

Seguin Independent School District
Rodriguez Elementary School
2023-2024 Formative Review

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Goals





Goal 1: Rodriguez Elementary will increase the percentage of 3-5 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 45% to 53% by August 2025.









Performance Objective 1: TEACHING AND LEARNING: By focusing on curriculum alignment, instructional practices, and support for special programs and sub-populations, Rodriguez Elementary will show an increase in the percentage of students who achieve the Approaches/Meets/Masters performance levels in Reading (Student Achievement Domain)









Summative Evaluation: Some progress made toward meeting Objective









Next Year's Recommendation: Increase Meets and Masters by 8 points in the 2024-2025 school year

Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Learning Communities (PLCs)</p> <p>Continue weekly K-5 Professional Learning Communities (once a week) to support the assessment cycle, data driven instruction and guide purposeful planning. All teachers and the instructional admin team will attend Math, Reading and Science focused PLC's throughout the entirety of the school year.</p> <p>Strategy's Expected Result/Impact: A professional learning community, or PLC, will allow grade level teachers to meet weekly, share expertise, and work collaboratively to improve teaching practices and the academic performance of students through the assessment cycle and the four essential PLC questions.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Administration and Instructional Coach</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Begin collecting writing samples for all students in November. All students in K-5th will have a Writing Folder with common prompts for monthly writing sample collection campus wide. The writing folder will travel with students grade level to grade level. Common writing expectations for all students within the same grade level will be expected.</p> <p>Strategy's Expected Result/Impact: The writing collections of students provide tangible evidence to show their academic achievements over time as well as helps teachers identify areas of concern that will allow teachers to develop students as writers.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Leadership Team and Team Leaders</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Folders - 211 Title I - 211.11.00.104.3.24.000.6399 - \$300</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to provide access to support and enrichment via the use of educational resources such as ESGI (Kinder and 1st) and Reading A to Z (All K-5 Classrooms). Purchase the ELL Edition supplement to target increased intervention and improve student performance in our Dual Language classrooms.</p> <p>Strategy's Expected Result/Impact: These educational resources will provide students the opportunity to view grade level curriculum in different engaging formats that will assist the students with learning new academic content, spiraling previously taught material, and will also allow teachers to monitor student progress through the program's features.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Teachers Reading Dyslexia Teacher Instructional Coach Administration</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Funding Sources: Reading A- Z licenses - 211 Title I - 211.11.00.104.3.24.000.6399 - \$7,100, ESGI licenses - 211 Title I - 211.11.00.104.3.24.000.6399 - \$1,800</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide all classroom teachers extended planning time to plan for the nine weeks session (as a grade level team) for the second, third and fourth nine weeks.</p> <p>Staff Responsible for Monitoring: Principal and AP</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Funding Sources: Extended Planning Substitutes - 211 Title I - 211.11.00.104.3.24.000.6112 - \$8,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<p>Strategy 5: Implement Revised District RtI Guidelines</p> <p>Strategy's Expected Result/Impact: By implementing the new district RTI guidelines Rodriguez Elementary will be able to better document student progress throughout the RTI program (Panorama) and help the district streamline a common RTI process across the Seguin ISD. The Principal, Assistant Principal and Academic Dean will attend the Solution Tree RTI at Work Summit.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Registration fees for Solution Tree's RtI Conference - 211 Title I - 211.23.00.104.3.24.000.6299 - \$1,600, AD Registration fees for Solution Tree's RtI Conference - 211 Title I - 211.13.00.104.3.24.000.6299 - \$1,600, Hotel and Per Diem - 211 Title I - 211.xx.00.104.3.24.000.6411 - \$2,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Purchase instructional materials to help teachers facilitate intervention for students.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Intervention Materials - 211 Title I - 211.11.00.104.3.24.000.6399 - \$20,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<p>Strategy 7: Data Analysis</p> <p>Utilize Title I Aides to support interventions and enrichment lessons during the scheduled daily intervention blocks.</p> <p>Strategy's Expected Result/Impact: Student data will drive the intervention assignments and assigned personnel to focus on growth for all.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: FTE - 211 Title I - 211.XX.00.104.3.24.000.61X9 - \$30,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<p>Strategy 8: Four DL teachers, Principal will attend the Dual Language Conference "La Cosecha". This will provide an opportunity to learn and share instructional best practices that will positively impact student learning and performance for our Dual Language learners.</p> <p>Strategy's Expected Result/Impact: By attending the Dual Language Conference, both the DL teachers and the administration team will be able to support the successful implementation of the 90/10 Dual Language program model. Attendees will learn best practices and program management that will allow emergent bilingual students in the Dual Language program the opportunity to better develop their native language and foster the development of a second language. The goal is to yield improved performance among all students.</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>-</p> <p>Funding Sources: Conference Registration (Teachers) - 211 Title I - 211.13.00.104.3.24.000.6299 - \$2,700, Conference Registration (Admin) - 211 Title I - 211.23.00.104.3.24.000.6299 - \$675, Travel (800.00), Hotel (900.00), Airfare (800.00) - 211 Title I - 211.13.00.104.3.24.000.6411 - \$2,500, Travel (200.00), Hotel (425.00), Airfare (200.00), Car Rental (450.00) - 211 Title I - 211.23.00.104.3.24.000.6411 - \$1,375</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
<p>Strategy 9: All literacy teachers in grades 3rd-5th will attend the English Language Arts & Reading (ELAR) STAAR Redesign: Assessing the Extended Constructed Response workshop provided by Region 20.</p> <p>Strategy's Expected Result/Impact: In this session, teachers will look at the new ECR guidelines, different types of prompts for informational, argumentative, and correspondence responses and evaluate them using grade-appropriate rubrics provided by TEA. They will discuss success criteria and how to conduct calibration for PLCs and for students.</p> <p>Staff Responsible for Monitoring: None</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Conference Registration (Teachers) - 211 Title I - 211.13.00.104.3.24.000.6299 - \$360, Substitutes - 211 Title I - 211.11.00.104.3.24.000.6112 - \$400</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Attend Lead-4-wards Rockin' Review Conference. - Utilize Professional Development opportunity to become familiarized with the new Staar 2.0.</p> <p>Strategy's Expected Result/Impact: Teachers, interventionists, and admin team members will engaged in focused review on high-impact TEKS clusters and STAAR 2.0 instructional priorities. By attending this conference, teachers will learn to combine prioritized student thinking with strategies essential for success on STAAR 2.0, as they plan a 10-day review framework.</p> <p>Staff Responsible for Monitoring: Teachers, Interventionists, Admin Team</p> <p>Funding Sources: Registration Fees - Teachers (14 X \$245 = \$3,430.00 - 211 Title I - 211.13.00.104.3.24.000.6299 - \$4,845, Registration Fees - Admin (2 X \$255 = \$490.00) - 211 Title I - 211.23.00.104.3.24.000.6299 - \$510, Substitutes (X 18) - 211 Title I - 211.11.00.104.3.24.000.6112 - \$1,800</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				









