

Waxahachie Independent School District

Wedgeworth Elementary

2022-2023 Priorities/Performance Objectives/Strategies



Mission Statement

Wedgeworth's Mission Statement:

To ensure All students acquire the academic skills, knowledge, and behaviors needed for future success.

Vision

Wedgeworth's Vision:

Our vision is to be a district where innovation thrives and growth is limitless.

Value Statement

We value choices because they make us unique and are critical to learning.

We value a collaborative culture that honors and supports all who positively impact the lives of our students.

We value an environment of belonging that respects individual differences and ensures equality for all.

We value relationships that broaden learning experiences and enrich our community.

Our Collective Commitments (What We Do):

We are committed to encouraging and supporting each other as we work collaboratively to uphold a high standard of professionalism and strong family culture.

We are committed to celebrating academic growth, and positive behavior.

We are committed to celebrating our staff through events such as: “Weekly Warrior,” and “Hero of the Month.”

We are committed to using data to guide how we address individual student needs (data such as MAP, Progress Monitor, and/ or Common Formative Assessments).

We are committed to using data to identify TEKS expertise and work collaboratively to place students according to their needs.

We are committed to following our campus PBIS Expectations.

We are committed to valuing each staff by addressing concerns and issues through face-to-face conversations professionally and respectfully.

We are committed to working collaboratively with our team to meet student needs through working in the power zone, and small groups, and consistently providing interventions/enrichment opportunities.

Valued characteristics of a Wedgeworth Collaborator (Who We Are):

<p style="text-align: center;">Collaboration</p> <ul style="list-style-type: none"> • Maintains a problem-solving spirit • Adds Value to positive culture • Shares knowledge & resources • Holds team accountable for success for ALL students • Honors collective commitments • Active listener • Active Team Member • Be Present • Open to new ideas 	<p style="text-align: center;">Instruction</p> <ul style="list-style-type: none"> • Deep understanding and knowledge of TEKS • Aligns resources • Able to differentiate instruction • Uses data to drive reflective teaching practices and promotes student goal setting and self-directed learning • Can identify and unpack FOCUS TEKS (essential learning targets) 	<p style="text-align: center;">Behavior Management</p> <ul style="list-style-type: none"> • Creates a classroom environment and culture where all students feel valued and safe • Explicit instruction in social skills • Committed to following our campus PBIS expectations • Consistent in expectations • Firm but loving • Builds empathy and collaboration in students
<p style="text-align: center;">Professional Behavior</p> <ul style="list-style-type: none"> • Dependable • Flexible • Takes initiative • Prepared • Trustworthy • Respectful • Accepts feedback appropriately, treats all stakeholders with courtesy and respect. • Exhibits and Maintains a professional attitude and demeanor (body language) • Will address concerns privately and professionally (first with individual, then following the chain of command) • Be an encourager to fellow staff members. • Wait 24 hours before addressing issues or concerns 	<p style="text-align: center;">Professional Beliefs</p> <ul style="list-style-type: none"> • Believe that ALL students can learn at high levels • Loves our kids as if they are our own • Possess "Ours, not Mine" mentality • Servant-hearted and student-centered • Each day is a new day with new opportunities • Growth mindset 	<p style="text-align: center;">Communication</p> <ul style="list-style-type: none"> • Will provide a timely response (within 24hrs) • Parents will receive updates via Right Choice Folders, Seesaw, email, or phone calls. • Personal phone calls will be made for students struggling with consistent behavior and academic progress. • Always start with a positive when addressing a concern. And finish with a solution/ plan to address the specific concern.

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Priorities

Priority 1: Student Growth

Performance Objective 1: Every student grows academically every year in English Language Arts, Reading, Math, Science, and Social Studies.

Evaluation Data Sources: State and local assessment data, including, MAP, DRA, STAAR/EOC, state provided Interim assessments, collaboratively developed progress measures, teacher developed common formative assessments, TX KEA, Circle (pre-K), DRA/EDL, TELPAS and TRS Performance Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will participate in collaborative team meetings (PLC) using the 4 guiding questions with our Essential Standards. The guiding questions are: What do we expect students to learn? How will we know students are learning? How will we respond if students are not learning? How will we respond if students are learning? Strategy's Expected Result/Impact: Student Growth Staff Responsible for Monitoring: Teachers Team Leaders Administrators</p> <p>Problem Statements: School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will use "Tribe Time" to work collaboratively to provide Interventions/Enrichment to help ALL students grow in the Essential Standards. Staff will use data to determine where students will be going for intervention/enrichment support. Strategy's Expected Result/Impact: Student academic growth Staff Responsible for Monitoring: Teachers Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Staff will create and implement common formative assessments aligned to the rigors of TEKS mastery. This will be used to understand if students are learning and work collaboratively to improve the strategies used to help students learn at all levels.</p> <p>Strategy's Expected Result/Impact: Student academic growth</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Title I funds will be used to supplement resources, pay for salaries for support staff, and/or provide coverage for teachers to work collaboratively so our campus will effectively support all students to grow academically.</p> <p>Strategy's Expected Result/Impact: Student academic growth</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Student Learning 3</p> <p>Funding Sources: - Title I (211)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Students will set academic goals in reading and math and track their progress throughout the year.</p> <p>Strategy's Expected Result/Impact: Student academic growth</p> <p>Staff Responsible for Monitoring: Teachers Administrators</p> <p>Problem Statements: School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: All Math teachers will receive training and resources to be able to effectively implement Number Sense into the daily lessons. Staff will implement time each day for students to practice Number Sense (or Number Talk).</p> <p>Strategy's Expected Result/Impact: Student academic growth in Math.</p> <p>Staff Responsible for Monitoring: Math Teachers</p> <p>Problem Statements: Student Learning 3</p> <p>Funding Sources: - Title I (211)</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>				

