

Irving Independent School District

Hanes Elementary School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

Our mission at W.T. Hanes Elementary is to foster a safe and stimulating environment where ALL scholars experience optimal learning, empowering them to reach their maximum potential.

Vision

Our vision for W.T. Hanes Elementary is to be a community that builds positive relationships to create a unified culture of respect, creates student-centered learning experiences that are hands-on, engaging, and purposeful, and instills social and emotional skills that will equip scholars to be responsible resilient citizens.

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



Goals

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective 1: Increase the percentage of 3-5 grade students scoring at MEETS or ABOVE on STAAR Reading from 33% to 45% by May 2024. Increase the percentage of Special Education students (the student group that is most marginalized by instruction on our campus i.e. gender, race, program other) scoring at MEETS or ABOVE on STAAR Reading from 20% to 40% by May 2024.

Evaluation Data Sources: STAAR

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Provide all teachers professional development on district curriculum instruction and planning.</p> <p>Strategy's Expected Result/Impact: Effective targeted instruction taking place in small groups to increase reading levels.</p> <p>Staff Responsible for Monitoring: admin/teachers/academic specialist</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 3</p> <p>Funding Sources: HQIM - 211 - Title I-A - \$4,000</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
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| Strategy 2 Details | Reviews | | | |
|--|--|-----|-----|-----------|
| <p>Strategy 2: Teachers will utilize district provided curriculum and high quality instructional materials with fidelity. Strategy's Expected Result/Impact: Students will receive consistent instruction that is rigorous and aligned to district/state standards. Staff Responsible for Monitoring: admin/teachers/academic specialist</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
| |  35% | | | |
| Strategy 3 Details | Reviews | | | |
| <p>Strategy 3: A full time paraprofessional will be hired to provide intervention to third through fifth grade students for the purpose of providing intervention support to close achievement gaps. Strategy's Expected Result/Impact: Third through fifth grade students who scored with an approaches proficiency level in STAAR 2023 will excel to meets proficiency level in STAAR 2024. Staff Responsible for Monitoring: Teachers, interventionists, administrators</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing - Targeted Support Strategy - Additional Targeted Support Strategy Problem Statements: Student Learning 3 Funding Sources: - 211 - Title I-A - \$23,000</p> | Formative | | | Summative |
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| |  15% | | | |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |


Performance Objective 1 Problem Statements:







| Student Learning |
|--|
| <p>Problem Statement 3: Out of 282 3-5th grade students who took the reading STAAR test in 2023, only 181 students (64%) reached the approaches proficiency level. Root Cause: Teachers were not consistently utilizing high quality instructional materials. Teachers were not consistently using effective, researched-based best practices.</p> |

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective 2: Increase the percentage of 3-5 grade students scoring at MEETS or above on STAAR Math from 29% to 45% by May 2024. Increase the percentage of Special Education students (the student group that is most marginalized by instruction on our campus i.e. gender, race, program, other) scoring at MEETS or Above on STAAR math from 24% to 40% by May 2024.

Evaluation Data Sources: STAAR

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Provide every grade level, including Special Education teachers and paraprofessionals, time to discuss low TEKS from previous year's STAAR results, scope and sequence for the upcoming six weeks, specific instructional strategies to support students, and student assessment results (common assessments, running records, MAP, and Benchmarks).</p> <p>Strategy's Expected Result/Impact: Teachers understanding of specific student needs and using that data to target individual student groups.</p> <p>Staff Responsible for Monitoring: admin/academic specialist/teachers/interventionists</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 4</p> <p>Funding Sources: Manipulatives, HQIM - 211 - Title I-A - \$4,000</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
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| Strategy 2 Details | Reviews | | | |
|---|--|-----|-----|-----------|
| <p>Strategy 2: K-5 Teachers will utilize district provided curriculum and high quality instructional materials with fidelity.</p> <p>Strategy's Expected Result/Impact: Students will receive consistent instruction that is rigorous and aligned to district/state standards.</p> <p>Staff Responsible for Monitoring: admin/academic specialist/teachers/interventionists</p> <p>Title I: 2.4, 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> <p>Funding Sources: - 211 - Title I-A - \$5,000</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
| |  35% | | | |
| Strategy 3 Details | Reviews | | | |
| <p>Strategy 3: A full time paraprofessional will be hired to provide intervention to third through fifth grade students for the purpose of providing intervention support to close achievement gaps.</p> <p>Strategy's Expected Result/Impact: Third through fifth grade students who scored with an approaches proficiency level in STAAR 2023 will excel to meets proficiency level in STAAR 2024.</p> <p>Staff Responsible for Monitoring: Teachers, interventionists, administrators</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 2: Strategic Staffing</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p> <p>Problem Statements: Student Learning 4</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
| |  15% | | | |
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Performance Objective 2 Problem Statements:






| Student Learning |
|---|
| <p>Problem Statement 4: Out of 282 3-5th grade students who took the math STAAR test in 2023, only 169 students (60%) reached the approaches proficiency level. Root Cause: Teachers were not consistently utilizing high quality instructional materials. Teachers were not consistently using effective, researched-based best practices.</p> |

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective 3: Increase the percentage of PK students who are Proficient on all 5 (English/Spanish combined) Circle indicators by at least 10% by May 2024. Indicators: Rapid Letter Naming, Rapid Vocabulary, Math, Social Emotional, Early Writing Skills

HB3 Goal

Evaluation Data Sources: Circle Indicators

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: PREK teachers and PREK Aides will work with small group of students daily. Strategy's Expected Result/Impact: Increase proficient scores on all indicators Staff Responsible for Monitoring: PREK teachers and Admin</p> <p>Title I: 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: School Processes & Programs 2</p> | Formative | | | Summative |
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Performance Objective 3 Problem Statements:

| School Processes & Programs |
|---|
| <p>Problem Statement 2: The systems in place to support the Hanes' 26.4% mobility rate are inconsistent. Root Cause: There are gaps in communication, collaboration, and training to support newcomers.</p> |

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective 4: Increase the number of Kinder-Grade 2 students who are above the 41% percentile in Math (English/Spanish combined) from BOY 135 students to 200 students. (46% to 69%)

Evaluation Data Sources: MAP Math

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective 5: "Performance Objective 4:

*Increase the percentage of Kindergarten - Grade 2 students who Meet or Exceed grade level expectations on Reading mClass Growth in English from 42% to 65% by May 2024.