Goal 1: Rodriguez Elementary will increase the percentage of 3-5 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 45% to 53% by August 2025.





Performance Objective 2: By the end of the 2023-24 school year, the percentage of students who perform on grade level in ISIP Reading will improve from 40% to 70% in kindergarten, 42% to 70% in first grade, and 37% to 70% in second grade.





Evaluation Data Sources: Istation Data reports

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to focus on Guided Reading and small group 72/42/49

Strategy 1 Details	Reviews			
<p>Strategy 1: All K-2nd teachers & Support Personnel, Instructional Interventionists, the Academic Dean and Administrators at Rodriguez will receive professional development in the areas of Interactive Read Alouds, Shared Reading, Shared Writing and Guided Reading and Literacy Stations. The sessions will include hands-on activities for all learners, the use of visuals to build and activate background knowledge and modeling to ensure participant understanding.</p> <p>Strategy's Expected Result/Impact: By attending these professional development opportunities, both the teachers and administration team will learn best practices and program management that will ensure students receive improved instruction which will improve student performance. The goal is to yield higher test scores among all performing students.</p> <p>January 2023</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Pay Trainer - Sylvia Boncher - 211 Title I - 211.13.00.104.3.24.000.6299 - \$3,500, Substitutes (11 subs for 2 days) - 211 Title I - 211.11.00.104.3.24.000.6112 - \$1,870</p>	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 2 Details	Reviews			
<p>Strategy 2: Appropriate equipment (headsets) will be provided for all K-5th students to facilitate focus, learning and practice with the use of technology by children who are utilizing district purchased software programs.</p> <p>Strategy's Expected Result/Impact: Providing the necessary equipment will help our students minimize distractions as they practice and take monthly assessments on iStation, Imagine Math, etc.</p> <p>Staff Responsible for Monitoring: All Teachers, AD, Admin team.</p> <p>Funding Sources: Headsets - 211 Title I - 211.11.00.104.3.24.000.6399 - \$3,000</p>	Formative			Summative
	Nov	Jan	Mar	June
	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"></div> <div style="text-align: center;"></div> <div style="text-align: center;"></div> <div style="text-align: center;"></div> </div>			

