

**Waller Independent School District**

**Turlington Elementary**

**2023-2024 Improvement Plan**



# Mission Statement

The district believes that all students can be successful learners and graduate with skills that will allow them to compete in the twenty-first century workplace. It is therefore the intent of the district to serve all students regardless of their ability, environment, or national origin. Students will be provided opportunities to develop intellectually, physically, and socially through a quality system of teaching and learning. Through these opportunities, students will become responsible and productive members of a constantly changing society and world.

## Vision

Turlington Elementary School will live by the Mission Statement of Waller ISD to ensure it is providing the best educational experience for each and every student so they can graduate from Waller High School and achieve great things as citizens of our community. We will add value to each student academically and emotionally!

## Value Statement

Turlington Elementary School will add value to each student academically and emotionally! All staff members will invest in our students to meet all needs and prepare them for junior high and high school and beyond.

# Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	8
School Culture and Climate	9
Staff Quality, Recruitment, and Retention	10
Curriculum, Instruction, and Assessment	11
Parent and Community Engagement	12
School Context and Organization	13
Technology	14
Goals	15
Goal 1: WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)	16
Goal 2: WISD will continue to develop and support systems, programs, instructional standards, professionals, paraprofessionals and volunteers to enhance students' knowledge, skills, and performance in every adopted curriculum area. (Curriculum)	21
Goal 3: WISD will provide a safe, secure and respectful learning environment for students and staff. (Safety)	26
Goal 4: WISD will continue to retain, recruit, and acknowledge effective student-centered, highly qualified employees. (Human Resources)	29
Goal 5: WISD will provide a supportive, professional teaching environment that encourages teaching excellence. (Environment)	30
Goal 6: WISD will continue state and national leadership in the use of technology in all phases of the educational process. (Technology)	31
Goal 7: WISD will continue to prioritize two-way communication between Waller ISD and all patrons through all sources available and encourage relationships of trust and mutual support. (Public Relations)	32
Goal 8: WISD will provide the necessary financial resources for the support of the instructional program through prudent management and fiscal responsibility. (Fiscal and Resource Management)	34
Goal 9: WISD will provide co-curricular and extracurricular opportunities and programs for students as a means of preparing them for the future. (Enrichment Programs)	36
Goal 10: WISD will continue to emphasize the educational advantages for students, staff, and community in a diverse environment. (Diversity)	38
Campus Funding Summary	41

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

**Demographics** - The following demographics represent the composition of the students and staff for the previous school year (2022-2023 Fall PEIMS) associated with the student performance measures used in the data analysis.

<b>School Population</b>		
	Count	Percent
Student Total	1084	100%
Early Childhood	14	1.29%
Pre-Kindergarten	86	7.93%
Kindergarten	145	13.38%
1st Grade	185	17.07%
2nd Grade	181	16.70%
3rd Grade	149	13.75%
4th Grade	159	14.67%
5th Grade	165	15.22%
<b>Student Demographics</b>		
	Count	Percent
<b>Gender</b>		
Female	523	48.25%
Male	561	51.75%
<b>Ethnicity</b>		

<b>School Population</b>		
American Indian-Alaskan Native	3	.28%
Asian	27	2.49%
Black - African American	75	6.92%
Hispanic-Latino	674	62.18%
Native Hawaiian - Pacific Islander	4	.37%
White	281	25.92%
Two or More	20	1.85%
<b>Student Program</b>		
	Count	Percent
Emergent Bilingual	415	38.28%
Bilingual	171	15.77%
English as a Second Language	242	22.32%
Gifted and Talented	22	2.03%
Special Education (SPED)	179	16.51%
Dyslexia	78	7.20%
<b>Economic Disadvantage</b>		
Economic Disadvantage Total	751	69.28%
Free/Reduced Meals	734	67.71%
Other Eco Dis	17	1.57%
<b>Homeless Statuses</b>		
Homeless Status Total	3	.28%
<b>Other Student Information</b>		
	Count	Percent

<b>School Population</b>		
At-Risk	573	52.86%
Military Connected	19	1.75%
Foster Care	2	.18%
Transfer In Students	12	1.11%

