

Sharyland Independent School District

Harry Shimotsu Elementary

2022-2023 Campus Improvement Plan



**HARRY SHIMOTSU
ELEMENTARY**



Mission Statement

The mission of Harry Shimotsu Elementary is to create a safe, learning environment which accepts and respects the diversity of all students. Involving parents and community members, promotes academic excellence and ensures that all students are prepared to meet the challenges of an ever-changing world.

Vision

We will achieve excellence through our positive attitude and love of learning every day.

Nondiscrimination Notice

Sharyland Independent School District does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Attendance Rate 2019-20 99.0%

By Ethnicity: African American - - 1.3

Hispanic - - 83.6

White - - 7.4

Asian 7.3

Economically Disadvantaged 40.7

Special Education 6.1

Emergent Bilingual/EL 44.4

Demographics Strengths

Over 680 students have returned to the 2021-2022 school year. That number is an increased from last year.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Increase student attendance during the 2021-2022 school year. The goal is to get 97% attendance for the 2021- 2022 School Year. **Root Cause:** Covid-19 Concerns from parents.

Student Learning

Student Learning Summary

2021

ELA/Reading 82%

Mathematics 75%

Writing 68%

Science 74%

Student Learning Strengths

Students will be on campus getting hands on instruction in all subject matter and each students that failed has a learning plan to help close the gaps.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: We had a drop in all scores for Staar testing due to Covid-19. **Root Cause:** Online learning Lack of Hands on materials (manipulatives) Lack of Small group instruction Students did not take the time to work out problems (mental math)

School Processes & Programs

School Processes & Programs Summary

We will continue to use the curriculum Capturing Kids Hearts to help build and foster strong school relationships.

School Processes & Programs Strengths

We will continue the district wide a character program call "Capturing Kids hearts"

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Focus on the students social and emotional need that may have developed over the course of this pandemic year. **Root Cause:** Students feeling isolated Students feeling fearful of the virus.

Perceptions

Perceptions Summary

We work with the district and mandate all Covid protocols to keep the students safe.

Perceptions Strengths

We have a strong commitment to excellence in Sharyland and we build those relationships with parents in order to help our students succeed.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Getting the parents to trust the school, that we will take all precautions necessary to keep their children safe. **Root Cause:** Fear of Covid 19

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- Campus goals

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

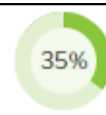
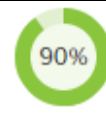

- T-PESS data








Goals

Goal 1: Parents will be full partners in the education of their children.

Performance Objective 1: Increase opportunities for parental involvement by 5% by the end of the 22-23 school year.

Evaluation Data Sources: Sign in Sheets, Agendas, Contact Logs, Web page, Calendars Sent Home, Flyers, Yearbook Sales, UIL results





Strategy 1 Details	Formative Reviews		
Strategy 1: Encourage parent attendance at Open House, Meet the Teacher, Parent Teacher Conferences, and School Activities using social media and paper reminders. (Target Group:All). Strategy's Expected Result/Impact: Increase parent participation at school events by 5% from previous year Staff Responsible for Monitoring: Administration, SPTSO and All Staff Funding Sources: - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Participate in Veteran's Day activities, Constitution Day, and other activities. (Target Group: All). Strategy's Expected Result/Impact: Increase culture awareness and patriotism Staff Responsible for Monitoring: Counselor(s), Student Council Funding Sources: Speakers, Special Events Committee, Staff, Community - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Continue with student Agenda planners in grades 3rd through 6th and citizenship/homework folders in grades PK-2nd to enhance parent/teacher communication on a daily basis. (Target Group: All). Strategy's Expected Result/Impact: Increase School-home communication with online, remind and phone calls. Staff Responsible for Monitoring: Teachers Funding Sources: Parent communication activities - 199 - General Funds	Formative		
	Nov	Feb	Apr
			






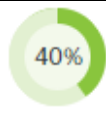

Strategy 4 Details	Formative Reviews		
Strategy 4: Keep parents informed about UIL by creating a brochure and calendars which will have tryout information, the list of the events, and dates and times of the UIL practice days and meets using online communication and paper reminders. Strategy's Expected Result/Impact: Provide academic extra-curricular activities that support student success Staff Responsible for Monitoring: Teacher Facilitator Funding Sources: brochures - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
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Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 1: Increase attendance rate to 97.7 by the end of the 22-23 school year.

Evaluation Data Sources: STAAR and STAAR Jr. Results, Contact Logs, Emails, Student Agendas, PEIMS Data, and In-Person Student Recognitions, End of Year Recognition, Attendance Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide special programs to meet identified students' needs through: GT Summit Program, Bilingual, ESL, Special Education, 504, At Risk, Dyslexia, ARK, Counseling, RTI, (Target Group: All). Strategy's Expected Result/Impact: Increase student performance by May of 2023 Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Program materials/ Software - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Maintain parent contact on a daily basis (Target Group: All) (NCLB: 4,5). Strategy's Expected Result/Impact: Increase student attendance from 97.4 to 97.7% by May 2023 Staff Responsible for Monitoring: Classroom Teachers, Office Staff Funding Sources: Staff, Skyward - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Recognize students with perfect attendance every grading period. Reward the class with the highest attendance with classroom incentives. Strategy's Expected Result/Impact: Increase morale, Extra Recess, Increase attendance from 97.4% to 98% by May 2023 Staff Responsible for Monitoring: Administration, PEIMS, Teachers Funding Sources: Classroom incentives - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Provide home visits for students who are absent excessively (Target Group: All) (NCLB: 1,4). Strategy's Expected Result/Impact: Increase student attendance from 97.4% to 98% by May 2023 Staff Responsible for Monitoring: Administration, Counselor, Truancy Officer	Formative		
	Nov	Feb	Apr
			








