW had a student population of 640 students with a breakdown by grade level listed below.

EE: 59

PK: 24

K: 90

1st: 84

2nd: 82

3rd: 109

4th: 103

5th: 99

Economic Disadvantaged

RJW had a 53.44% Economic Disadvantaged enrollment in 2020.

Ethnicity

RJW is comprised of approximately 69% White students, 29% Hispanic students, and 2% 2 or more races.

Student Groups

RJW had 58 ESL students, 100 Special Education Students, and 219 at-risk students in 2020-2021.

Attendance

RJW had an attendance average of 94.23% in 2020-2021.

The district attendance target is 96%.

Student Achievement

Student Achievement Summary

A comprehensive needs assessment was conducted on June 20, 2021. It was facilitated at the district level by the Executive Director of Federal and State Programs. Each campus had a team comprised of teachers, instructional coaches, administrators, and parents. The district team was comprised of coordinators and directors. Several different pieces of data were analyzed, including, attendance, survey, graduation, CCMR, Early Childhood testing, and STAAR data.

Early childhood:

At the beginning of the year, 65% of students in Kindergarten were at the meets or exceeds expectations level. At the middle of the year, 75% of students in Kindergarten were at the meets or exceeds expectations level. At the end of the year, 68% of students were at the meets or exceeds expectations level.

At the beginning of the year, 38% of students in 1st grade were at the meets or exceeds expectations level. At the middle of the year, 71% of students in 1st grade were at the meets or exceeds expectations level. At the end of the year, 83% of students were at the meets or exceeds expectations level.

At the beginning of the year, 20% of students in 2nd grade were at the meets or exceeds expectations level. At the middle of the year, 48% of students in 2nd grade were at the meets or exceeds expectations level. At the end of the year, 81% of students were at the meets or exceeds expectations level.

STAAR Results

		AGL	Meets	Masters
3rd Reading	81	42	22	
3rd Math	70	35	16	
4th Reading	69	40	21	
4th Math	77	45	31	
4th Writing	58	27	2	
5th Reading	83	50	34	
5th Math	88	54	40	

	AGL	Meets	Masters
5th Science	79	42	19

RJW far exceeded state averages across the board in 3-5 Math, Science, and Reading.

School Culture and Climate

School Culture and Climate Summary

Core Values

- *Create a student-centered environment**
- *Inspire learning**
- *Cultivate a "we" culture**
- *Strive toward excellence through continuous improvement**
- *Build meaningful, trusting relationships**

Professional Learning

RJW has fully implemented Professional Learning Communities at each grade level.

- Teachers focus on professional learning and peer collaboration for the purpose of professional growth that directly impacts increased student achievement.
- All campuses have participated in professional growth opportunities through Learning Forward.
- All campuses utilize time built into the day to address both staff and student needs and for professional growth and peer collaboration.
- Learning designs are now utilized within the PLC for teacher professional growth.

Curriculum

- Focus on Strengthening of Literacy in ALL ELA Classrooms
 - Mini Lesson Refinement in Lucy Calkins
- Implementation of new Math curriculum
 - Eureka Math
- Implementation of Stem Scopes in 5th grade Science

Instructional Coaching

Each campus has a Math/Science and a Reading/Social Studies Instructional Coach. The coaching model was implemented in 2018-2019. There are two Instructional Coaching Coordinators and all coaches have received extensive coaching training. Whole group and individual coaching cycles for core academic areas occur on each campus.

School Climate

RJW has implemented the following.

- Parent, staff, and student surveys were sent out two times during the year. Responses were analyzed and needs identified.
- Character Strong SEL curriculum is being implemented in 2021-2022.
- The House system is being refined and enhanced.
- Threat assessment teams implement the district's threat assessment policy and procedures.
- Counselors provide grade-appropriate information to students regarding topics such as anti-bullying, healthy relationships, suicide prevention, and the prevention of drug and alcohol abuse.
- Counselors and campus administrators are interacting throughout the day in both high traffic areas and individual student conferences in their effort of ensuring the safety of all SFISD students.
- Advisory groups at each campus provide feedback to campus administrators.
- Each campus has an instructional leadership team as well as a site-based decision making committee to make decisions, lead change, and set and monitor goals.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

SFISD experiences a high retention rate for teachers. Many of the teachers are also graduates of SFISD and have remained in the area and currently serve their community as professional educators. In order to better meet the challenges of educators new to the profession and to increase new teacher retention rates, SFISD has a New Teacher Mentoring Program and employs a part-time professional who monitors and assists new teachers as needed. In addition, SFISD offers high quality job embedded professional learning opportunities, teacher leadership opportunities, and collaborative campus cultures to retain teachers and improve instruction.