<b>Cumulative Attendance Rate for 2022-2023</b>	
<b>Attendance Rate for 2023-2024 School Year</b>	<b>92.8%</b>
<b>Grade</b>	
Early Childhood	83.6%
Pre-Kindergarten	90.3%
Kindergarten	92.3%
1st Grade	91.8%
2nd Grade	93.1%
3rd Grade	93.8%
4th Grade	94.0%
5th Grade	93.6%
<b>Gender</b>	
Female	93.1%
Male	92.6%
<b>Ethnicity</b>	
American Indian-Alaskan Native	93.2%

<b>Cumulative Attendance Rate for 2022-2023</b>	
Asian	95.9%
Black - African American	92.6%
Hispanic-Latino	92.7%
Native Hawaiian - Pacific Islander	88.8%
White	93.0%
Two or More	92.0%

TES Staff Demographics

	<b>22-23 Count</b>	<b>22-23 %</b>
1st Year	21	30%
1-5 Years	14	20%
6-10 Years	11	16%
11-20 Years	17	25%
Over 20 Years	6	9%

	<b>22-23 Count</b>	<b>22-23%</b>
Asian	1	<1%
Black or African American	4	3%
Hispanic/Latino	47	37%
American Indian or Alaska Native	0	0%

	<b>22-23 Count</b>	<b>22-23%</b>
Native Hawaiian or Pacific Islander	0	0%
Two or More Races	0	0%
White	76	59%
Male	4	3%
Female	124	97%

**Demographics Strengths**

- Small Group Interventions Targeting All Student Groups
- Parent Involvement: Bilingual Night, Curriculum Night, PTO Involvement Opportunities
- LEP Services
- Academic Tutors
- Culture Committee



# Student Achievement

## Student Achievement Summary

Due to the redesign of the STAAR test, the state will not provide official results to school districts until mid to late August of this year. This section will be updated upon receiving these results.

## Student Achievement Strengths

Turlington Elementary has a population of hard-working and high achieving students. Turlington is proud of the many strengths, and the following listed items have contributed to student success:

- Targeted Tier One Instruction
- Technology Integrated Curriculum
- Targeted Interventions
- Interventionist Support Team
- Differentiated Instruction
- Character Strong Pilot

# School Culture and Climate

## School Culture and Climate Summary

Priorities are:

- Involve More Teachers in the Decision Making Processes
- Teachers Observing Teachers- Systematic Plan Year 2
- Instructional Team Meetings
- Data Chats- Targeted Instruction
- Culture Committee Year 3 Rollout
- Vertical Team Meetings
- Mentoring New Staff Members
- PBIS Revamp
- MTSS Year 1 Rollout
- Library Reimaged Project
- Campus Safety and Security

## School Culture and Climate Strengths

- School Culture Built on Trust and Respect for All
- High Expectations of all Stakeholders
- Data Driven Decisions
- Telling Our Story-Celebrating and Recognizing Turlington Greatness Through Social Media and Campus Shoutouts
- PBIS
- Collaboration
- Culture Committee Year 2 Rollout
- Campus Safety and Security- Behavioral Threat Assessment Team

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Priorities are:

- Hands-On Trainings for New Staff
- Staff Development Provided in All Content Areas
- Highly Qualified Staff
- Follow Up With Staff Temperature Checks- Social and Emotional Check-Ins with Staff
- Teachers Observing Teachers-Year 2
- Continued Communication Through Email, Text, Phone Call, Remind 101, Team Leaders, Weekly Reminders
- Specific Professional Development for Paraprofessionals
- MTSS Year 1 Rollout

## Staff Quality, Recruitment, and Retention Strengths

- 100% Highly Qualified Staff
- Committee Interviewing Process
- Leadership Academies
- Reading Academies
- Teacher Incentive Allotment Celebrations
- Walkthroughs with Feedback

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Priorities are:

- Quality Campus Based Trainings
- Alignment Within Curriculum
- Teachers Observing Teachers
- Targeted Interventions- Collaborating with Math and Reading Teachers
- Professional Development- Intervention Specific
- Universal Design of Learning
- Region 4 Professional Development for Staff
- MTSS Year 1 Rollout

## Curriculum, Instruction, and Assessment Strengths

- Team Planning
- Curriculum Alignment
- AWARE for Data Analysis
- District Curriculum Planning Days- Quality PD
- Data Chats- Addressing Specific Teacher and Student Needs
- Canvas
- Instructional Coaching on Campus