Performance Objective 1 Problem Statements:

Student Learning

Problem Statement 3: Lack of time to prepare for lessons using tools that are meant to improve student performance. **Root Cause:** Time needs to be allocated for staff to be properly trained on district tools and/or prepare for effective academic instruction.





School Processes & Programs

Problem Statement 1: Not all teachers have students monitoring their own growth **Root Cause:** There is a lack of follow up / follow through in student goal setting, and students monitoring their own growth. Teachers need more time to meet with students, create new goals with students, and allow students time to see their growth. Teachers need more guidance on what this should look like and how this should be implemented.

Problem Statement 2: PLC and effective planning time is being challenged. **Root Cause:** Based on our Learning by Doing book and professional development classes over PLC, we are spending PLC largely focused on step 5, which is data analysis, when we need to go back and focus on steps 2-4. We have made good strides towards our goal, but we still need to find more planning time to create data driven instruction as a team.

Priority 1: Student Growth

Performance Objective 2: Every student understands the expected standards of behavior in the district and feels that their safety and well-being are a priority of the district.

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff and students will follow the campus-created PBIS expectations. The campus PBIS committee will meet quarterly to review the effectiveness of the PBIS plan, provide recommendations, and work with campus staff to effectively implement strategies.</p> <p>Strategy's Expected Result/Impact: Improving positive relationships with students and reduction in the number of referrals and ISS.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Problem Statements: Demographics 3 - School Processes & Programs 4</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Staff will effectively use our daily "Warrior Huddle" as part of our implementation of effective Social Emotional Learning (SEL) strategies.</p> <p>Strategy's Expected Result/Impact: Building positive relationships with students.</p> <p>Problem Statements: Perceptions 2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Increase campus average daily attendance to 96%.</p> <p>Strategy's Expected Result/Impact: Improved attendance and academic performance</p>	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 3: Discipline referrals are increasing Root Cause: Need SEL training to use in the classroom and consistent use of PBIS interventions and methods on campus-wide. Lack of consistent training for staff and not just expecting teachers to create the buy-in..</p>

School Processes & Programs





Problem Statement 4: The campus has inconsistent discipline management. **Root Cause:** The PBIS committee spent a lot of time before the school year started to develop a discipline management plan that was agreed upon by staff, students, and parents. However, there was not enough consistency and follow through with the plan. Training was not provided to the teachers on this new system, and as a result many grade levels implemented the system differently and inconsistently.

Perceptions

Problem Statement 2: Behavior severity is increasing across the whole school at an alarming rate. **Root Cause:** Lack of classroom management, lack of administrative consistency, seems more reactive than proactive, consequences need to match severity of behavior. Lack of consistency with the PBIS expectations. Lack of training to address certain behavioral needs.

Priority 1: Student Growth





Performance Objective 3: Every graduate is college, career, or military ready, and CCMR numbers increase year over year.

Strategy 1 Details	Reviews			
Strategy 1: Our campus will provide opportunities to highlight college and career through weekly "College/Career Days" and a Career Day. Strategy's Expected Result/Impact: Increase awareness and highlighting College and career opportunities.	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Priority 1: Student Growth

Performance Objective 4: Annually increase student enrichment and involvement in extracurricular, UIL, and co-curricular activities.





Evaluation Data Sources: Increased percentage of students engaged in activities, increased quartile/decile of Lone Star Cup standing, completion of guidelines and staff recruitment plan

Strategy 1 Details	Reviews			
Strategy 1: Recruit staff to provide a coach for all UIL opportunities and be intentional about promoting the various UIL opportunities to all of our students. Strategy's Expected Result/Impact: Growth in participation in UIL	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Priority 2: Honor and Support Staff

Performance Objective 1: Honor staff contributions and achievements.

Evaluation Data Sources: Staff evaluation data

Strategy 1 Details	Reviews			
<p>Strategy 1: Our campus will use a google form to get feedback from staff/parents/students to recognize our valued characteristics. We will then recognize staff through our "Weekly Warriors" (alternate between a teacher and staff member) and "Hero of the Month" recognitions.</p> <p>Strategy's Expected Result/Impact: Honor and Recognize staff</p> <p>Staff Responsible for Monitoring: Administrators Sunshine Committee??</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase in follow-up communication to all staff to ensure everyone gets the same communication.</p> <p>Strategy's Expected Result/Impact: All staff receives the communication.</p> <p>Problem Statements: Perceptions 3</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Performance Objective 1 Problem Statements:

Perceptions
<p>Problem Statement 3: Not all staff members are receiving communication that is being distributed to Team Leads to staff. This includes staff who are not on a specific team. Root Cause: Lack of perception in administrator intention. Different styles of communication and perception that there is a select group of staff members who are in the "Know."</p>

Priority 2: Honor and Support Staff

Performance Objective 2: Annually increase faculty and staff satisfaction and engagement.