Santa Fe ISD hosts a job fair at the Cowan administration building each school year.

SFISD is 100% highly qualified per Every Student Student Succeeds Act (ESSA) guidelines.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

SFISD curriculum and instruction documents are created from state adopted TEKS strands . By TEA and other accountability measures, the standards are vertically and horizontally analyzed, organized, and scaffolded to meet the grade level expectations for successful student achievement. Curriculum documents are organized in the following forms within our district: Year At a Glance (YAG)-provides a four-square overview of what TEKS/standards are covered within each nine-weeks, Week At A Glance (WAG) – provides a clear unit parameters, assessments schedule, and Power Standards for each nine-weeks, Unit Planning Guides- provides a framework and protocol for teachers to backwards design instruction with multiple pathways, Instructional Planning Guides –provides a framework for instruction that happens each day. District assessments of tested state standards are aligned to the TEKS/standards and a framework is used to assist in this alignment.

Vehicles for learning are provided throughout our district's various platforms. Learning can be accessed and facilitated in the following ways: physically-classroom environment; or electronically/virtually- CANVAS (Learning Management System) or Microsoft Office 365. Our classrooms tend to use a hybrid approach for facilitating learning to meet the needs of our digital learners.

Professional Learning Communities (PLCs) are organized on each campus. The relevance of these communities is to maximize the capacity of adult learning. Learning is ongoing, systemic, and based upon the cycle of continuous improvement. IC maps are being developed to help measure the impact of the work.

During the 2021-2022 school year, the District will continue the implementation of Readers and Writers Workshop. Students learn within the framework of Structured Literacy and grow as a readers, writers, speakers, and listeners. The workshop model allows students to be at the center of their literacy adventure with an exposure to areas of high interest for individual learners and to be instructed with an explicit and systematic approach. RLA curriculum and instruction documents are created from best practices provided by a multitude of resources such as Ohio State University and Teacher's College at Columbia University, Heggerty Phonological Awareness, and Patterns of Power. Math and Science will continue to focus upon creating literate learners within their content. Resource subject experts visited Santa Fe ISD multiple times this year to assist in our curriculum management to refine and design relevant pathways across grade levels to create clearer avenues for student success. A new Math curriculum has been adopted for 2021-2022 called Eureka Math. Stem Scopes and Discovery Science will be used as a resource in Science.

The Instructional Coaching Model continues for the 2021-2022 school year, and teachers have access to and support from subject specific instructional coaches to assist teachers in reaching their instructional goals resulting in higher student achievement. Math interventionists have been added to each elementary campus to assist in closing the gaps.

Various learning cohorts and academies were formed within the District to strengthen and reinforce our leaning systems for academic success. Principals, assistant principals, teacher leaders, and other teacher representatives participated in book studies focused upon field related work to develop common practices and procedures to support adult and student learning.

Parent and Community Engagement

Parent and Community Engagement Summary

RJW supports family engagement through activities that encourage lifelong learning and student success. Activities include:

- Increased formats of communication between parents and teachers
- Campus Parent Engagement Committee
- Campus survey data utilized to continually improve
- Parent/Teacher Association (PTA)
- Parent conference and open house activities to encourage collaboration between parents, teachers, and students
- Family nights such as ESL Night, STREAM Night, Grade level Music Performances
- Family Events during the school day such as, Family Feasts, Awards, Kindergarten graduation
- Each grade level will have at least one event where parents will be invited to attend.

School Context and Organization

School Context and Organization Summary

Roy J. Wollam

- Principal, Michelle Pourchot
- Assistant Principal, Shannon Davidson
- Counselor, Lindsey Garcia

School context and organization:

- Administration
- Counselor
- Special Education support staff
- Targeted Response to Intervention Process (RTI)
- PBIS
- SOAR/Pre-K program is an innovative and effective way of meeting the educational needs of the districts PPCD students along with those of the children of district employees
- Creative Explorers offers the community and SFISD employees reliable child care before and after school
- RJW provides Professional Learning Community (PLC) meeting, learning, and planning time for teachers. Elementary campuses schedule their PLC time during the day on a rotating basis.
- Instructional Coaching
- Math Interventionist
- Reading Interventionist