Strategy 3 Details	Reviews			
<p>Strategy 3: Guided Reading will include enrichment lessons when appropriate to strengthen advanced academic skills. We will purchase guided reading take home bags and flashcards for K-2nd grade students.</p> <p>Strategy's Expected Result/Impact: Through guided reading, students will be able to establish fundamental skills necessary for proficient reading, identify weaknesses and strengthen specific skills, improve attention to detail, build fluency, expand vocabulary knowledge, and develop reading comprehension skills.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Classroom Teachers & Leadership Team</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Guided Reading Book Bags and Flashcards - 211 Title I - 211.11.00.104.3.24.000.6399 - \$300</p>	Formative			Summative
	Nov	Jan	Mar	June
				

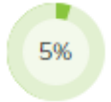



 No Progress
 Accomplished
 Continue/Modify
 Discontinue





Goal 2: Rodriguez Elementary will Increase the percentage of 3-5 grade students who score meets grade level or above on STAAR Mathematics from 40% to 60% by August 2025.

Performance Objective 1: POST-SECONDARY READINESS: At the campus level, Rodriguez Elementary will increase the percentage of third grade students who score Meets grade level or above on STAAR Math from 40% in 2023 to 53% by August 2024.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Increase meets and masters level by 8 percentage points in the 2024-2025

Strategy 1 Details	Reviews			
<p>Strategy 1: Saturday School (STAAR Review)</p> <p>Offer Saturday school to Grades 3-5 to help students make progress in mastering grade level content</p> <p>Strategy's Expected Result/Impact: Saturday school offers a unique and individualized learning experience. Increases good study habits. Improves academic performance, retention, and personal growth. Encourages higher level of thinking. Improves self-esteem. Helps you become an independent learner. Puts you in charge of your own learning process. ... Supports in-class learning.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p> <p>Funding Sources: Compensatory Pay for Saturday School - 211 Title I - 211.11.00.104.3.24.000.6118 - \$2,700</p>	Formative			Summative
	Nov	Jan	Mar	June
				

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 2: Rodriguez Elementary will Increase the percentage of 3-5 grade students who score meets grade level or above on STAAR Mathematics from 40% to 60% by August 2025.

Performance Objective 2: By the end of the 2023-2024 school year, the percentage of students who perform on grade level in Imagine Math K-2 will increase by 25%.

- Evaluation Data Sources:** Imagine Math data reports.
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** We will set goals based on new math platform.





Goal 3: By increasing students' awareness and hosting a variety of activities, Rodriguez ES will support the district goal of increasing the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2025.

Performance Objective 1: By the end of the 2023-2024 school year, overall STAAR scores for Rodriguez Elementary's 3rd-5th grade students will increase for students in all subjects from 71/40/17 to 85/52/30 in the areas of approaches, meets, and masters.

Evaluation Data Sources: STAAR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Increase 6 percentage points in the area of Meets and Masters for 2024-2025 school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase the Rigor and Relevance in math and science with supplemental materials that provoke critical thinking.</p> <p>Purchase Motivation Reading Gr.3-5, Motivation Math Gr.2-5, Motivation Science Gr.5 (English / Spanish).</p> <p>Purchase STAAR Ready for Gr.3-5, Math, Reading, Science</p> <p>Strategy's Expected Result/Impact: By purchasing Motivation Reading Gr.3-5, Motivation Math Gr.2-5, Motivation Science Gr.5, teachers will be able to supplement their classroom instruction and provide students with content material that is more rigorous and provokes critical thinking.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Purchasing- Administration</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Funding Sources: Supplemental student consumables from Mentoring Minds - 211 Title I - 211.11.00.104.3.24.000.6399 - \$10,500, STAAR Ready 3rd and 5th - 211 Title I - 211.11.00.104.3.24.000.6399 - \$7,500</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Incorporate college, military, and trades into weekly instruction, monthly presentations and visuals around the campus. Promote college pathways by implementing college days on Wednesdays.</p> <p>Strategy's Expected Result/Impact: Students will be exposed to a variety of options available to them after high school via conversations, visuals and participation in college day activities.</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Rodriguez Elementary will host a career day for all students.</p> <p>Strategy's Expected Result/Impact: Increase student awareness of a variety of career options.</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 4: Campus will build a thriving learning community as indicated on a numerical score of 80 or higher on the campus balanced scorecard.