Strategy 5 Details	Formative Reviews		
Strategy 5: Identify areas of instructional concern and provide content and grade level professional development. Strategy's Expected Result/Impact: Increase students performance from 97% to 98 % students passing the STAAR test by May 2023 Staff Responsible for Monitoring: Administration, Teacher Facilitator Funding Sources: Test data analysis, Benchmarks, STAAR Data, TPRI, Tejas Lee - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Intentional communication with parents and community organizations to support Child Find. Strategy's Expected Result/Impact: Increase number of EE Students Identified Staff Responsible for Monitoring: Special Ed. Director Funding Sources: Parent Meetings, Flyers - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Collaboration with C&I team to include and offer breakfast and lunch to all Pre-Kinder Students. Strategy's Expected Result/Impact: Increase the numbers for meals served to Pre-Kinder students by 5% by May 2023 Staff Responsible for Monitoring: Food Service Director, Principals, Cafeteria Managers	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Implement and reach out to migrant students to give them emotional support, and to encourage them for post-secondary enrollment. Strategy's Expected Result/Impact: Increase of student's performance Staff Responsible for Monitoring: Federal Program Director, Principals, Counselors Funding Sources: Program materials, Parent meetings - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 9 Details	Formative Reviews		
Strategy 9: Run PFS reports on a monthly basis to identify students and provide access to migrant services, to ensure the migrant students have access to instructional, social and community services. Strategy's Expected Result/Impact: Give more opportunity for Migrant students to become involved Staff Responsible for Monitoring: Federal Program Director, Counselor Funding Sources: PIEMS Data - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 10 Details	Formative Reviews		
Strategy 10: Increase student academic performance to achieve level 3 on state mandated assessment by offering tutoring after school and on Saturdays. Strategy's Expected Result/Impact: Increase scoring on level 3 STAAR Assessment Results by 5 points in all subject areas Staff Responsible for Monitoring: Principal, Teacher Facilitator Funding Sources: AWARE, Mentoring Minds, Think Through Math - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 11 Details	Formative Reviews		
Strategy 11: Implement Forethought, AWARE, and DPAs to provide targeted and differentiated instruction. Strategy's Expected Result/Impact: Increase in student performance 5% in all subject areas by May 2023 Staff Responsible for Monitoring: Principal, Asst. Principal Funding Sources: Forethought, AWARE - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
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Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 2: Increase special population student participation in extra curricular activities by 5% by the end of the 22-23 school year.









Evaluation Data Sources: Professional Development rosters in differentiated instruction, lesson plans, class rosters, participation logs

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide UIL coaching and competition events using the hybrid form of UIL meets developed for students safety. Strategy's Expected Result/Impact: Increased participation of students by 5% in UIL Staff Responsible for Monitoring: Principal, Teachers Funding Sources: Curriculum Writing, Lead Teacher - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Conduct campus extra-curricular activities, Meet the Teacher, and Open House . Strategy's Expected Result/Impact: Increased participation by parents by 5% by May 2023 Staff Responsible for Monitoring: Principal, Teachers Funding Sources: Teachers, parents, flyers - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide after school club for chess, and robotics . Strategy's Expected Result/Impact: Increased participation of student from previous year by 5% Staff Responsible for Monitoring: Teacher Funding Sources: Program materials, incentives - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
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Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 3: Encourage and challenge students by supporting the least restrictive environment for 100% of the students by the end of the school year.







Evaluation Data Sources: PBMAS reports, Analysis of IEP

Strategy 1 Details	Formative Reviews		
Strategy 1: Serve students with disabilities in their least restrictive environment. Strategy's Expected Result/Impact: Students will be served through inclusion Staff Responsible for Monitoring: Sp Ed Teacher, Principal Funding Sources: Data Review, Training - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Use PBMAS reports and IEP to identify students by grade level and campus to evaluate mainstream opportunities. Strategy's Expected Result/Impact: Students will be served through inclusion Staff Responsible for Monitoring: Special Education Director, Principal Funding Sources: Profession Development - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
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Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 4: Increase support for students demonstrating characteristics of dyslexia by providing training for staff, and materials for our reading specialist.



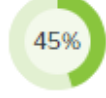
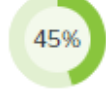
Evaluation Data Sources: Progress reports/Dyslexia Screening results


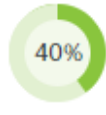

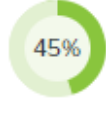
Strategy 1 Details	Formative Reviews		
Strategy 1: Provide teacher training on identification and instructional strategies to identify and support students with dyslexia Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Reading Specialist, Principal Additional Targeted Support Strategy Funding Sources: CEI, Reading Specialist - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide materials to support the Herman Method & Esperanza programs for students with dyslexia. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Reading Specialist Funding Sources: CEI, Reading Specialist - 199 - General Funds	Formative		
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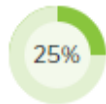







Goal 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Encourage and challenge students by recognizing individual talents and needs to increase completion rate above 95% of all populations by the end of the school year.

Evaluation Data Sources: Recognition Events/Student Assemblies, Documentation of Services Provided, Contact Logs, Skyward Data, Sign in Sheets, Student Performances, Student Participation, Decreased Discipline Referrals, Anti-Bullying Contracts, Aware, Assessment Data, Enrollment Endorsements, Grants Awarded to School

Strategy 1 Details	Formative Reviews		
Strategy 1: Recognize achievements: Honor Roll, UIL, Perfect Attendance, Golden Rattler and Star Student of the Grading Period. (Target Group: All) Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Administration and PEIMS clerk Funding Sources: Medals, Certificates, Ribbons, Teachers - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Identify students in At-Risk situations and provide targeted services: Career Day, ARK, Tutoring, Saturday School, UIL, Chess, 504, Special Education Services, Counseling and RTI. (Target Group: All) Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Administration Funding Sources: Teachers, Coaches - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Contact parents of absentees. (Target Group: All) Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Administration, Skyalert Funding Sources: Parent Awareness Activities, Phone calls, Transportation, Home visits, Conferences - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Maintain Student Council, UIL teams, Radio Club and Intramural Sports. (Target Group: All) Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Administration, Campus UIL Coordinator, Sponsors, Teachers Funding Sources: Coaches, Materials, equipment - 199 - General Funds	Formative		
	Nov	Feb	Apr
			