# Parent and Community Engagement

## Parent and Community Engagement Summary

Priorities are:

- Increased Communication to Families Regarding Family and Adult Education Opportunities
- Host Curriculum Night/Bilingual Night
- Increase PTO and Volunteer Organization
- Watch Dogs Year 2
- Campus Safety and Security

## Parent and Community Engagement Strengths

- Bilingual Night
- PTO Events
- Communication- Remind 101, Newsletters, Social Media, Blackboard, Phone Calls, Email
- Watch Dogs Year 1 Rollout

# School Context and Organization

## School Context and Organization Summary

Priorities are:

- Campus Based Meetings
- Weekly Reminder Newsletter
- Google Calendar
- Dismissal Procedures
- Leadership Opportunities for Staff
- MTSS Year 1 Rollout
- Instructional Walkthroughs

## School Context and Organization Strengths

- Teacher Input
- Campus Wide Vertical Team Meetings
- Family Involvement
- Balanced Student Classes
- Reading, Math, Bilingual Coaches

# Technology

## Technology Summary

Priorities are:

- Technology integration in lessons to enhance instruction
- Technology Maintenance
- Campus Technology Assistance
- Additional Chargers for Teachers to Keep for Students
- Appropriate Use of Technology and Websites

## Technology Strengths





- STEAM Lab
- 1:1 Chromebook or Ipads
- Canvas- Year 3
- Differentiated Instructional Methods

# Goals

**Goal 1:** WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)

**Performance Objective 1:** Special education population will improve in all content areas by 5% on all standardized testing and all STAAR Alt 2 students will meet standard.

**Evaluation Data Sources:** STAAR Assessment Data  
 District benchmarks  
 IEP goals





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Inclusion with the special education teacher or paraprofessional in the general education classroom or targeted instruction in a self contained special education classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> 1)Implementation: Follow required allotted minutes in ARD paperwork. All teachers, general ed, special ed and paraprofessionals attend training provided by special education curriculum departments.                      2)Impact: Students will improve in all content areas by 5% on all standardized testing.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Principal                      Others Involved: Special Education Director, Inclusion teachers, Self Contained Special Education teachers, General Education teachers, Assistant Principals, Paraprofessionals</p>	Formative		
	Nov	Jan	Mar
<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 1:** WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)

**Performance Objective 2:** Increase in overall attendance rate to 96% or above.





**Evaluation Data Sources:** Daily Attendance Reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Bulldog Attendance - attendance is celebrated daily over the afternoon announcements, and each grade level team has individualized incentives for their students.</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Implementation: Attendance reports are used to determine which teacher in each grade level had the highest attendance each day. Those classrooms are announced daily over the intercom. Weekly grade level winners are celebrated over the intercom on Friday afternoons. Each student that has perfect attendance will get to choose a snack from the snack cart at the end of each nine weeks.</p> <p>2) Impact: Increase in attendance rate to 96% or above.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Assistant Principals Others Involved: Principal, Counselor, All teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Daily phone calls home</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Implementation: daily absence report after 9:35 AM</p> <p>2) Impact: Increase in attendance rate to 96% or above.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Assistant Principals and Attendance Clerk</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)

**Performance Objective 3:** Increase Masters performance in all categories for grades 3, 4 and 5 by 5%.





**Evaluation Data Sources:** 2024 STAAR scores compared with 2023 STAAR scores.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Target instruction will be provided to students that are 1 or 2 questions away from reaching the Masters level using data from Aware.</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Implementation: Classroom teachers will use data from Aware to track student scores and progress on Unit Assessments, Benchmarks, and Screeners to identify students who are 1 to 2 questions away from scoring at Masters level. Once students have been identified, teachers will pull these students and work on targeted skills to help improve student achievement.</p> <p>2)Impact: Students scoring Master on STAAR in all categories will increase by 5%.</p> <p><b>Staff Responsible for Monitoring:</b> Leader:Classroom teachers Others Involved: Principal, Assistant Principals, Instructional Facilitator, Instructional Coach, Interventionist</p>	Formative		
	Nov	Jan	Mar
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 1:** WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)

**Performance Objective 4:** 85% or more of 5th grade students will be at the approaches level or above for the STAAR RLA assessment.