Performance Objective 1: POST-SECONDARY READINESS: WHOLE CHILD SOCIAL EMOTIONAL LEARNING: Rodriguez Elementary will build a thriving learning community and increase learning opportunities that support and reinforce the health and well-being of all students by addressing safety, lifetime fitness, school attendance, extra-curricular activities and the emotional support of all student populations.













Rodriguez Elementary will increase attendance from 93.4% to 96%.













Evaluation Data Sources: Student attendance, discipline referrals, climate surveys, employee attendance, drop-out data, homeless, migrant, participation in extra-curricular activities.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Attendance Goal increase to 96%

Strategy 1 Details	Reviews			
<p>Strategy 1: Health and Well-being</p> <p>The campus will participate in several events such as World Day of Bullying Prevention, Character Education Week, Red Ribbon Week, Unity Day, and daily Positive Action lessons.</p> <p>Strategy's Expected Result/Impact: Bring awareness to students on the effects of modern day cyber bullying, equip students with anti-bullying strategies, and raise awareness of the potential harm of the utilization of drugs.</p> <p>Nov.-Dec.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Attendance</p> <p>The PBIS Committee will consistently and continuously analyze discipline, attendance, and climate data at the end of each nine weeks and make necessary adjustments to improve areas of concern.</p> <p>Strategy's Expected Result/Impact: Increased overall student performance and attendance rate.</p> <p>Nov-Dec.</p> <p>Staff Responsible for Monitoring: PBIS Team, Leadership Team, Teachers</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Safety</p> <p>Follow the Fire Drill, ALICE Drill and emergency scenario drill schedule. Record the dates accordingly. Debrief the drills as a leadership team and work to improve them.</p> <p>Strategy's Expected Result/Impact: By practicing safety drills, students and staff will be better equipped in making life saving decisions in case of a real emergency.</p> <p>Nov-Dec</p> <p>Staff Responsible for Monitoring: Administration Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Safety</p> <p>Create a Campus Crisis Team that is trained to support students in need and properly restrain students if absolutely necessary. The Crisis Team will also be trained and prepared do conduct a Suicide Risk Assessment, if needed.</p> <p>Strategy's Expected Result/Impact: The crisis team will defuse challenging and disruptive behavior before an incident escalates to a crisis situation keeping all students safe.</p> <p>Nov-Dec.</p> <p>Staff Responsible for Monitoring: Leadership Team, CPC Team, C&I SE and Behavioral Support</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Emotional Support</p> <p>The counselor will provide guidance lessons to meet the social and emotional needs of students through district curriculum. Additionally, 'lunch bunch' groups will be formed with students with the most need per grade level.</p> <p>Strategy's Expected Result/Impact: To help students enhance listening and social skills, learn to empathize with others, and find social support through healthy peer relationships.</p> <p>Nov-Dec</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
<p>Strategy 6: Emotional Support</p> <p>All teachers will be trained on McKinney Vento, CPS Reporting, Bullying Prevention, etc. to promote meeting the social-emotional needs of our students.</p> <p>Strategy's Expected Result/Impact: Recognize when children are at risk of harm and have the confidence and knowledge to intervene to ensure the safety and well-being of the student and their family.</p> <p>Nov-Dec.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Life Time Fitness</p> <p>Promote lifetime fitness through participation in a variety of sports camps for grade 3-5. (Football, soccer, and volleyball camps)</p> <p>Strategy's Expected Result/Impact: The camps will provide students with exposure to different kinds of sports, their rules, and the opportunity to practice and tryout the different positions of the respective game.</p> <p>Nov-Dec</p> <p>Staff Responsible for Monitoring: P.E. Coach</p> <p>Title I: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<p>Strategy 8: Lifetime Fitness</p> <p>To promote lifetime fitness for students and their families through a school wide family fitness walk/run event in the Spring.</p> <p>Strategy's Expected Result/Impact: Bring families together to create a healthier school community.</p> <p>Nov-Dec</p> <p>Staff Responsible for Monitoring: P.E. Coach</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
<p>Strategy 9: Extra Curricular Activities</p> <p>Provide opportunities for involvement in advanced academic co-curricular events such as Math Bee, Spanish Spelling Bee, Science Fair, UIL, Safety Patrol, Student Council, etc.</p> <p>Strategy's Expected Result/Impact: Through extra curricular activities students will build leadership skills, create broader perspectives, boost self-esteem and engage in social opportunities.</p> <p>Nov-Dec.</p> <p>Staff Responsible for Monitoring: Administration Respective Club Sponsors</p> <p>Title I: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				