Strategy 5 Details	Formative Reviews		
Strategy 5: Continue counseling programs: AUTO BE GOOD, Six Pillars, Book of Virtues, Capturing Kids Hearts, and Bullying Awareness. Strategy's Expected Result/Impact: Increase student empathy towards each other Staff Responsible for Monitoring: Counselor(s) Funding Sources: Counselors' Budget - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Closely monitor students' academic progress by using data from formal and informal observations and exams. Strategy's Expected Result/Impact: Increase in students' performance Staff Responsible for Monitoring: Principals, Counselors, Teachers Funding Sources: Counselors, Options Program, Teacher Training - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Provide all students with opportunities to learn about the five graduation endorsements. Strategy's Expected Result/Impact: Increase student knowledge on graduation requirements Staff Responsible for Monitoring: Counselors Funding Sources: Technology & Online Resources - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Develop and implement strategies for drug awareness and prevention designed to create environments and conditions that support behavioral health and the ability of students to withstand challenges. (SP 3.2.1) Strategy's Expected Result/Impact: Reduction in the number of students who are caught with drugs Staff Responsible for Monitoring: Counselors	Formative		
	Nov	Feb	Apr
			




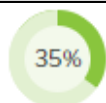
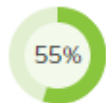




Strategy 9 Details	Formative Reviews		
Strategy 9: Establish a comprehensive district support system in alignment with the district Code of Conduct in order to foster academic integrity for all Sharyland ISD students. (SP 3.3.1) Strategy's Expected Result/Impact: Reduction in the number of students being sent to the office for code of conduct issues Staff Responsible for Monitoring: Principal, counselor, teachers	Formative		
	Nov	Feb	Apr
			
Strategy 10 Details	Formative Reviews		
Strategy 10: Establish a comprehensive district support system in alignment with the district Code of Conduct in order to foster social integrity for all Sharyland ISD students. (SP 3.3.2) Strategy's Expected Result/Impact: Reduction in the number of referrals received by students Staff Responsible for Monitoring: Principal, Asst Principal	Formative		
	Nov	Feb	Apr
			
Strategy 11 Details	Formative Reviews		
Strategy 11: Capitalize on federal, state, and local resources. (SP 5.1.1) Strategy's Expected Result/Impact: Student learning Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	Apr
			
Strategy 12 Details	Formative Reviews		
Strategy 12: Facilitate the sharing of information to encourage participation in grant writing for Sharyland Foundation Grants. (Target Group: All) Strategy's Expected Result/Impact: Grants Awarded to School Staff Responsible for Monitoring: Administration, All Staff	Formative		
	Nov	Feb	Apr
			
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Goal 4: A well-balanced and appropriate curriculum will be provided to all students.

Performance Objective 1: Ensure academic rigor in 100% of content instruction and assessments daily.

Evaluation Data Sources: Benchmark Results, Aware Data, Google Classroom Lesson Plans, STAAR Results, Lesson Plan Feedback, Computer Reports, Student Performance, Walk Throughs, Circulation Check Out







Strategy 1 Details	Formative Reviews		
Strategy 1: Administer benchmarks in Math, Science, Reading, and Writing (Target Group: All) Strategy's Expected Result/Impact: Data gathering that will be used to plan instruction Staff Responsible for Monitoring: Administration, Teacher Facilitator Funding Sources: Materials, Teacher Facilitator, paper - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement RACE and WAC across the school to incorporate more writing in the curriculum. Strategy's Expected Result/Impact: Lesson will be more productive for students Staff Responsible for Monitoring: Administration, Teacher Facilitator Funding Sources: Technology, Training, Teacher Facilitator - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide guidance, classroom demonstrations, technology, and modeling to ensure that STAAR online tutorials and strategies are implemented (Target Group: All) Strategy's Expected Result/Impact: Increase online STAAR Results Staff Responsible for Monitoring: Teacher Facilitator, Reading Specialist and Teacher Funding Sources: Technology, Training, Central office personnel - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Utilize the Sharyland ISD unified campus lesson plan system and curriculum which incorporates YAGS, Scope and Sequence, and Unit Plan Strategy's Expected Result/Impact: Increase in student performance Staff Responsible for Monitoring: Administration, Teacher Facilitator Funding Sources: Teacher Facilitator, Technology Department - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

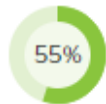







Strategy 5 Details	Formative Reviews		
Strategy 5: Utilize Imagine Learning to target English Learners in grades 3rd-6th Strategy's Expected Result/Impact: Increase in student's language proficiency Staff Responsible for Monitoring: Administration, Teachers, ESL Strategist Funding Sources: Immigrant Fund Allocation, Materials and Training - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Design and deliver on-going staff development in areas of expertise, attend seminars and workshops, present new and innovative ideas to staff, and hold in-service training (Target Group: All) Strategy's Expected Result/Impact: Increase professional knowledge about best practices in education. Staff Responsible for Monitoring: Administration, All Staff Funding Sources: Training of Staff - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Purchase additional library books that will target our bilingual population Strategy's Expected Result/Impact: Increase literacy in our bilingual students Staff Responsible for Monitoring: Administration, Federal programs	Formative		
	Nov	Feb	Apr
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Qualified and highly effective personnel will be recruited, developed, and retained.

Performance Objective 1: Retain, support and assist 100% of new employees and current staff to have 0% turn over at the end of the school year.