Evaluation Data Sources: Staff evaluation data and other data related in increased staff engagement

Strategy 1 Details	Reviews			
<p>Strategy 1: The Sunshine committee will provide opportunities for staff to build positive relationships with one another from across the campus. Strategy's Expected Result/Impact: Increase faculty and staff satisfaction and engagement.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Staff will be given choices of learning sessions to attend as we hold professional development opportunities on campus. Strategy's Expected Result/Impact: Increase faculty and staff satisfaction and engagement.</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Priority 2: Honor and Support Staff

Performance Objective 3: Promote a collaborative culture by engaging instructional staff in the practices of a Professional Learning Community.

Evaluation Data Sources: Staff evaluation data, meeting documentation, and other data related in increased staff engagement

Strategy 1 Details	Reviews			
<p>Strategy 1: Grade-level teachers participate weekly in designated PLC collaboration time. Strategy's Expected Result/Impact: Increased collaboration among staff and student growth</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: School Processes & Programs 2</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Performance Objective 3 Problem Statements:

School Processes & Programs
<p>Problem Statement 2: PLC and effective planning time is being challenged. Root Cause: Based on our Learning by Doing book and professional development classes over PLC, we are spending PLC largely focused on step 5, which is data analysis, when we need to go back and focus on steps 2-4. We have made good strides towards our goal, but we still need to find more planning time to create data driven instruction as a team.</p>

Priority 2: Honor and Support Staff

Performance Objective 4: Invest in staff growth through professional learning/specialized training.





Evaluation Data Sources: Goal setting conference data

Strategy 1 Details	Reviews			
<p>Strategy 1: Monthly staff meetings will now be "Professional Learning" opportunities. Options of various learning sessions will be provided for staff to choose to attend. Staff will then provide feedback as part of the "exit ticket" and demonstrate how they are implementing what they learned.</p> <p>Teachers will be leading most of the sessions so we can model effective use of strategies.</p> <p>Strategy's Expected Result/Impact: Staff growth through professional learning</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Priority 3: Community and Stakeholder Relationships

Performance Objective 1: Annually increase satisfaction and engagement of students and families.





Evaluation Data Sources: Analyze and respond appropriately to student and family survey data, Superintendent's Student Advisory Board, Town Hall meeting for families

Strategy 1 Details	Reviews			
Strategy 1: Offering opportunities to serve such as Dads at the Door, PTO, classroom and campus volunteers Strategy's Expected Result/Impact: Increase engagement of family members Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Offering opportunities for parents and the community to be part of Wedgeworth outside of school hours such as Open House, Reading Night, Math Night, or Counselor presentations Strategy's Expected Result/Impact: Increase engagement of family members	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Priority 3: Community and Stakeholder Relationships

Performance Objective 2: Annually increase engagement of community and stakeholders.





Evaluation Data Sources: Analyze and respond appropriately to parent survey data, increased community and stakeholder satisfaction and engagement

Strategy 1 Details	Reviews			
Strategy 1: Offer opportunities for involvement before, during, and after school Strategy's Expected Result/Impact: increase engagement of community and stakeholders.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Partner with community members/ businesses to help financially sponsor ways to help reinforce attendance/behavior/supporting teacher challenges. . Strategy's Expected Result/Impact: Increased engagement of community and stakeholders. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Priority 4: Financial Integrity

Performance Objective 1: Ensure financial stewardship and transparency





Evaluation Data Sources: Budget reports, TAPR and FIRST reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure all policies, guidelines, and laws are being followed when any federal or state funds are being used to service students or implement new programs.</p> <p>Strategy's Expected Result/Impact: District Guidelines for Federal and State Funds are followed to effectively use campus funds</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>				

Priority 4: Financial Integrity

Performance Objective 2: Develop and deploy coherent facility management processes to address student growth.





Evaluation Data Sources: Budget reports, TAPR and FIRST reports

Strategy 1 Details	Reviews			
Strategy 1: Develop staffing priorities and academic plans based on student needs. Strategy's Expected Result/Impact: Develop and deploy coherent facility management processes to address student growth.	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Priority 4: Financial Integrity

Performance Objective 3: Ensure effective and efficient operations with transparency

Evaluation Data Sources: Budget reports, TAPR and FIRST reports

Strategy 1 Details	Reviews			
Strategy 1: Evaluate existing programs for all departments based on effectiveness relating to student achievement vs. costs, The Campus Advisory Team will prioritize purchases and programs based on student needs. Strategy's Expected Result/Impact: Ensure effective and efficient operations with transparency	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				