**Evaluation Data Sources:** 2024 STAAR scores compared with 2023 STAAR scores

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Strategy 1                      Leveled Literacy Instruction (LLI) - A small group reading intervention for students who are below grade level. Istation for all students K-5. Soluciones for K-2 Bilingual interventions, Voyager Passaporte Bilingual 1-2, Countdown and Phonics Blast for K-3 interventions, RAVE-O for 2-4, Rewards and Boost for 4-5 interventions, Scholastic News and StoryWorks 2-5, and House Bill 4545 accelerated instructional plans.</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Implementation: Using data, a designated team will identify which students qualify for a research based intervention and will place students in leveled reading groups.                      2) Impact: Students reading level will be monitored and tracked by the EOY Form in Aware. RLA scores on STAAR will increase for students participating in the research based intervention.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Reading Interventionist                      Others Involved: Principal, Instructional Facilitator, Elementary RLA Coordinator, Assistant Principals, Reading Coach, Bilingual/ESL Coach, Classroom Teachers</p> <p><b>Funding Sources:</b> Really Great Reading - SCE (199.30) - \$693, Really Great Reading - SCE (199.30) - \$297, Scholastic - SCE (199.30) - \$5,813.50</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> WOW/WELLS program for Bilingual classrooms from Kinder-2nd Grade and newcomers in 3rd, 4th, 5th grade.</p> <p><b>Strategy's Expected Result/Impact:</b> 1)Implementation: Using the WOW/WELLS program in the reading/writing framework as provided by the district.                      2)Impact: EL students make the transition to English. Increasing reading levels and reading scores on district based assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Bilingual/ESL classroom teachers                      Others Involved: Principal, Assistant Principals, Instructional Facilitator, Bilingual/ESL Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)

**Performance Objective 5:** 80% or more of 4th grade students will be at the approaches level or above on the Math STAAR assessment.

**Evaluation Data Sources:** 2024 STAAR scores compared to 2023 STAAR scores

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> A small group math intervention for students who are below grade level, Dreambox for K-5, and House Bill 4545 accelerated instructional groups for students that did not meet standard on the 2021-2022 STAAR assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> 1)Implementation: Using student data, a designated team will identify which students qualify for a research based intervention and will place students in leveled groups.</p> <p>2)Impact: Students' math growth will be monitored and tracked in Aware. Math scores on STAAR will increase for students participating in research based intervention.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Math Interventionist Others Involved: Principal, Instructional Facilitator, Elementary Math Coordinator, Assistant Principals, Math Coach, Classroom Teachers</p>	Formative		
	Nov	Jan	Mar
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 1:** WISD will provide a well rounded program of instruction to ensure academic performance and achievement levels that reflect excellence in learning and attainment of both high expectations and high standards for all students. (Student Achievement)





**Performance Objective 6:** All students at TES will show continuous growth in at least one of the two areas: Academic and Behavioral

**Evaluation Data Sources:** Individual student progress will be measured by evaluating on going data from the following sources: Unit assessments, benchmarks, academic and behavioral intervention programs, discipline records, universal screeners and PLC kid talk data.

**Goal 2:** WISD will continue to develop and support systems, programs, instructional standards, professionals, paraprofessionals and volunteers to enhance students' knowledge, skills, and performance in every adopted curriculum area. (Curriculum)

**Performance Objective 1:** Turlington Elementary will maximize learning in the classroom through the implementation of 7 Steps, MTSS, Curriculum alignment, Get Better Faster Coaching .





**Evaluation Data Sources:** Student academic and behavioral data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Grade level teams will have data meetings bi-weekly using multiple data sources to make informed decisions and adjust instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> 1)Implementation: Teams will meet bi-weekly to look at data using multiple sources- Unit Assessments, Universal Screeners, F&amp;P, Benchmarks, STAAR, and Istation for ISIP scores. Teachers will record monthly ISIP scores and Unit Assessment/Benchmarks in data folders. Teachers will create a plan based on lowest and highest TEKS, which TEKS need to be retaught, and set goals for the next assessment.</p> <p>2)Impact: Teachers will track which students are making improvement and which students need specific intervention. Teachers will make data based decisions that will drive classroom instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Instructional Facilitator, and Classroom Teachers. Others responsible: Principal, Assistant Principals, Content Coordinators, ELL Coordinator, Early Intervention Coordinator, Instructional Coaches</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Grades PK-5 teachers will implement ZEARN, Graham Fletcher's Addition &amp; Subtraction, Multiplication &amp; Division Fact Fluency Kits, and Lead4Ward resources to close achievement gaps and meet the academic needs of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Fact Fluency and mathematical problem solving will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Classroom Teachers Others responsible: Math Coach/Interventionist</p> <p><b>Funding Sources:</b> Lead4Ward Math Mark Subscription - SCE (199.30) - \$1,300</p>	Formative		
	Nov	Jan	Mar
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 2:** WISD will continue to develop and support systems, programs, instructional standards, professionals, paraprofessionals and volunteers to enhance students' knowledge, skills, and performance in every adopted curriculum area. (Curriculum)