Evaluation Data Sources: POs, Climate Surveys, Hiring of Highly Qualified Personnel for Sharyland, Book Talks, Lesson plans





Strategy 1 Details	Formative Reviews		
Strategy 1: Supply classrooms with a budget (Target Group: All) Strategy's Expected Result/Impact: Teachers will have materials for the students Staff Responsible for Monitoring: Administration Funding Sources: Wal-Mart, Gateway - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Recognize efforts of our faculty (Target Group: All) Strategy's Expected Result/Impact: Increase staff morale Staff Responsible for Monitoring: Administration Funding Sources: El Pato, Certificates, Breaks, Treats - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize an on-line application system (Target Group: All) Strategy's Expected Result/Impact: Hiring of Highly Qualified Personnel for Sharyland Staff Responsible for Monitoring: Administration Funding Sources: Principal - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Continue Mentor program for staff using TXBESS training (Target Group: All) Strategy's Expected Result/Impact: Helping new teachers have a smooth transition into the teaching profession Staff Responsible for Monitoring: Administration, Mentor Teacher Funding Sources: Teachers - 199 - General Funds	Formative		
	Nov	Feb	Apr
			









Strategy 5 Details	Formative Reviews		
Strategy 5: Continue to foster a mutually supportive environment between staff and administration with the use of positive notes, grade level meetings, open door policy, staff awards, committee meetings, and a weekly newsletter (Target Group: All) Strategy's Expected Result/Impact: Having a campus with high morale and a trusting relationship with staff Staff Responsible for Monitoring: Administration, All Staff Funding Sources: Administration, Materials - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Continue book club for the staff in order to create a jovial atmosphere among colleagues (Target Group: M, F). Strategy's Expected Result/Impact: Teacher Morale Staff Responsible for Monitoring: Librarian	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Collaborate with Curriculum and Instruction team to strengthen topics of discussion for new employees to support academic achievement. Strategy's Expected Result/Impact: New Employee will be prepared for the classroom Staff Responsible for Monitoring: Asst. Superintendent Human Resources, Asst. Superintendent Curriculum and Instruction Funding Sources: Central Office Personnel, Lead Teacher - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Use peer observation. Strategy's Expected Result/Impact: Implementation of each others' ideas reflected on classroom observations and lesson plans. Staff Responsible for Monitoring: Principal, Teacher Facilitator, Asst. Principal	Formative		
	Nov	Feb	Apr
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Qualified and highly effective personnel will be recruited, developed, and retained.

Performance Objective 2: Retain, support and assist personnel who have been with the district. Look to keep at least 100% of campus staff by the end of the school year.

Evaluation Data Sources: Survey Results, Stipend Documentation, Climate Survey Results, T-TESS Evaluations, T-TESS Reports, Budget Review, Eduphoria, Certificate






Strategy 1 Details	Formative Reviews		
Strategy 1: Schedule celebrations and recognitions for teachers. Strategy's Expected Result/Impact: Increase staff morale Staff Responsible for Monitoring: Principal Funding Sources: Awards - 163 - Principal Funds, SPTSO, Principal's Account - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide Bilingual/ESL and Special Ed. Stipends to qualified personnel. Strategy's Expected Result/Impact: Increase our bilingual students' performance Staff Responsible for Monitoring: Federal Program, Bilingual/ESL Coordinator, and Special Education Director Funding Sources: Central Office, Special Education - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Conduct climate survey to obtain information on campus strengths and weaknesses. Strategy's Expected Result/Impact: Based on Climate Survey Results campus administration can use data to help improve campus weakness. Staff Responsible for Monitoring: Principal Funding Sources: HR Department, Web Page - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Continue with Texas Principal Evaluation and Support System (T-PESS) as our approved instrument for evaluating and supporting principals. Strategy's Expected Result/Impact: The instrument will help principals become better at their trade. Staff Responsible for Monitoring: Superintendent, Principal Funding Sources: Appraisals, T-PESS Training Website - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 5 Details	Formative Reviews		
Strategy 5: Develop and implement positive morale through support programs, mentor-ship, effective communication, employee input, and recognition in order to foster a healthy work environment. (SP 2.2.1) Strategy's Expected Result/Impact: Less than 1% turn over rate for our teachers. Staff Responsible for Monitoring: Principal, Asst. Principal	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Reduce operational expenses by implementing practices that maximize use of campus resources. (SP 5.2.1) Strategy's Expected Result/Impact: cost savings for the campus Staff Responsible for Monitoring: SBDM	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Create an optimal academic structure that maximizes the campus resources. (SP 5.2.2) Strategy's Expected Result/Impact: cost savings for the campus Staff Responsible for Monitoring: Principal, SBDM	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Staff will attend conventions, workshops, and training through Central Office, Region I or throughout the state (Target Group: All) (NCLB: 3). Strategy's Expected Result/Impact: Staff will become more well-rounded by the training they are receiving Staff Responsible for Monitoring: Administration, All Staff	Formative		
	Nov	Feb	Apr
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Qualified and highly effective personnel will be recruited, developed, and retained.

Performance Objective 3: Evaluate the quality of teachers and paraprofessionals in the district to determine 100% compliance with Title I requirements by the end of the school year (NCLB Act).





Evaluation Data Sources: NCLB Highly Qualified Compliance Report

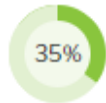
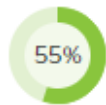
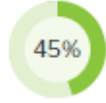

Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor highly qualified staff for TEA compliance report. Strategy's Expected Result/Impact: Staff will be considered in compliance with highly qualified report Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	Apr
			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>			

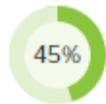






Goal 6: Sharyland students will demonstrate exemplary performance in comparison to local, state, and national standards.