Goal 5: Campus will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).









Performance Objective 1: RECRUIT, RETAIN, AND ENGAGE EFFECTIVE TEACHERS AND ADMINISTRATORS: Rodriguez Elementary will achieve a teacher turnover rate of less than 10%.













Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Retention Rate has increased since 2022-2023 due to changes in district and campus leadership. continue retention goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Promote employee recognition through weekly staff newsletters, Teacher of the Week, and Team of the Month. Starting in October, the Team of the Month will be acknowledged at the last Friday morning assembly of the month and awarded an hour lunch.</p> <p>Strategy's Expected Result/Impact: Increased teacher performance in meeting the diverse needs of their students.</p> <p>Nov./Dec.</p> <p>Considerable - Principal continues to create staff newsletters emailed out every Sunday; announce Teacher of the Week and Team of the Month at monthly Faculty meetings.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities to involve teachers in the decision making process by creating the campus Instructional Leadership Team (ILT).</p> <p>Strategy's Expected Result/Impact: By providing teachers the opportunity to be involved in decision making it will create a more positive working relationship between the administration and teachers.</p> <p>Nov./Dec. Considerable - The ILT committee has been meeting monthly, with the exception of November. The Leadership Team and Grade Level Team Leaders met to discuss campus events, news and initiatives.</p> <p>Staff Responsible for Monitoring: Administration and members of the Instructional Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Principal, Assistant Principal, and the Academic Dean will conduct a minimum of 10 walkthroughs per week to support personal growth for all teachers. The targeted T-TESS dimension for walkthroughs will be selected and shared with teachers during PLCs before the walkthroughs are conducted. This will allow teachers and the administrative team an opportunity to discuss ways to improve Tier 1 instruction in a comfortable, non-evaluative way. Teachers will be guided, supported and encouraged to ask questions to improve in all four T-TESS dimensions on an on-going basis.</p> <p>Strategy's Expected Result/Impact: Walkthroughs will provide teachers with feedback on their teaching strategies, levels of interaction, student engagement, and teacher behaviors. It will allow the administration to provide resources and supports.</p> <p>Nov./Dec.: Some Progress - November/December have been filled with T-TESS. In January we will see an increase in walkthroughs as usual.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: The Principal, Assistant Principal and Academic Dean will implement the Coaching Cycle to support professional growth for selected Tier 2 and Tier 3 teachers.</p> <p>Strategy's Expected Result/Impact: The use of the coaching will allow teachers to improve their teaching craft yielding higher student performance.</p> <p>Nov./Dec. Some Progress - The Instructional Coach has met with individual teachers to implement the Coaching Cycle.</p> <p>Staff Responsible for Monitoring: Instructional Coach</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<p>Strategy 5: Participate in the new district teacher mentor program that will support new teachers in their first year of teaching and help build teacher capacity for veteran teachers as they serve as mentors.</p> <p>Strategy's Expected Result/Impact: The new teacher program will support those teachers new to teaching with a mentor that can assist them with adapting to the school culture, curriculum, classroom management, lesson planning, managing student behavior, and managerial tasks to avoid teacher burn out.</p> <p>Nov./Dec. Considerable - The new teacher has been meeting with her Mentor and attended district level meetings.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, New Teachers, and Mentors</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Utilize data from teacher surveys during the school year (Fall and Spring) to assess the climate of the campus, professional development needs, and perceptions of administration.</p> <p>Strategy's Expected Result/Impact: Teacher surveys will allow teachers to communicate how the campus is doing academically, communication between the administration, discipline, and campus morale. By conducting teacher surveys, the administration will give teachers a voice, which is a major positive factor in influencing teacher retention.</p> <p>Nov./Dec. No Progress - The Principal and Assistant Principal are working on survey to provide feedback on campus administrators, curriculum and communication.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 7 Details	Reviews			
<p>Strategy 7: Continue a Professional Learning Community (PLC) to help improve quality of guided reading instruction.</p> <p>Book study material: Next Steps to Guided Reading</p> <p>Buy additional books for the book study for new teachers.</p> <p>Purchase binders needed for teachers to keep records of students progress while at the guided reading table.</p> <p>Strategy's Expected Result/Impact: In creating the PLC book study " Next Steps to Guided Reading" will provide teachers with a clear understanding on the guided reading lesson components and present strategies for teaching students at the different levels of reading ability. Subsequently helping students make progress in their reading abilities.</p> <p>Nov/Dec.</p> <p>Jan</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal K-1 Teachers</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Funding Sources: Additional Books (Due to going self contained) The Next Step Forward in Guided Reading: An Assess-Decide-Guide Framework for Supporting Every Reader - 211 Title I - 211.13.00.104.0.24.000.6399 - \$300</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<p>Strategy 8: Ensure teachers feel valued and appreciated via monthly activities planned by the CHEER committee and the Administration team.</p> <p>Strategy's Expected Result/Impact: Staff feel valued and appreciated.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Campus will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).