Technology

Technology Summary

- The District faces many challenges from aging computer equipment, equality, and standardization of technology devices between campuses. These challenges are being addressed in the District goals.
 - In 2019-2020, The District refreshed student computers for kindergarten and first grade. These computers will give the younger students the ability to use devices like a tablet or a full laptop.
 - In 2016-2017, the District implemented a 1-1 ratio of devices to High School students in core curriculum classes. Devices were distributed to the JH and elementary levels. As time passes, these devices need to be refreshed. Technology is evolving rapidly, which means students' devices need to be replaced and upgraded on a continual cycle. The District uses campus pilot programs to evaluate new devices and software as it becomes available to purchase. As programs are developed and refined, successful technology experiences are shared with other campuses.
 - Staff computer refresh is being addressed with several options to standardize devices. The district offers a lease-purchase program that offers support and training to be used in the classroom as well as personal use. The devices offered in the lease program also interface with the district's touch screens.
- Cybersecurity is a top priority for Santa Fe ISD. We have implemented a plan to include a person that is in charge of reporting and identifying any security data breaches. This person is our District Technology Compliance member and gets daily reports to address these issues. If an issue arises she will notify the proper authorities and staff that is directly affected according to the guidelines address from TEA and SB802.
- 2019-20 The Technology staff is moving into a training position to work with staff and students to teach how to fully use the technology in the classroom. The department has secured a classroom at Kubacak and hired a former teacher to help meet these needs throughout the District. We have also created a "how-to" section on the web page and has invested in additional training from Canvas, Microsoft and Lightspeed along with other vendors to help meet these needs.
- The district continues to take advantage of cloud infrastructure. With Microsoft Office 365 and Cloud storage will allow students and staff to have access to files and applications from any location with Internet access. With the move to Microsoft's, Intunes Cloud solution will now allow our student to log into the computers as themselves without the log delay of building profiles.
- Canvas, the district's Learning Management System, is used to provide students with a portal to access a variety of instructional tools and materials which include lesson plans, assignments, quizzes, research materials, and a calendar to keep up with due dates. The District is rebooting how we use this system to make sure we are getting the most for the money invested in this program. Including the ability for teachers to have direct access to Canvas for technical assistance using the Chat Tier one support that was purchased for this year.

- The addition of Lightspeed will now allow the district to address the internet filtering concerns. This system will archive all internet history and allow the District to address policy issues and help with building good Digital citizens. The teacher classroom management will finally give teachers the control they need to control the student computers. From locking the computer screens to opening up or closing websites depending on classroom instruction needs. With this control, they will also have the ability to go back and see the archive of their student browsing history to verify that students are staying on task. Finally having the ability to meet the request of parents to have access to their child's search history is another tool to help parents feel connected. This is planned to be pushed out for the 2019-20 and will be a great tool for everyone in the District. The Lightspeed filter is a Cloud-based solution and filters any SFISD devices in or out of the District's network. This opens up options for moving to a true 1:1 program that could allow students to take home devices in the future.
- Connectivity between campuses consists of redundant, 10GB fiber connections that provide fast transfer of data between locations and redundancy in the event one of these lines get compromised.
- Internet bandwidth has been increased the 2019-20 school year from 700Mbps to 1 GB to provide enough bandwidth to support over 6,000 computers that will give the end-user high-speed access to web content.
- Our Technology Staff is built of skilled technicians that support the district needs and maintain the technology equipment.
- The Eduphoria HelpDesk application greatly enhances our ability to track and keep up with technology requests and keeps the operation of the technology department running efficiently.
- SFISD campuses have wireless connectivity suitable to support the growing number of student computers. Wireless access points are present in every classroom and in common areas, ensuring solid connections during classroom instruction.
- There are student laptop carts in every core classroom, ranging between 40 to 50 carts per campus and over 6,000 student laptops in total. This provides students with the tools necessary to succeed in 21st-century learning.
- Desktop computer labs have reduced in numbers at the campuses due to the current availability of student laptop computers, however, some computer labs are still in place provide additional technology learning environments for students as well as specialized instruction geared towards software applications and successful research practices with Technology TEKS focus.
- Wireless video streaming adapters have proven to be an effective solution to streaming instructional content. The cost of adding the wireless adapters are less than 1/3 the cost of conventional wall plates and provides the teacher to move about the room and interact with the student.
- Interactive whiteboards and touch monitors provide the interactive ability for teachers to engage students in instruction through the use of technology.
- Microsoft Office 365 provides flexibility to staff and students' file access and storage needs. In addition, Microsoft continues to increase security and add collaborative applications that are useful in classroom instruction.
- The Technology staff is being retooled to provide classroom technology support and training on available technology devices and applications. Teachers will become more fluent and comfortable using the applications selected to meet instructional needs.