**Performance Objective 2:** All staff members will attend quality research based professional development opportunities to improve instruction, management, assessment, and over all job performance.





**Evaluation Data Sources:** Implementation of strategies learned will be evident in lesson plans, classroom walk throughs, observations and improvement in student achievement.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Staff will receive training on various research based strategies to strengthen academic language and vocabulary development across grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus Vertical Planning District Horizontal Meetings</p> <p><b>Staff Responsible for Monitoring:</b> District Coordinators, Principals, Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Supplemental instructional Resources and Professional Development incorporated to improve curriculum and instruction in all classrooms, particularly targeted at the At-Risk and Economically Disadvantaged subgroups.</p> <p><b>Strategy's Expected Result/Impact:</b> Close the gap in all subject areas</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Campus RLA and Math Coaches, Campus Interventionist</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** WISD will continue to develop and support systems, programs, instructional standards, professionals, paraprofessionals and volunteers to enhance students' knowledge, skills, and performance in every adopted curriculum area. (Curriculum)

**Performance Objective 3:** PreK - 5th Grade will focus on intervention in both literacy and math to close achievement gaps.

**Evaluation Data Sources:** District assessments, early reading instruments and universal screeners.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The campus will use supplemental staff to implement research-based interventions, programs, and assessments to close the achievement gaps within the EL Reading and Economically Disadvantaged Reading subgroups.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation weekly along with benchmark assessments</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <ul style="list-style-type: none"> <li>Instructional Facilitator</li> <li>Counselors</li> <li>Administrators</li> <li>Instructional Coach</li> <li>Interventionist</li> <li>Academic Tutors</li> <li>Coordinators</li> </ul>	Formative		
	Nov	Jan	Mar
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			



**Goal 2:** WISD will continue to develop and support systems, programs, instructional standards, professionals, paraprofessionals and volunteers to enhance students' knowledge, skills, and performance in every adopted curriculum area. (Curriculum)

**Performance Objective 4:** Campus wide focus in the area of literacy to improve reading and writing across grade levels and all contents.





**Evaluation Data Sources:** Fountas and Pinnell, iStation, Universal Screeners.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Research based interventions will be used to motivate reading across genres for at-risk readers in grades 3-5. This assessment data will help to monitor the progress of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation: Daily 45 minute lesson with teacher monitor and data collection. Student sets their goals.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Instructional Facilitator Others responsible: Principal, Assistant Principals, Classroom Teachers, Reading Interventionist, Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Academic language and vocabulary used across grade levels through implementation of various research based products.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus Vertical Meetings District Horizontal Meetings</p> <p><b>Staff Responsible for Monitoring:</b> District Coordinators, Principal, Assistant Principals, Teachers, Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** WISD will continue to develop and support systems, programs, instructional standards, professionals, paraprofessionals and volunteers to enhance students' knowledge, skills, and performance in every adopted curriculum area. (Curriculum)

**Performance Objective 5:** By the beginning of the school year, 100% of PK-12 core area teachers will use the district's scope and sequence to plan instruction.





**Evaluation Data Sources:** Lesson plans reveal alignment with scope and sequence documents. Team planning notes reveal the use of scope and sequence during planning.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Prior to the beginning of the school year, all PK-12 educators will create/modify an instructional pacing calendar documenting the objectives to be taught each 9-weeks period, completing all required TEKS by the end of the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will receive high-quality instruction over the entire district curriculum in each content area.</p> <p><b>Staff Responsible for Monitoring:</b> Lead: Curriculum Content Coordinators Others involved: Classroom Teachers, Instructional Facilitators, Campus Administrators, Instructional Coaches</p>	Formative		
	Nov	Jan	Mar
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 3:** WISD will provide a safe, secure and respectful learning environment for students and staff. (Safety)

**Performance Objective 1:** Faculty, students, and staff will maintain current Positive Behavior Interventions and Supports which address classroom and campus management and discipline issues in a positive and systematic manner.