*Increase the percentage of Kindergarten - Grade 2 students who Meet or Exceed grade level expectations on Reading mClass Growth in Spanish from 57% to 75% by May 2024.

*Increase the percentage of SPED students (the student group that is most marginalized by instruction on our campus i.e. gender, race, program, other) from X% to Y% by May 2024."

Evaluation Data Sources: mClass

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective 6: Increase the percentage of PK students who are Proficient on Phonological Awareness in the Circle assessment (English/Spanish combined) from 20% to 70% by May 2024.


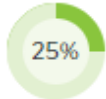




HB3 Goal

Evaluation Data Sources: Circle Data

Goal 2: In Irving ISD, we will increase parent and community engagement in the city of Irving.

Performance Objective 1: Increase parent volunteers from three to ten by May 2024.







Evaluation Data Sources: Parent Liaison/Parent Hours clocked in Raptor

| Strategy 1 Details | Reviews | | | |
|--|--|-----|-----|-----------|
| <p>Strategy 1: Encourage participation in our parent-involvement organizations such as Pro-Dads and PTO through our campus communication systems (newsletter/class dojo/etc...).</p> <p>Strategy's Expected Result/Impact: Increase the number of parent volunteers on our campus monthly.</p> <p>Staff Responsible for Monitoring: Parent Liaison/Pro-Dads Captain/PTO Committee, Family Nights</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 - Title I-A - \$100</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Actively recruit volunteers by making phone calls to parents as well as inviting them when they visit campus.</p> <p>Strategy's Expected Result/Impact: Increase the number of parent volunteers</p> <p>Staff Responsible for Monitoring: Parent Liaison, admin</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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Goal 2: In Irving ISD, we will increase parent and community engagement in the city of Irving.







Performance Objective 2: Parents will receive training and informational sessions every six weeks.

Evaluation Data Sources: Parent Liaison/Parent Hours on sign in sheets

| Strategy 1 Details | Reviews | | | |
|--|---|------------|------------|------------------|
| <p>Strategy 1: Parents will receive valuable information on how volunteering can positively impact their child's success. Strategy's Expected Result/Impact: Increase the number of parent volunteers on our campus monthly. Staff Responsible for Monitoring: Parent Liaison</p> <p>Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 - Title I-A - \$100</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Parents will be able to attend lunch with student on designated dates. Parent Liaison will personally invite parents to spend time before or after lunch volunteering in Parent Center. Strategy's Expected Result/Impact: Increase parent volunteer hours Staff Responsible for Monitoring: Parent Liaison, admin</p> <p>Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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| <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 3: In Irving ISD, we will attract, develop, and maintain life changing educators committed to each student.

Performance Objective 1: Provide 1st year teachers with campus mentors who will meet on a regular basis to support their needs.

| Strategy 1 Details | Reviews | | | |
|--|---|------------|------------|------------------|
| <p>Strategy 1: Provide mentors for each 1st year teacher Staff Responsible for Monitoring: Administrators, Academic Specialist</p> <p>Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Problem Statements: School Processes & Programs 2</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: New to Hanes staff will meet monthly with a campus mentor. Positive mindset book study, check ins, work on grades, and any other new teacher needs. Strategy's Expected Result/Impact: Retain highly qualified staff. Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: - 211 - Title I-A - \$500</p> | Formative | | | Summative |
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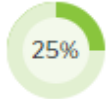




Performance Objective 1 Problem Statements:

| School Processes & Programs |
|---|
| <p>Problem Statement 2: The systems in place to support the Hanes' 26.4% mobility rate are inconsistent. Root Cause: There are gaps in communication, collaboration, and training to support newcomers.</p> |

Goal 3: In Irving ISD, we will attract, develop, and maintain life changing educators committed to each student.

Performance Objective 2: Embed a cross-curricular positive school climate through daily mindfulness in the classroom, social-emotional learning through guidance lessons.

Evaluation Data Sources: Counselor reports. Master Schedule - SEL embedded.

| Strategy 1 Details | Reviews | | | |
|--|--|------------|------------|------------------|
| <p>Strategy 1: Counselors provide weekly emails to staff "Mindful Mondays".</p> <p>Strategy's Expected Result/Impact: Mindful Mondays provide lessons for staff and students</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Provide a positive school environment by continuously offering SEL opportunities to staff</p> <p>Strategy's Expected Result/Impact: Create a positive school environment to help retain highly qualified teachers and staff.</p> <p>Staff Responsible for Monitoring: Admin</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1</p> | Formative | | | Summative |
| | Nov | Feb | Apr | July |
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| <div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Performance Objective 2 Problem Statements:

| Demographics |
|---|
| <p>Problem Statement 1: Hanes Elementary has 225 students who have 10 or more absences this school year. Root Cause: Campus-wide initiatives to motivate attendance began mid-year.</p> |