Goals

Goal 1: Wollam utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 1: Wollam will correctly utilize the budget guidelines created by Zero-Based Budgeting and all expenditures will be in support of campus goals which are based on the campus needs assessment

Evaluation Data Sources: The budget will be reviewed quarterly.

Strategy 1 Details	Reviews			
<p>Strategy 1: Review and approve purchase orders on an as needed basis through the Skyward program utilizing a zero-based budget.</p> <p>Strategy's Expected Result/Impact: Stay within budget allotment</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Wollam provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 1: All staff members are dedicated to providing strong communication through a variety of methods to keep students, parents, staff and community well informed.

Evaluation Data Sources: Parent survey results.

Strategy 1 Details	Reviews			
<p>Strategy 1: Improve communication by maintaining the RJ Facebook page that will provide reminders and information throughout the year; staff and parents will also use the RJ Facebook page to post great things going on at the campus.</p> <p>Strategy's Expected Result/Impact: Increased parent communication and participation in campus events</p> <p>Staff Responsible for Monitoring: Administrators Staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will make one positive phone call home to parents within the first month of school; teachers will hold a parent conference with each parent within the first semester to go over academic strengths and weaknesses as well share general student information to build the home/school connection.</p> <p>Strategy's Expected Result/Impact: Parent communication logs</p> <p>Staff Responsible for Monitoring: Administrators; Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Improve communication by posting a weekly "Peek of the Week" to teacher web pages that contains tips for parents, upcoming events, reminders, and the learning focus for the week; weekly and/or daily communication through Class Dojo and flyers for campus and district events in order to build a stronger home/school connection.</p> <p>Strategy's Expected Result/Impact: Increased parent participation and improved communication</p> <p>Staff Responsible for Monitoring: Administrators Staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Wollam ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 1: All staff members are committed to creating an environment of respectful, responsible and motivated individuals to create a safe community of learners.

Evaluation Data Sources: Staff, student and parent survey results.

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure students participate in activities and programs involving school safety (Red Ribbon Week, Bus Safety Week, Bully Awareness Week, Campus Crisis Prevention, Fire Prevention Training, DARE)</p> <p>Strategy's Expected Result/Impact: Student participation observed during awareness weeks and Crisis prevention drills</p> <p>Staff Responsible for Monitoring: Counselor Administrators</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop motivated individuals through Character Strong and the creation of individualized student learning goals.</p> <p>Strategy's Expected Result/Impact: Growth in academics based on individualized goals and increase in student motivation</p> <p>Staff Responsible for Monitoring: Counselors Staff Administrators</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - Title 4</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Wollam ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 2: Build positive student behaviors by building upon our school wide House System where each students is divided into one of five houses. Campus core values focus students on learning the 5 core values of a Wollam Warrior to be kind, courageous, collaborative, accountable and respectful.

Evaluation Data Sources: Improved peer to peer relationships as indicated on Parent Engagement Surveys and student surveys. Decrease in classrooms and office referrals. Improved attendance.

Strategy 1 Details	Reviews			
<p>Strategy 1: Collectively build upon our new campus mission statement that centers around our core values of being kind, courageous, collaborative, accountable and respectful.</p> <p>Strategy's Expected Result/Impact: Parent Survey Data, Teacher Survey Data, Attendance at School Wide Events, Positive Feedback Through Class Dojo</p> <p>Staff Responsible for Monitoring: All staff members</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Wollam impacts student achievement positively through high standards of professional learning.

Performance Objective 1: Create a professional learning system to improve practice through a collaborative culture of continuous improvement resulting in increased student achievement.

