

Dalhart Independent School District

Dalhart Elementary

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

DES provides students with the knowledge, skills, and attitudes necessary to become life-long learners.

Vision

We will consistently provide students with a safe, structured, and supportive environment, where there are multiple opportunities for success, a growth mindset, and problem solving will be taught and encouraged to develop life-long learners.

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Goals






Goal 1: DES will collaborate to provide appropriate curriculum and instruction which targets individual student growth. DISD will develop and implement a well rounded program of instruction:

1. to meet the academic needs of all students,
2. to identify students who may be at-risk for academic failure,
3. to provide educational assistance to individual students DISD determines need help in meeting the challenging State Academic Standards,
4. to identify and implement instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning,
5. to close the achievement gap between children meeting the challenging State Academic Standards and those children who are not meeting such standards.

Performance Objective 1: Professional development will increase teacher knowledge base and enhance student achievement.

Evaluation Data Sources: Staff development records and calendar
 NWEA Scores
 CLI/TPRI Scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All K-2 teachers will attend Reading Academy at Region 16 and will utilize the components of Structured Literacy on a daily basis.</p> <p>Strategy's Expected Result/Impact: Students will progress in Reading by at least 4 Guided Reading levels.</p> <p>Staff Responsible for Monitoring: Administrator</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Oct	Apr	June
			

Strategy 2 Details	Formative Reviews		
<p>Strategy 2: All teachers, grades K - 2, will attend IXL training and will utilize IXL in their classroom.</p> <p>Strategy's Expected Result/Impact: Students will show growth on the NWEA and on CLI/TPRI in Reading and Math.</p> <p>Staff Responsible for Monitoring: Classroom teachers Administrator</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 4: High-Quality Instructional Materials and Assessments</p>	Formative		
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Goal 1: DES will collaborate to provide appropriate curriculum and instruction which targets individual student growth. DISD will develop and implement a well rounded program of instruction:







1. to meet the academic needs of all students,
2. to identify students who may be at-risk for academic failure,
3. to provide educational assistance to individual students DISD determines need help in meeting the challenging State Academic Standards,
4. to identify and implement instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning,
5. to close the achievement gap between children meeting the challenging State Academic Standards and those children who are not meeting such standards.

Performance Objective 2: DES will promote research-based, highly effective instructional strategies, interventions, and acceleration to increase student achievement.

HB3 Goal

Evaluation Data Sources: NWEA Scores
 CLI/TPRI Scores
 Formal and informal assessments

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All students will utilize IXL in the computer lab and in class and student progress will be monitored every six weeks.</p> <p>Strategy's Expected Result/Impact: Students will show growth on the NWEA and on CLI/TPRI in Reading and Math.</p> <p>Staff Responsible for Monitoring: Classroom teachers Computer lab paraprofessionals Administrator</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		
	Oct	Apr	June
			






Strategy 2 Details	Formative Reviews		
<p>Strategy 2: All teachers, grades K-2, will receive training in Eureka Math. They will utilize Eureka Math each day in their classrooms.</p> <p>Strategy's Expected Result/Impact: Students will show growth on the NWEA Math.</p> <p>Staff Responsible for Monitoring: Classroom teachers Administration</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 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
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Strategy 3 Details	Formative Reviews		
<p>Strategy 3: All classroom teachers will incorporate a weekly writing assignment across content areas. ESL, economically disadvantaged, Special Education and struggling students will be identified for intervention.</p> <p>Strategy's Expected Result/Impact: Students will be able to compose a narrative and an expository writing from pksnning to final draft.</p> <p>Staff Responsible for Monitoring: Classroom teachers Administration</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 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
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5. to close the achievement gap between children meeting the challenging State Academic Standards and those children who are not meeting such standards.

Performance Objective 3: DES will implement highly effective strategies and practices to increase performance of students receiving special services.