**Evaluation Data Sources:** T-TESS Observations  
Walkthroughs  
Referral Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Administration staff will review discipline data each six weeks, identify trends in behavior, identify interventions to address the needs of those students who are identified as being habitual violators of campus and district behavioral expectations, and support implementation of PBIS.</p> <p><b>Strategy's Expected Result/Impact:</b> 1)Implementation of strategies and supports to address trends in behavior 2)Impact: Early intervention to ensure student success</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Behavior Support Team</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** WISD will provide a safe, secure and respectful learning environment for students and staff. (Safety)

**Performance Objective 2:** 100% of the staff will provide for the emotional and physical safety of our students.





**Evaluation Data Sources:** Referrals  
Behavioral Supports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Staff will receive an overview training to recognize bullying, child abuse, suicide prevention, and human trafficking.</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Implementation: Students who are dealing with struggles beyond academics will be given the opportunity to work/collaborate in small groups or individually with the school counselor and classroom teachers. 2) The impact of these groups will provide emotional safety for children as well as coping techniques.</p> <p><b>Staff Responsible for Monitoring:</b> Others involved: Principal, Assistant Principals, Counselors, Nurse and Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> 100% of the staff will be trained on a social and emotional learning program for students and staff. (Character Strong)</p> <p><b>Strategy's Expected Result/Impact:</b> The impact of this curriculum will be students improving their interpersonal skills which will result in a reduction of discipline referrals.</p> <p><b>Staff Responsible for Monitoring:</b> All Staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Staff will participate in Trust Based Trauma Training presented by Boys and Girls Country Training Director, Angie Proctor.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will gain knowledge and skills to serve students that have experienced trauma.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrator; Campus Counselors</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Monitor and provide support to homeless students identified in the district to make sure homeless students are prepared for instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation: Identify students who are enrolled with the homeless status Impact: Provide resources and support needed to be successful in school</p> <p><b>Staff Responsible for Monitoring:</b> Counselors Dean Guerra, Liaison</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** WISD will provide a safe, secure and respectful learning environment for students and staff. (Safety)

**Performance Objective 3:** Staff will achieve 100% compliance with emergency drills and security audits.





**Evaluation Data Sources:** 100% participation in training, monthly drill practice record sheet, safety audit

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Campus drills will be conducted by state and district standards. (Crisis Go)</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Implementation: 100% participation in conducted drills 2) Impact: Student and staff awareness of how to be proactive and handle emergency situations.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Assistant Principals and Principal Others involved: District Safety Officer, all teachers and staff</p>	Formative		
	Nov	Jan	Mar
<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 4:** WISD will continue to retain, recruit, and acknowledge effective student-centered, highly qualified employees. (Human Resources)

**Performance Objective 1:** Turlington Elementary will recruit and retain highly effective personnel.





**Evaluation Data Sources:** Reports reflecting certification attainment, staff development/training hours

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> 100% of the staff at Turlington will be assigned to a teaching assignment utilizing certification information (i.e. GT, ESL, Bilingual, etc.) in order to provide a highly effective instructional setting for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement from prior year in all sub population at the Meets level</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue to recruit new and current teachers to become both ESL and GT certified.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement from the prior year due to effective strategies for special populations.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** WISD will provide a supportive, professional teaching environment that encourages teaching excellence. (Environment)

**Performance Objective 1:** 100% of TES teachers will perform in the Proficient to Distinguished range on their T-TESS observation.





**Evaluation Data Sources:** T-TESS Rubric

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Campus administrators will conduct walk-throughs along with pre/post conferences in conjunction with the 45 minute observations based on TEA guidelines.</p> <p><b>Strategy's Expected Result/Impact:</b> Walk-Throughs, Coaching Cycles, Observations, Summatives compared year to year</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Facilitator, Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Teachers will have scheduled weekly planning and/or PLC time.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student growth/achievement due to in depth professional communication and planning</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coaches, Instructional Facilitator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** WISD will continue state and national leadership in the use of technology in all phases of the educational process. (Technology)

**Performance Objective 1:** Students and staff will utilize the following technology: school-issued iPads/Chromebooks, interactive whiteboards, and online textbooks/resources to implement subject-specific technology TEKS, support and enhance instruction and learning, and provide greater learning opportunities in connection to real-world applications.