Performance Objective 2: By the Spring of 2024, Rodriguez Elementary's Academic Emphasis index will show that their teachers very frequently believe that their students have the ability to achieve academically.

Summative Evaluation: No progress made toward meeting Objective

Next Year's Recommendation: Academic Emphasis continues to be an area of concern for the campus.

Strategy 1 Details	Reviews			
Strategy 1: Ongoing training on growth mindset. Strategy's Expected Result/Impact: Increase belief in student achievement.	Formative			Summative
	Nov	Jan	Mar	June
	 30%	 50%	 70%	 100%
<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 6: Campus will improve student, staff, parent, and community perception as determined by the Net Promoter score.









Performance Objective 1: PARENTAL AND FAMILY ENGAGEMENT: By Spring 2023, Rodriguez Elementary will increase the number of parents who are involved in parent groups on campuses by 25%.













Evaluation Data Sources: Parent Surveys













Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: 31 parents participated this school year in Parenting Partner/Calm and Kind

Strategy 1 Details	Reviews			
<p>Strategy 1: Seek parent input on the Parent Involvement Policy, Parent-Teacher Compact and SBDM Meetings.</p> <p>Strategy's Expected Result/Impact: Parents will be included in the drafting and finalizing of important campus documents such as the Parent Involvement Policy and Parent-Teacher Compact during their participation at SBDM meetings.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Leadership Teams, Parent Volunteers</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>10%</p>	 <p>50%</p>	 <p>70%</p>	 <p>100%</p>
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize various methods of communication such as Phone/Email Messenger, flyers, marquee, weekly / monthly newsletters, etc. to improve the home and school connection.</p> <p>Strategy's Expected Result/Impact: School personnel will utilize various means of communication as they make every effort to communicate with parents and improve the home and school connection. The intended result is to improve parent and family engagement in school events, functions, celebrations, events and activities.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Administration, Leadership Team, Specials Team</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>5%</p>	 <p>50%</p>	 <p>80%</p>	 <p>100%</p>

Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor parent engagement through sign-in sheets of events across the school year such as Meet the Teacher, Title 1 meeting, parent teacher conferences etc.</p> <p>Strategy's Expected Result/Impact: By tracking parent engagement, the leadership team can monitor the increase or decrease of parent participation and the success of school events. The leadership team can then find ways to increase parent participation.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Administration Team Leads</p> <p>Title I: 4.2</p> <ul style="list-style-type: none"> - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture 	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Increase communication between parents, teachers, and administrators through meaningful conversations during "coffee and conversation with the principal" events during the school year.</p> <p>Strategy's Expected Result/Impact: Parents will be provided the opportunity to share ideas, questions or concerns directly with administrators twice a year during "coffee and conversation with the principal". The intent is to provide a comfortable and safe space that will allow meaningful, two-way communication to take place.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <ul style="list-style-type: none"> - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture 	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<p>Strategy 5: Increase parent participation of their students academic achievement by providing technology, math and literacy resources they can utilize at home to increase student achievement. In addition, teachers and administration will host a literacy/math/science night.</p> <p>Strategy's Expected Result/Impact: Plan and carry out at least one literacy/math/science night in the Fall and one in the Spring.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Administration Faculty/Staff</p> <p>Title I: 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: Supplies for take home resources - 211 Title I Parental Involvement - 211.61.00.104.2.24.000.6399 - \$1,500, Supplies for take home resources - 211 Title I Parental Involvement - 211.61.00.104.2.24.000.6399 - \$250</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Parents will attend the Parent Involvement Conference in December.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: Conference Registration - 211 Title I Parental Involvement - 211.61.00.104.2.24.000.6299 - \$300</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: In order to enhance communication between teachers and parents, student planners will be purchased as a means for daily communication.</p> <p>Strategy's Expected Result/Impact: The intended result is for parents to receive daily updates regarding assignments, student behavior, and important dates for assessments and school events.</p> <p>Campus Wide Monthly Calendar for Important dates and school events.</p> <p>Staff Responsible for Monitoring: Teachers and Parents</p> <p>Funding Sources: Student Planners - 211 Title I Parental Involvement - \$750</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
<p>Strategy 8: The Parenting Partners team will attending the Parenting Partners annual Conference (June 2024). Strategy's Expected Result/Impact: The Parenting Partners team will engage in two full days of powerful presentations, success stories of best practices and opportunities to strategize implementation of new ideas to improve the partnership between parents and our schools. They will also have the opportunity to network with teams from around the country.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<p>Strategy 9: Parents will be recruited to participate in the Parenting Partners cohorts in the Fall. Classes will be provided in English and Spanish to encourage additional participation. Light snacks will be provided. Strategy's Expected Result/Impact: Parents will have access to the phenomenal Parenting Partners curriculum as they work to foster a stronger parent / school connection, which will lead to improved student achievement.</p>	Formative			Summative
	Nov	Jan	Mar	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 6: Campus will improve student, staff, parent, and community perception as determined by the Net Promoter score.









Performance Objective 2: PUBLIC RELATIONS and COMMUNICATIONS: Rodriguez Elementary School will improve their public image as measured by constructive feedback collected from social media and parent/community surveys.

Evaluation Data Sources: Parent Surveys, interactions on social media pages.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue Communication in 2023-2024

Strategy 1 Details	Reviews			
<p>Strategy 1: Analyze the results of the panorama Parent Survey during the Fall semester and again in the Spring semester to assess the climate and identify the needs of the campus for our parents and families.</p> <p>Strategy's Expected Result/Impact: The survey results will be reviewed by the SBDM committee to identify areas of needed improvement as we continue to work towards creating a positive climate for our students and their families. The intention of conducting a survey two times a year is to monitor implementation of new ideas and systems to ensure such modifications are addressing areas of needed improvement successfully and in a timely manner.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Technologist, CNA Parent Involvement Committee, Leadership Team, Parents</p> <p>Title I: 2.6, 4.1</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Plan, publicize and promote parental/family involvement opportunities related to academic, social-emotional, etc. through Phone Messenger, Flyers, social media platforms, etc. (sent in both languages).</p> <p>Strategy's Expected Result/Impact: In an effort to improve parental involvement in school activities, school personnel will utilize a variety of means of communication to reach out to parents and inform them of ways they can become involved in their child's education.</p> <p>Campus Wide Monthly Calendar for Important dates and school events.</p> <p>The expected result is to form stronger, more meaningful partnerships with parents, with language no longer being a barrier.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Leadership Team, Specials Team</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize Rodriguez Twitter and Facebook posts to promote a positive climate and share all the good things happening within the school.</p> <p>Strategy's Expected Result/Impact: School personnel will be encouraged to capture and share daily special moments, events, lessons and activities happening at our campus that parents don't normally get to see. With these tools, parents will have the opportunity to catch a glimpse of their child's activities in school, outside of the events parents are normally invited to attend.</p> <p>Nov/Dec</p> <p>Staff Responsible for Monitoring: Leadership Team Teachers</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue













Goal 6: Campus will improve student, staff, parent, and community perception as determined by the Net Promoter score.










Performance Objective 3: PARTNERSHIPS: Rodriguez Elementary will increase the number of business and community partnerships through active participation in community-based opportunities and events by 15%.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Make one business partner, include business partners in the SBDM committee.