Evaluation Data Sources: Formal and informal assessments


Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All grade level teams will meet weekly during their scheduled PLC time. ESL, Economically disadvantaged, Special Education and struggling students will be identified for interventions.</p> <p>Strategy's Expected Result/Impact: Students will receive comparable instruction at each grade level.</p> <p>Staff Responsible for Monitoring: Grade level teams Administrator</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 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
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3. to provide educational assistance to individual students DISD determines need help in meeting the challenging State Academic Standards,
4. to identify and implement instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning,
5. to close the achievement gap between children meeting the challenging State Academic Standards and those children who are not meeting such standards.

Performance Objective 4: DES will implement highly effective strategies and practices to increase performance of English Language Learners.

Evaluation Data Sources: TELPAS Composite Ratings



Strategy 1 Details	Formative Reviews		
<p>Strategy 1: DES will identify and provide all Emerging Bilingual (EB) students an ESL program that develops proficiency in the listening, reading, writing and speaking of the English language.</p> <p>Strategy's Expected Result/Impact: Increased student performance</p> <p>Staff Responsible for Monitoring: ESL teachers Administrator</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Second grade students will practice the online TELPAS assessment prior to taking the test.</p> <p>Strategy's Expected Result/Impact: ESL students will move up at least one threshold on the TELPAS composite rating.</p> <p>Staff Responsible for Monitoring: ESL teacher Second grade teachers Administration</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
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Goal 2: DES will foster strong partnerships and relationships with parents and the community.

Performance Objective 1: DES will increase stakeholders' (students, staff, parents, and community members) opportunities for involvement in school planning and activities.

- Evaluation Data Sources:** 1. Parent / Community sign in logs at Site-Based Decision Making Committees.
2. Parent/ student sign in sheets at parent events






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Head Start and PreK will host monthly Family Fun Fridays</p> <p>Strategy's Expected Result/Impact: Parent involvement improves student behavior and attendance and positively impacts student achievement.</p> <p>Staff Responsible for Monitoring: Teachers Administration</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Oct	Apr	June
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: DES will host a minimum of one family night per semester.</p> <p>Strategy's Expected Result/Impact: Parent involvement improves student behavior and attendance and positively impacts student achievement.</p> <p>Staff Responsible for Monitoring: DES staff Administration</p> <p>Title I: 4.2</p>	Formative		
	Oct	Apr	June
			

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: DES music program will do at least presentation per semester.</p> <p>Strategy's Expected Result/Impact: Parent involvement improves student behavior and attendance and positively impacts student achievement.</p> <p>Staff Responsible for Monitoring: Music teachers Administration</p> <p>Title I: 2.4, 2.5, 2.6, 4.2</p> <p>- ESF Levels: Lever 5: Effective Instruction</p>	Formative		
	Oct	Apr	June
			
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Parent Teacher Organization (PTO) will be established with officers and members.</p> <p>Strategy's Expected Result/Impact: Parent involvement improves student behavior and attendance and positively affects student achievement. It increase staff morale.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levels: Lever 3: Positive School Culture</p>	Formative		
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Goal 3: DES will provide a healthy, safe and orderly learning environment.

Performance Objective 1: DES will implement safety policies for bullying, sexual harassment, dating violence, drug use and suicide prevention. There will be a 10% decrease in discipline referrals for these behaviors each school year.




Evaluation Data Sources: Safety training on PD calendar and all staff will complete trainings during the summer. Reports of bullying/harassment on file in district office.







Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All staff members will receive training in each area on how to implement these safety policies.</p> <p>Strategy's Expected Result/Impact: DES will be a safe campus and staff and students will report inappropriate behavior. Discipline referrals for these behaviors will decrease by 10%</p> <p>Staff Responsible for Monitoring: DES Staff Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Goal 3: DES will provide a healthy, safe and orderly learning environment.

Performance Objective 2: 100% of DES staff will provide a safe, nurturing, and orderly environment for all students.