Evaluation Data Sources: STAAR, Benchmark testing results, Survey Results, Walk-Through data, Coaching data, Observational data

Strategy 1 Details	Reviews			
<p>Strategy 1: PLCs follow the Standards for Professional Learning and the Cycle of Continuous Improvement. Strategy's Expected Result/Impact: increased student achievement Staff Responsible for Monitoring: campus administrators TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - Title II</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administrators review and choose an IC Map to assess the impact of adult learning within professional learning communities. All PLC teams understand the purpose and the use of an IC Map to assess the impact of adult learning within PLCs. Strategy's Expected Result/Impact: increased student achievement Staff Responsible for Monitoring: campus administrators TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Collect all learning designs being used and analyze them for purpose . Teams will systematically choose the appropriate learning design based on data. Strategy's Expected Result/Impact: increased student achievement Staff Responsible for Monitoring: campus administrators TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Coaches collaborate with the administrative team and set personal goals for PLCs and individual coaching cycles that align with current goals. The goal is for coaches and administrators to purposely and systematically use coaching as a way to hold individuals and teams accountable to the continuous improvement cycle that results in increased student achievement.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Teachers take part in the campus goal setting process and new teachers create their own connection to the mission and the vision. Staff share a common understanding of the mission, vision, and values and can model them in the daily life of school.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Teachers have clear professional learning goals to improve their practice.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p> <p>Staff Responsible for Monitoring: campus administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college -</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Leaders understand their role and expectations as team leaders. They also know how to utilize the leadership tool kit in order to guide teams through the cycle of continuous improvement.</p> <p>Strategy's Expected Result/Impact: increased student achievement</p>	Formative			Summative
	Dec	Feb	Apr	June

Staff Responsible for Monitoring: campus administrators

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math -

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction

Funding Sources: - Title II

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 5: Wollam provides strategies for literacy development for all students.

Performance Objective 1: RJ Wollam Elementary is dedicated to improving academic performance in the area of Reading for all students by participating in rigorous curriculum, instruction, assessment and leadership. Kindergarten will strive to meet 85% of students reading on grade level. First Grade will strive to meet 85% of students reading on grade level. Second Grade will strive to meet 85% of students reading on grade level. Third Grade will strive to meet 87% AGL, 57% Meets, and 37% Masters. Fourth Grade will strive to meet 86% AGL, 62% Meets, and 36% Masters. Fifth Grade will strive to meet 87% AGL, 59% Meets, and 34% Masters.

Evaluation Data Sources: BAS, UBAs, SBAs, Interim Assessments, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Improve initial classroom instruction through the implementation of Lucy Calkins Units of Study for Reading, small group guided reading/skill based instruction, individual student conferences, vocabulary acquisition strategies, collaborative structures, high level questioning, student discourse and total engagement strategies. (Domain 1)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Foster literate learners in all content areas focusing on listening, speaking, reading and writing with intentionality. (Domain 1)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Improve individual progress measures (approaches, meets, masters) by analyzing, tracking, and creating action plans for individual students using performance data to provide appropriate reteach strategies, interventions, and extensions. (Domain 2)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Improve individual progress measures for students receiving special education services by analyzing, tracking, and creating action plans using performance data to provide appropriate accommodations and modifications while implementing the inclusion model within the general education classroom. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Improve individual student progress measures of English Language Learners by analyzing, tracking, and creating action plans using performance data and implementing language acquisition strategies, ELPS, and professional learning for all ESL teachers. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Improve individual student progress measures of Economically Disadvantaged students by analyzing, tracking, and creating action plans using performance data to implement reteach strategies, interventions, and extensions. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Wollam provides strategies for literacy development for all students.

Performance Objective 2: RJ Wollam Elementary is dedicated to improving academic performance in the area of Math for all students by participating in rigorous curriculum, instruction, assessment and leadership. Kindergarten, First Grade, and Second Grade will strive to meet 80% mastery of TEKS. Third Grade will strive to meet 87% AGL, 59% Meets, and 34% Masters. Fourth Grade will strive to meet 88% AGL, 57% Meets, and 35% Masters. Fifth Grade will strive to meet 83% AGL, 57% Meets, and 40% Masters.