Performance Objective 1: Students will meet or exceed the desired performance annual objectives/goals in all sections of the STAAR-ELA 95% Math 95%, and Science 95% in approaches, 70% or better in meets and 40% or better in masters performance from previous school year.

Evaluation Data Sources: Data Desegregation of Benchmarks, DPAS, STAAR Jr. Results, TELPAS, Terra Nova, Assessments, Student passing rate meet AYP goals, Index Targets, Lesson Plans, T-TESS observations

Strategy 1 Details	Formative Reviews		
Strategy 1: Using targeted instruction and tutorials for students who fail the STAAR test or HB 4545 by giving them 30 hours of additional tutoring and instruction. Strategy's Expected Result/Impact: Increase in student scores on the STAAR test Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Principal, Reading Specialist, Aware - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Use AWARE to analyze results of benchmarks/DPAs to modify instruction to meet the needs of all students (Target Group: All) Strategy's Expected Result/Impact: Increase in student's performance Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Administration, Lead Teacher - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Disaggregate data on areas of weakness in LAS, I-Station, and TELPAS (Target Group: All) Strategy's Expected Result/Impact: Increase results for bilingual students Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Administration, Lead Teacher, Teachers - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Increase the number of students receiving advanced performance on STAAR and STAAR Jr. Strategy's Expected Result/Impact: STAAR and STAAR Jr. Data Increase Commended Performance by 5% Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Tutorials, Lead Teacher, Teachers Fund - 199 - General Funds	Formative		
	Nov	Feb	Apr
			









Strategy 5 Details	Formative Reviews		
Strategy 5: Implement SIOP strategies to ensure that all LEP students acquire higher levels of English Proficiency and academic skills (NCLB: 2). Strategy's Expected Result/Impact: Increase English literacy in our bilingual students Staff Responsible for Monitoring: Administrators Additional Targeted Support Strategy Funding Sources: Lead Teacher, Counselor, Administration - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Increase number of students achieving Level III performance on STAAR/EOC and the district and school's ranking in top 25% in State Accountability Report. Strategy's Expected Result/Impact: Number of students receiving advanced levels will increase by 5% DBA's, Benchmark and STAAR Results Staff Responsible for Monitoring: Principal, Teacher Facilitator, Teachers Funding Sources: Curriculum Resources (PD), Teachers Collaboration, Forethought - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Increase passing rates on STAAR Strategy's Expected Result/Impact: Student passing rate meets AYP goals, Index Targets Staff Responsible for Monitoring: Principal, Teachers, and staff Funding Sources: IEP's, Item Analysis, Administration, Special Education - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Train all professional and instructional staff on highly engaging classroom strategies, training on PBMA's and aligning instruction to data. Strategy's Expected Result/Impact: Staff trained (100%) Staff Responsible for Monitoring: Principal Funding Sources: Materials/Resources, Grade Level Meeting, Region I - 199 - General Funds	Formative		
	Nov	Feb	Apr
			






Strategy 9 Details	Formative Reviews		
Strategy 9: Provide tutoring interventions for students identified with academic needs. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Principal, Teacher Facilitator, Teachers Funding Sources: Teachers, Instructional Coaches - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 10 Details	Formative Reviews		
Strategy 10: Shimotsu will rank in the top 10% in state comparability reports. Strategy's Expected Result/Impact: Shimotsu will be near or at the top in their 40 school comparison Staff Responsible for Monitoring: Principal, Staff Funding Sources: Tutorial, Teachers and Administration - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 11 Details	Formative Reviews		
Strategy 11: Use STAAR test maker, Progress Learning, Sirius, I-Station, and Lead4Ward resources to enhance and target instruction. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Teacher Facilitator, Principal Funding Sources: Teachers, Lead Teacher - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
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Goal 7: Sharyland ISD will provide a safe and secure learning environment for staff and all students.




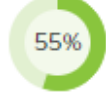
Performance Objective 1: Create and maintain a safe school environment which supports a positive, physical, emotional well-being for students & staff by reducing incident reports by 3% as measured by district reports by end of June 2023.