Evaluation Data Sources: Office referrals



Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All outside doors will be locked at 8:05 am and remained locked throughout the school day. Outside doors will be checked daily.</p> <p>Strategy's Expected Result/Impact: The campus will be secure with access available only through the front entrance creating a safe learning environment for all students.</p> <p>Staff Responsible for Monitoring: Administration Staff</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Oct	Apr	June
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: DES will utilize the STOPIT! App for students to report bullying. Parents will be made aware of the app and how to use it. All reports will be investigated in a timely manner.</p> <p>Strategy's Expected Result/Impact: Students will be able to anonymously report bullying</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Strategy 3 Details	Formative Reviews		
<p>Strategy 3: DES will conduct fire drills at least 2 times per semester.</p> <p>Strategy's Expected Result/Impact: The amount of time it takes to evacuate the building will decrease throughout the year.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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



Strategy 4 Details	Formative Reviews		
<p>Strategy 4: DES will conduct at least one tornado drill and one lock down drill each semester.</p> <p>Strategy's Expected Result/Impact: Students will become familiar with the procedures for emergency drills.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Oct	Apr	June
			
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: DES will utilize the CrisisGo App during emergencies.</p> <p>Strategy's Expected Result/Impact: Staff will be notified immediately of crisis situation.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Goal 3: DES will provide a healthy, safe and orderly learning environment.

Performance Objective 3: 100% of DES K-2 staff will utilize the SEL curriculum.

Evaluation Data Sources: Walk throughs
Counselor documentation






Strategy 1 Details	Formative Reviews		
<p>Strategy 1: 100% of DES staff will complete professional development on the new SEL curriculum, Random Acts of Kindness.</p> <p>Strategy's Expected Result/Impact: Social/ emotional learning for students and staff</p> <p>Staff Responsible for Monitoring: Counselor Administration</p> <p>Title I: 2.5, 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: DES counselor will teach SEL lessons in all K-2 classrooms every six weeks.</p> <p>Strategy's Expected Result/Impact: Lower discipline referrals Increased social/ emotional learning for all students</p> <p>Staff Responsible for Monitoring: Counselor Administration</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Oct	Apr	June
			

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: 100% of all K-2 teachers will provide reinforcement of SEL lessons.</p> <p>Strategy's Expected Result/Impact: Lower discipline referrals</p> <p>Staff Responsible for Monitoring: Counselor Staff Administration</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		
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Goal 4: DES will develop, recruit, and retain staff to achieve academic excellence for all students.

Performance Objective 1: DES will recruit and retain staff to achieve or maintain turnover rate at or below state level.



Evaluation Data Sources: Turnover rate








Strategy 1 Details	Formative Reviews		
<p>Strategy 1: DES will attend job fairs and advertise job openings. Strategy's Expected Result/Impact: Increase applicant pool Staff Responsible for Monitoring: Administrator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative		
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Goal 4: DES will develop, recruit, and retain staff to achieve academic excellence for all students.

Performance Objective 2: DES will provide coaching and support to all classroom teachers.

Evaluation Data Sources: TTESS evaluations, walk through documentation

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assign new teachers mentors and provide New Teacher Academy. Administrator will meet with new teachers once every six weeks.</p> <p>Strategy's Expected Result/Impact: 100% of new teachers will feel supported by their mentors and peers. DES teacher retention will increase.</p> <p>Staff Responsible for Monitoring: Administrator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide mentor training and monitor logs every six weeks to ensure new teacher support.</p> <p>Strategy's Expected Result/Impact: 100% of the new teachers on staff will feel supported by their mentors and peers. DES teacher retention will increase.</p> <p>Staff Responsible for Monitoring: Administrator</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
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Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Bi-weekly new teacher meetings will be held to introduce/ reinforce instructional strategies.</p> <p>Strategy's Expected Result/Impact: 100% of new teachers on staff will feel supported by their mentors and peers. DES teacher retention will increase.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
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Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Monthly staff birthday celebrations and weekly staff shout-outs.</p> <p>Strategy's Expected Result/Impact: 100% of DES staff will feel supported by administration and their peers. DES teacher retention will increase.</p> <p>Staff Responsible for Monitoring: Administrator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
	Oct	Apr	June
			
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: All paraprofessionals will be highly qualified.</p> <p>Strategy's Expected Result/Impact: All paraprofessionals will meet the TEA highly qualified requirement.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levels: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		
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