Evaluation Data Sources: BAS, UBAs, SBAs, Interim Assessments, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Improve initial classroom instruction through the collaborative development of instructional planning guides and create literate Mathematicians through the implementation of Backwards Design, Guided Math, number talks, small group instruction, vocabulary strategies, collaborative structures, hands on experiences, high level questioning, accountable talk and total engagement strategies. (Domain 1)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levels: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: math manipulatives - Title I</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Foster literate learners in all content areas focusing on listening, speaking, reading and writing with intentionality. (Domain 1)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levels: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Improve individual progress measures (approaches, meets, masters) by analyzing, tracking, and creating action plans for individual students using performance data to provide appropriate reteach strategies, interventions, and extensions. (Domain 2)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Improve individual progress measures for students receiving special education services by analyzing, tracking, and creating action plans using performance data to provide appropriate accommodations and modifications while implementing the inclusion model within the general education classroom. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Improve individual student progress measures of English Language Learners by analyzing, tracking, and creating action plans using performance data and implementing language acquisition strategies, ELPS, and professional learning for all ESL teachers. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Improve individual student progress measures of Economically Disadvantaged students by analyzing, tracking, and creating action plans using performance data to implement reteach strategies, interventions, and extensions. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Based on data analysis, provide Math intervention, using the math interventionist, to specific, targeted students to help close gaps.</p> <p>Staff Responsible for Monitoring: Administrators and coaches</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: ESSER Funds - Local</p>	Formative			Summative
	Dec	Feb	Apr	June
<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 5: Wollam provides strategies for literacy development for all students.

Performance Objective 3: RJ Wollam Elementary is dedicated to improving academic performance in the area of Science for all students by participating in rigorous curriculum, instruction, assessment and leadership. Fifth Grade will strive to meet 87% AGL, 59% Meets, and, 34% Masters

Evaluation Data Sources: BAS, UBAs, SBAs, Interim Assessments, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Improve initial classroom instruction and create literate Scientists through the implementation of 5E lesson design and Backwards Design, small group instruction, vocabulary strategies, collaborative structures, hands on lab experiences including STREAM, high level questioning, student discourse and total engagement strategies. (Domain 1)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Foster literate learners in all content areas focusing on listening, speaking, reading and writing with intentionality. (Domain 1)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Improve individual progress measures (approaches, meets, masters) by analyzing, tracking, and creating action plans for individual students using performance data to provide appropriate reteach strategies, interventions, and extensions. (Domain 2)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Improve individual progress measures for students receiving special education services by analyzing, tracking, and creating action plans using performance data to provide appropriate accommodations and modifications while implementing the inclusion model within the general education classroom. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments.</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Improve individual student progress measures of English Language Learners by analyzing, tracking, and creating action plans using performance data and implementing language acquisition strategies, ELPS, and professional learning for all ESL teachers. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Improve individual student progress measures of Economically Disadvantaged students by analyzing, tracking, and creating action plans using performance data to implement reteach strategies, interventions, and extensions. (Domain 3)</p> <p>Strategy's Expected Result/Impact: Increase student performance as indicated by the performance objectives in all grade levels for approaches, meets, and masters throughout the school year on performance assessments, benchmarks assessments and STAAR assessments</p> <p>Staff Responsible for Monitoring: Administrators Coaches Team Leaders Teachers</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: Wollam develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 1: All staff members are committed to providing a variety of classroom and campus events to ensure families are involved in school activities and to help grow successful learners.

Evaluation Data Sources: Parent participation and sign-in sheets from events.

Strategy 1 Details	Reviews			
<p>Strategy 1: Host a STREAM Family Night and book fair where parents will be invited to participate in learning activities with their child. (Event will be held virtually if needed)</p> <p>Strategy's Expected Result/Impact: Increased parent/teacher collaboration; increased achievement in science, reading and math skills.</p> <p>Staff Responsible for Monitoring: Administrators; teachers, support staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for parent/family engagement including: registration days, roundup, field days, feasts, Kindergarten Graduation, choir performances, and classroom/campus visitations to ensure a smooth transition for children into the public school system, into the next grade level, or to their new campus of promotion. The parent and family engagement committee will meet at least twice each year to review/revise the parent engagement policy and campus compacts. (All events are contingent upon health and safety guidelines)</p> <p>Strategy's Expected Result/Impact: Increased parent participation and improved communication</p> <p>Staff Responsible for Monitoring: Administrators; Teachers</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 7: Wollam provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 1: Every student will have access to a personal device and to the Learning Management System to access all coursework. Virtual learners will be provided the technology support they need for at home learning.

Goal 7: Wollam provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 2: Every teacher will be trained to use the Learning Management System and will receive professional learning opportunities and support throughout the year.

Goal 7: Wollam provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 3: Campus technology will be trained on the Learning Management System (Canvas) and Eduphoria to support teachers.

Campus Funding Summary

Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	7	ESSER Funds		\$0.00
Sub-Total					\$0.00
Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	1	math manipulatives		\$0.00
Sub-Total					\$0.00
Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	1			\$0.00
4	1	7			\$0.00
Sub-Total					\$0.00
Title 4					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2			\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00

Addendums