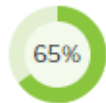




Evaluation Data Sources: Campus and District Discipline reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement school wide procedures for temperature checks, hand washing, social distancing, wearing a mask, and follow CDC and district guidelines to reduce the amount of absences due to COVID-19 or Flu (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Attendance Rate Staff Responsible for Monitoring: Administration, Nurses, P.E. Coaches, Teachers Funding Sources: Local Funds, SHAC, Staff - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide presentations about dangers of alcohol and drug abuse during Red Ribbon Week (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Presentation and Student Engagement Staff Responsible for Monitoring: Administration, Counselor(s) Funding Sources: Community and Business Volunteers, Counseling Team - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Implement campus wide character education program (Capturing Kids Hearts, Auto be Good, Six Pillars, Book of Virtues and Bucket Fillers) (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Counseling Lessons Staff Responsible for Monitoring: Administration, Counselor(s) Funding Sources: Counseling Team - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Implement suggestions from Safety Committee and maintain a safe school plan, we have also added an armed security office to our campus. (Target Group: All) (NCLB: 4). Strategy's Expected Result/Impact: Safety Committee Agendas, Sign-in Sheets, Safety Plan Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Safety Committee - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 5 Details	Formative Reviews		
Strategy 5: Involve parents in the discipline process (Target Group: All) (NCLB: 4). Strategy's Expected Result/Impact: Parent Contact Logs, Conduct Staff Responsible for Monitoring: Administration, Counselor(s), Teachers Funding Sources: Parent Contact Logs, Conduct - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Counsel students on discipline management skills (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Counselor Logs Staff Responsible for Monitoring: Counselor(s) Funding Sources: Counseling Team, Counseling Resources - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Enforce school rules as per code of conduct (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Discipline Referrals Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Discipline Referrals - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Practice evacuation/code red procedures as per Crisis Plan while taking into account CDC and district guidelines for COVID-19 (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Documentation of the Practice Staff Responsible for Monitoring: Administration Funding Sources: Teachers, Staff, Students, Local Police and Fire Departments - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 9 Details	Formative Reviews		
Strategy 9: Continue using the radios for communication and maintain a Stranger Awareness Program. Strategy's Expected Result/Impact: Counselor(s) and Coach Lesson Plans Staff Responsible for Monitoring: Counselor(s), Coach, Secretaries, Administrators Funding Sources: Staff, Radios, Coaches - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 10 Details	Formative Reviews		
Strategy 10: Recognize Students of the Grading Period (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Student recognition for students that have read over a million words. Staff Responsible for Monitoring: Librarian, Teachers Funding Sources: Students, Teacher, Certificates - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 11 Details	Formative Reviews		
Strategy 11: Continue supervision of students by staff before and after school (Target Group: All) (NCLB:). Strategy's Expected Result/Impact: Duty Schedules Staff Responsible for Monitoring: Administration, Staff Funding Sources: Radios, Staff - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 12 Details	Formative Reviews		
Strategy 12: Maintain a school wide discipline plan using student agendas, counseling classes, and consistent walk-throughs by administration (Target Group: All) (NCLB:4). Strategy's Expected Result/Impact: Communication with parents via phone, remind , or email . Staff Responsible for Monitoring: Administration, Teachers Funding Sources: Agenda, Teachers, Administration - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 13 Details	Formative Reviews		
Strategy 13: Continue to monitor student safety using security cameras at the main exit doors (Target Group: All) (NCLB: 4). Strategy's Expected Result/Impact: Cameras, School Safety Survey Staff Responsible for Monitoring: Administration, Secretaries Funding Sources: Cameras, Computer Monitors - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 14 Details	Formative Reviews		
Strategy 14: Develop a clear process to support campus principals and teachers with options to address behavior issues. Strategy's Expected Result/Impact: Decrease in discipline referrals, Improve Results on PBMAS report Staff Responsible for Monitoring: Behavior Specialist, Special Education Director, Curriculum and Instruction Funding Sources: Region I, Special Education Department - 199 - General Funds	Formative		
	Nov	Feb	Apr
			




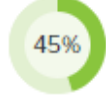




Strategy 15 Details	Formative Reviews		
Strategy 15: Utilize behavior intervention specialist Strategy's Expected Result/Impact: Decrease in students in ISS and OSS and Increase in Counseling sessions with Behavior Intervention Specialist Staff Responsible for Monitoring: Principals, AP, Diagnosticians, Counselors Funding Sources: Crisis Prevention Intervention Training, Behavior Management Training - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 16 Details	Formative Reviews		
Strategy 16: Provide monthly reports to principals and hold conversations with campus principals. Strategy's Expected Result/Impact: Improved results on PBMAS report Staff Responsible for Monitoring: Curriculum Instruction, Data Systems Manager Funding Sources: Skyward Reports - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 17 Details	Formative Reviews		
Strategy 17: Provide cognitive coaching training to key staff members at all campuses. Strategy's Expected Result/Impact: Consistency in Disciplinary Consequences, Discipline Referrals Staff Responsible for Monitoring: Curriculum and Instruction, Special Education Behavior Intervention Specialist Funding Sources: Trainer of Trainers for Cognitive Coaching - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 18 Details	Formative Reviews		
Strategy 18: Students who have a pattern of misbehavior and discipline referrals will participate in a tour of DAEP to minimize placements in DAEP. Strategy's Expected Result/Impact: Improvement in DAEP assessment results Staff Responsible for Monitoring: Principals Funding Sources: PEIMS, DAEP - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 19 Details	Formative Reviews		
Strategy 19: Create and maintain an environment which supports positive, physical, emotional, health, and social well-being for students and staff with the help of the district level SHAC committee. Strategy's Expected Result/Impact: Increase positive mental health, and moral of staff, and students. Staff Responsible for Monitoring: Principal, SHAC committee members. Funding Sources: - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 20 Details	Formative Reviews		
Strategy 20: Provide presentations, staff development and resources to campuses, district, and community to improve parent/child communication, student support through individual/ small group counseling and more effectively address identified student safety areas such as: dating violence, sexual abuse, verbal aggression, sexual harassment, sex trafficking, violence prevention/intervention, bullying/cyber bullying, misuse of internet/technology resources and other maltreatment of children. Strategy's Expected Result/Impact: Bring awareness and reduce incidences through counseling lessons and interventions Staff Responsible for Monitoring: Special Education Director, District Parental Involvement Specialist, District Technology Specialists, Principals, Assistant Principals, LSSP's, District Lead Counselor, Counselors.	Formative		
	Nov	Feb	Apr
			
Strategy 21 Details	Formative Reviews		
Strategy 21: Adopt and implement a character education program (Capturing Kids Hearts) for K-12 which includes positive character traits. Strategy's Expected Result/Impact: Provide students with monthly counseling lessons that address the different character traits of the curriculum used Staff Responsible for Monitoring: District Lead Counselor, Principals, Campus Counselors	Formative		
	Nov	Feb	Apr
			
Strategy 22 Details	Formative Reviews		
Strategy 22: Ensure that students who are homeless are not placed in out of school suspension unless the student engages in conduct related to weapons, drugs and violent offenses as stated on HB692 (c) (1-3) while on campus or attending a school-related activity on or off the school property. The campus discipline administrator must work with the district's Homeless Liaison to identify appropriate alternatives to out of school suspension. Strategy's Expected Result/Impact: Reduce out of school suspensions for students who are homeless Staff Responsible for Monitoring: Campus Principal, Assistant Principal, Homeless Liaison	Formative		
	Nov	Feb	Apr
			
Strategy 23 Details	Formative Reviews		
Strategy 23: The campus administrator shall create and implement a personalized transition plan for students returning to campus after placement in DAEP no later than five instructional days after the student's release date. Strategy's Expected Result/Impact: Provide support through a transition plan to help students become productive on their own campus and reduce their return to DAEP Staff Responsible for Monitoring: DAEP Administrator Principals Counselors Teachers	Formative		
	Nov	Feb	Apr
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 7: Sharyland ISD will provide a safe and secure learning environment for staff and all students.