Strategy 1 Details	Reviews			
<p>Strategy 1: Partner with SISD and the San Antonio Food Bank (with help from Teresa Cuevas) for weekly Food Bank bags for selected students. Partner with St. Andrews to help provide students with backpacks, shoes and other needs as they arise.</p> <p>Strategy's Expected Result/Impact: The partnership with SISD and the Food Bank will ensure that those selected students receive nutritional items to allow the students to grow physically and mentally. The partnership with St. Andrews will ensure that selected students have the physical items they might need to be prepared for school.</p> <p>Nov./Dec.</p> <p>Staff Responsible for Monitoring: Counselor, Leadership Team, Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
	✗	✗	✗	✗
Strategy 2 Details	Reviews			
<p>Strategy 2: Participate in both the Mid-Texas Symphony performances and the Children's play at SHS. Additionally, students will be exposed to performances by the Mariachi Matadors and AJB Band/Choir during the school year.</p> <p>Strategy's Expected Result/Impact: The partnership with these fine arts entities will provide students with the opportunity for students to see live music that promotes a understanding and sharing of culture.</p> <p>Nov./Dec.</p> <p>Staff Responsible for Monitoring: Fine Arts staff district wide, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
	30%	60%	80%	100%

Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to offer the TLU Music Outreach program on the campus.</p> <p>Strategy's Expected Result/Impact: The partnership with TLU music outreach program provides students the opportunity to learn how to play the violin as playing an instrument increases the capacity of memory, enhances, coordination, and improves reading and comprehension skills.</p> <p>Nov./Dec.</p> <p>Staff Responsible for Monitoring: TLU Staff, Music Teacher, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Partner with the Seguin ISD Folklorico teacher to teach our students a performance for the Cinco de Mayo carnival. The performance will help our students and families celebrate cultural diversity.</p> <p>Strategy's Expected Result/Impact: The partnership with Teatro de Artes de Juan Seguin Ballet Folklorico provides students the opportunity to learn different musical dances and take appreciation for Mexican heritage customs and traditions.</p> <p>Nov./Dec.</p> <p>Staff Responsible for Monitoring: Music Teacher, Administration, Teatro staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Partner with TLU Men's soccer team and the team parents for "A Game for a Cause" to support Rodriguez with our fundraising goals and create community partnerships.</p> <p>Strategy's Expected Result/Impact: The "A Game for a Cause" will allow community members to become familiar with the initiatives and goals Rodriguez Elementary is working towards. Community members can make monetary donations to our campus to help us achieve our needs and establish partnerships and community relationships.</p> <p>Nov./Dec.</p> <p>Staff Responsible for Monitoring: Administration, P.E. Coach, TLU Men's Soccer Parent Leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 6 Details	Reviews			
<p>Strategy 6: Ensure hands-on opportunities for students through on campus labs as well as off-campus experiences such as collaboration with the Irma Lewis SOLC, Red Barn, etc.</p> <p>Strategy's Expected Result/Impact: By providing students the opportunity to experience outdoor learning, students will take a greater appreciation for nature and instill a sense of environmental consciousness.</p> <p>Nov./Dec.</p> <p>Staff Responsible for Monitoring: Leadership Team, Teachers, Support staff at various sites</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 7 Details	Reviews			
<p>Strategy 7: Partner with the Agriculture Extension group to bring incubator and eggs to observe life cycles in person.</p> <p>Strategy's Expected Result/Impact: The partnership with the Agricultural Extension provides students an opportunity to experience science in real life time making life long connections to the science curriculum.</p> <p>Nov./Dec. & March/April</p> <p>Staff Responsible for Monitoring: Ag Extension Agent, Dawn McMillan, Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<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 7: Campus will be rated A or B by August 2025.

Performance Objective 1: Rodriguez Elementary School will implement data monitoring systems, processes and tools to closely track student progress.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: School Wide Data Binders utilized in 2024-2025

Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers and Admin team members will be trained on how to utilize student trackers to ensure every student is performing at high levels and interventions are quickly put in place when needed.</p> <p>Strategy's Expected Result/Impact: Student Trackers (Istation, Unit assessments for Math, Reading and Science).</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: All Admin team members will be trained on how to utilize teachers trackers to ensure students continue to make progress towards Meets and Masters levels.</p> <p>Strategy's Expected Result/Impact: This will help identify teachers who need additional support and coaching.</p>	Formative			Summative
	Nov	Jan	Mar	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>				