**Evaluation Data Sources:** Evidence of students' use of technology will be documented through multiple sources including examples of student work and reports generated from technology based programs.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Teachers and students will have access to technology in the classroom for both instruction and assessment (Canvas, PebbleGo, iStation, Dreambox, Zearn, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Achievement scores will increase due to multiple opportunities to showcase their learning by creating and sharing what they know.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Facilitator, Instructional Coaches</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All students will take part in a curriculum related to digital citizenship.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will gain knowledge on the proper usage of technology and digital citizenship.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coaches, TES Teachers</p>	Formative		
	Nov	Jan	Mar
<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:** WISD will continue to prioritize two-way communication between Waller ISD and all patrons through all sources available and encourage relationships of trust and mutual support. (Public Relations)

**Performance Objective 1:** Turlington Elementary will keep parent informed on the latest school news and upcoming events.





**Evaluation Data Sources:** Over 85% of our parents will participate in school organized activities in the 2023-2024 school year.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Publish and distribute a monthly newsletter detailing information pertaining to instruction, testing, and upcoming news and events.  <b>Strategy's Expected Result/Impact:</b> Students and their families will be informed regularly on what is happening at TES and WISD.  <b>Staff Responsible for Monitoring:</b> Administration, Campus PFE Representative</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Parent Involvement funds will be used to provide strategies to help keep parents and families informed and connected to our campus.  <b>Strategy's Expected Result/Impact:</b> Families will have a better understanding of ways to help their students with instruction.  <b>Staff Responsible for Monitoring:</b> Administration</p>	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Parents can stay informed on school news and events through social media.  <b>Strategy's Expected Result/Impact:</b> Parents will be better informed on all TES news, information, and upcoming events.  <b>Staff Responsible for Monitoring:</b> Administration</p>	Formative		
	Nov	Jan	Mar
<p style="text-align: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </p>			

**Goal 7:** WISD will continue to prioritize two-way communication between Waller ISD and all patrons through all sources available and encourage relationships of trust and mutual support. (Public Relations)

**Performance Objective 2:** Provide all TES parents with information related to academics and student achievement.





**Evaluation Data Sources:** 100% of academic related information will be made available in English and Spanish (i.e. Title 1 Parent Involvement funds will be used to provide additional options for family engagement activities throughout the school year. )

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide opportunities for families to learn about different academic goals and strategies. (Curriculum Night, Bilingual Night, Title 1 Family Meetings, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Families will have a better understanding of ways to help their students with instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All parents will have access to their student's academic information through Skyward and Blackboard Communication.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be able to stay informed of their student's academic progress.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 8:** WISD will provide the necessary financial resources for the support of the instructional program through prudent management and fiscal responsibility. (Fiscal and Resource Management)

**Performance Objective 1:** Turlington Elementary will utilize 100% of local funding.





**Evaluation Data Sources:** 2023-2024 budget reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Campus administration will adhere to the district budgeting guidelines. <b>Strategy's Expected Result/Impact:</b> TES budget will be in compliance with WISD guidelines. <b>Staff Responsible for Monitoring:</b> Principal, Secretary	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> A Comprehensive Needs Assessment will occur during the Spring semester to determine campus needs and identify possible expenditures to be included in next year's campus improvement plan. <b>Strategy's Expected Result/Impact:</b> Notes, agendas, sign-in sheets for CNA and CIP meetings <b>Staff Responsible for Monitoring:</b> Administration, CNA Committee Members	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 8:** WISD will provide the necessary financial resources for the support of the instructional program through prudent management and fiscal responsibility. (Fiscal and Resource Management)

**Performance Objective 2:** Turlington Elementary will use the funding to ensure all student needs are being met with supplemental interventions specific to the age, capacity, and desired mastery level.