Performance Objective 2: Reduce the involvement of students in gang related activities, drug use and provide a safe environment 100% of the time during the school year.




Evaluation Data Sources: Utilize Brochures, Sign In Sheets, and PEIMS 425 Reports

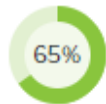





Strategy 1 Details	Formative Reviews		
Strategy 1: Continue implementation of district programs that promote a drug and violence free environment Strategy's Expected Result/Impact: Documentation of Effectiveness, and decrease the number of incidents in violence and drug use to below 1% on PEIMS 425 report by campus Staff Responsible for Monitoring: Counselor Funding Sources: Red Ribbon Week, SHAC, Teachers, Parents - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide Digital Citizenship Lessons and Awareness using learning.com Strategy's Expected Result/Impact: Agendas, Online data Staff Responsible for Monitoring: Counselor, Librarian Funding Sources: Counseling Classes, Computer Labs, and Librarian - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Conduct Campus Safety Audits Strategy's Expected Result/Impact: Reports Staff Responsible for Monitoring: Risk Manager Funding Sources: Safety Audit Team, Safety Committee - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Implement Bully Prevention Program PreK-6th Strategy's Expected Result/Impact: Counseling Sessions, PEIMS Data Staff Responsible for Monitoring: Counselor Funding Sources: Curriculum Resource, SHAC, Counselors, Teachers and Administration - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 7: Sharyland ISD will provide a safe and secure learning environment for staff and all students.

Performance Objective 3: Attempt to provide 100% consistency in delivery of consequences throughout the campus for the entire school year.

Evaluation Data Sources: Utilize Sign-In Sheets and District Incident Reports







Strategy 1 Details	Formative Reviews		
Strategy 1: Provide annual reviews and updates of parent/student handbook and student code of conduct. Strategy's Expected Result/Impact: Revised Handbook Staff Responsible for Monitoring: Asst. Superintendent, Human Resource, Principal Funding Sources: Parent/Student handbook, Website - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement a multi-hazard emergency operations plan for use in all district facilities which includes training in preparedness, response, and recovery. As part of the plan, all facilities will practice the following including but not limited to: fire drills, lock downs, severe weather, active shooter, and bomb threats. Strategy's Expected Result/Impact: Prepare each campus by taking a proactive approach and practicing what to do in case of a real situation Staff Responsible for Monitoring: Director of Facilities/Risk Management Principals Assistant Principals	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: 4)The district will include a policy on responding to an active shooter emergency as part of it's multi-hazard emergency operations plan, in addition to providing training to staff and school district peace officers. Strategy's Expected Result/Impact: Awareness of protocol during an active shooter emergency. Staff Responsible for Monitoring: Assistant Superintendent for Student Services, Director of Facilities/Risk Management, Principals	Formative		
	Nov	Feb	Apr
			






Strategy 4 Details	Formative Reviews		
Strategy 4: Establish and train a Threat Assessment and Safe and Supportive School Team at each campus to implement the policies and procedures established by the Texas School Safety Center to include physical and psychological safety, crisis response, threats in schools, and school climate. Strategy's Expected Result/Impact: District guidelines and handbook on policies and procedures established by the Texas School Safety Center Implement a proactive approach to incidences at the campus level Staff Responsible for Monitoring: Assistant Superintendent for Support Services Director of Facilities/Risk Management Principals LSSP's District Lead Counselor Counselors Nurses	Formative		
	Nov	Feb	Apr
			
Strategy 5 Details	Formative Reviews		
Strategy 5: The district and campus will provide awareness to staff to ensure that the use of aversive techniques (interventions which cause significant physical or emotional discomfort or pain) are not inflicted on a student. Strategy's Expected Result/Impact: Prevent aversion technique incidences between students and staff Staff Responsible for Monitoring: Assistant Superintendent for Student Support Services, Principals	Formative		
	Nov	Feb	Apr
			
 No Progress  Accomplished  Continue/Modify  Discontinue			


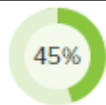

Goal 7: Sharyland ISD will provide a safe and secure learning environment for staff and all students.






Performance Objective 4: In 2022-2023 school year, Harry Shimotsu Elementary will increase student, staff, and parent's satisfaction rate by 5% by offering awareness of mental health interventions.

Evaluation Data Sources: Sign-In Sheets, Agendas, Brochures, Presentations, Parent Surveys