**Evaluation Data Sources:** 2023-2024 Budget Report

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Turlington Elementary will utilize supplemental funding to provide additional instructional and/or coaching staff, resources, supplies, including technology and software, specialized training, and parent resources to ensure programs and activities on campus are focused on the improvement of curriculum; enhancement in parent engagement, and extended learning time for students who need extra help with a focus on raising student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Individual student growth in test scores</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Director of Federal Programs</p>	Formative		
	Nov	Jan	Mar
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 9:** WISD will provide co-curricular and extracurricular opportunities and programs for students as a means of preparing them for the future. (Enrichment Programs)

**Performance Objective 1:** Students will participate in co-curricular and extracurricular activities during the 2023-2024 school year.





**Evaluation Data Sources:** Students will compete in district approved extracurricular activities.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Students will compete in a campus Spelling Bee.  <b>Strategy's Expected Result/Impact:</b> The winner of the Spelling Bee will advance to district spelling contests during the Spring semester.  <b>Staff Responsible for Monitoring:</b> Administration, Spelling Bee Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement Student Council in the 4th and 5th Grade.  <b>Strategy's Expected Result/Impact:</b> Encourage and demonstrate campus leadership  <b>Staff Responsible for Monitoring:</b> Administrators, Student Council Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 9:** WISD will provide co-curricular and extracurricular opportunities and programs for students as a means of preparing them for the future. (Enrichment Programs)

**Performance Objective 2:** All students in Grades K-5 will participate in coordinated school activities that promote physical fitness.





**Evaluation Data Sources:** Fitness Gram Results

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Fitness Gram testing will occur in the Spring. <b>Strategy's Expected Result/Impact:</b> Students will learn about the importance of exercise and healthy living to increase well-being. <b>Staff Responsible for Monitoring:</b> Physical Education Staff	Formative		
	Nov	Jan	Mar
<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 10:** WISD will continue to emphasize the educational advantages for students, staff, and community in a diverse environment. (Diversity)

**Performance Objective 1:** 100% of parents will receive communication in both English and Spanish.





**Evaluation Data Sources:** All grade levels and campus level notes will be submitted to the administrative team for approval.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All notes, mass phone notifications, and newsletters originating from the school will be communicated in English and Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> All parents/guardians will receive notification of school news and events in their primary language.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Office Staff</p>	Formative		
	Nov	Jan	Mar
<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 10:** WISD will continue to emphasize the educational advantages for students, staff, and community in a diverse environment. (Diversity)

**Performance Objective 2:** Parents, staff, and other community members will have the opportunity to attend adult/parent education classes and specific programs to assist their children.

**Evaluation Data Sources:** Agendas/Sign In Sheets





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide Canvas Parent Virtual Trainings for all families Instructure INS.</p> <p><b>Strategy's Expected Result/Impact:</b> To build capacity of parents on how to stay connected to their child's learning through Canvas, our learning management system. Family engagement is a vital role in the academic lives of children and their overall success. Obtaining the appropriate tools is crucial to help families be involved by supporting their child in being successful and to build confidence by being able to check their grades, view assignment due dates, read instructions, follow their calendars and communicate easily with their teachers. The overall goal is to provide increased family engagement opportunities to ALL families within the district by building their capacity for increased student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Chief Academic Officer, Family Engagement Specialist, Campus Administration, Communication Department</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Staff will attend trainings in order to learn more about the value of parent engagement.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Parent Engagement and Improvement of the campus PFE Program</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	Formative		
	Nov	Jan	Mar
<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 10:** WISD will continue to emphasize the educational advantages for students, staff, and community in a diverse environment. (Diversity)

**Performance Objective 3:** Conduct special events that recognize and celebrate campus diversity.

**Evaluation Data Sources:** Flyers, Agendas, Weekly Reminders

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Students and staff will celebrate Black History Month, Hispanic Heritage Month, Kindness Week, College and Career Week, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Throughout the year, the students and staff will participate in different activities to celebrate diversity.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Cultural Committee</p>	Formative		
	Nov	Jan	Mar
<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>			

# Campus Funding Summary

SCE (199.30)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	Really Great Reading		\$297.00
1	4	1	Scholastic		\$5,813.50
1	4	1	Really Great Reading		\$693.00
2	1	2	Lead4Ward Math Mark Subscription		\$1,300.00
<b>Sub-Total</b>					<b>\$8,103.50</b>