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide classroom presentations by counselors Strategy's Expected Result/Impact: Schedule/Log of student contacts Staff Responsible for Monitoring: Counselors Funding Sources: Curriculum Resources, Timeline, Counselors, Computer Lab - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide small group and individual counseling Strategy's Expected Result/Impact: Number of referrals/log of students contacts Staff Responsible for Monitoring: Counselors Funding Sources: Counselors, Parents and Administration - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Continue campus-wide character education program (ex. Capturing Kids Hearts., Auto be Good). Strategy's Expected Result/Impact: Lessons, Timelines Staff Responsible for Monitoring: Principal Funding Sources: Counseling Materials - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Continue District Suicide Prevention Strategies Strategy's Expected Result/Impact: Staff development on signs of suicide, services for students Staff Responsible for Monitoring: Counselors, LSSPs Funding Sources: Counselors, Region I and Central office training - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 5 Details	Formative Reviews		
Strategy 5: Continue "Rattlers Guiding Rattlers" Program developed by SHAC Strategy's Expected Result/Impact: Presentations Staff Responsible for Monitoring: SHAC Funding Sources: SHAC, Counseling Team, High School Students - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Conduct awareness presentations on addressing sexual abuse of children in compliance with HB 1041 Strategy's Expected Result/Impact: Certificate of completion, meeting agendas Staff Responsible for Monitoring: Counselor, Principal Funding Sources: Children Advocacy Center of Texas, Online resources, Online Training, Posters - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 7 Details	Formative Reviews		
Strategy 7: Improve district public relations Strategy's Expected Result/Impact: Positive Parent and Community Feedback Staff Responsible for Monitoring: Principal, Public Relations Department Funding Sources: Campus website, Striking News, Sharyland Times, SPTSO Meetings, Shary Life - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 8 Details	Formative Reviews		
Strategy 8: Establish and implement a trauma-informed care policy and training to increase staff and parent awareness which includes available counseling options for students affected by trauma or grief. Strategy's Expected Result/Impact: Establish and provide a support system for students affected by trauma or grief Staff Responsible for Monitoring: Principals, District Lead, Counselor, LSSP's Counselors	Formative		
	Nov	Feb	Apr
			
Strategy 9 Details	Formative Reviews		
Strategy 9: Establish a traumatic injury response protocol at each campus to include training on the use of a bleeding control station. Strategy's Expected Result/Impact: Provide immediate treatment in case of a traumatic injury to help prevent excessive blood loss and sustained injury. Staff Responsible for Monitoring: Assistant Superintendent for Student Services, Director of Risk Management/Operations, District Charge Nurse, Principals, Campus Incident Commanders, Nurses School Resource Officer	Formative		
	Nov	Feb	Apr
			





Strategy 10 Details	Formative Reviews		
Strategy 10: Each campus nurse and designated campus support personnel will complete an approved training course on care of students with seizure disorders and implement a seizure management and treatment plan provided by the student's parent/guardian. Strategy's Expected Result/Impact: Recognize and provide quick and effective care to help support the student with a seizure disorder in the learning environment. Staff Responsible for Monitoring: Assistant Superintendent for Student Services, District Charge Nurse, Campus Nurses, Campus Designated Staff Support	Formative		
	Nov	Feb	Apr
			
Strategy 11 Details	Formative Reviews		
Strategy 11: Create and administer guidelines and policies for the care of students at risk for Anaphylaxis. This policy shall be posted on the district's website with guidance for a parent/guardian to be able to access the district's complete guidelines document. Strategy's Expected Result/Impact: Provide guidelines to parents/guardians on the care of students with food allergies that are at risk for Anaphylaxis Staff Responsible for Monitoring: Assistant Superintendent for Student Services, District Charge Nurse Nurses	Formative		
	Nov	Feb	Apr
			
Strategy 12 Details	Formative Reviews		
Strategy 12: The district School Health Advisory Council Committee will recommend appropriate grade level curriculum and instruction on the topic of opioid addiction, abuse, and treatment. Strategy's Expected Result/Impact: Reduction in the number of opioid related incidences Staff Responsible for Monitoring: District Charge Nurse, District SHAC members, Counselors, Nurses	Formative		
	Nov	Feb	Apr
			






Strategy 13 Details	Formative Reviews		
Strategy 13: The district School Health Advisory Council Committee shall develop strategies to increase parental awareness on the early warning signs of suicide, behavioral and mental health concerns, and substance abuse disorders. Strategy's Expected Result/Impact: Prevention of incidences across the district Staff Responsible for Monitoring: District Charge Nurse, District Lead Counselor, District SHAC members, Counselors, Nurses	Formative		
	Nov	Feb	Apr
			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 7: Sharyland ISD will provide a safe and secure learning environment for staff and all students.

Performance Objective 5: Increase communications with parents and community members by utilizing multiple communication methods to address discipline matters throughout the school year.

Evaluation Data Sources: Utilize Sign-In Sheets, Agendas, Brochures, and Presentations





Strategy 1 Details	Formative Reviews		
Strategy 1: Provide Support Counseling Services Strategy's Expected Result/Impact: Contact Logs Staff Responsible for Monitoring: Asst. Superintendent for C&I Funding Sources: Counselors, Central Office - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Utilize Parent Portal to communicate with parents Strategy's Expected Result/Impact: utilization logs, skyward, school web-page Staff Responsible for Monitoring: Technology Director, Principals Funding Sources: Family Access, Skyalert - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Update websites and create a more customer friendly environment Strategy's Expected Result/Impact: Positive parent, Student and Community feedback Staff Responsible for Monitoring: District Level Administration, Campus Level Administration, Campus Staff Funding Sources: Technology Staff (District and Campus level) - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: The district, in collaboration with the campus, shall provide parents with timely notification should the campus receive a terrorist threat. Strategy's Expected Result/Impact: Bring awareness and support should a campus encounter a terrorist threat Staff Responsible for Monitoring: Assistant Superintendent for Student Support Services, Principal	Formative		
	Nov	Feb	Apr
			







Strategy 5 Details		Formative Reviews		
Strategy 5: Each school shall post the name and contact information of their campus behavior coordinator who oversees student discipline on their campus web page. Strategy's Expected Result/Impact: Establish lines of communication between parents and principals and/ or assistant principals to discuss behavior concerns Staff Responsible for Monitoring: Assistant Superintendent for Student Services, Principals Asst., Principals		Formative		
		Nov	Feb	Apr
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 8: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 1: Shimotsu Elementary will implement technology to increase integration strategies by 20% to better meet the instructional needs of teachers and the learning needs of all students by the end of the 2022-2023 school year.

Evaluation Data Sources: Lab Reports, G.T. projects, Skyward Reports, AWARE Data, 3 min Walk-Throughs, Formal Observations, Sign in Sheets, Agendas, Feedback










Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor virtually effectiveness of I-Station, CEI, My Reading Coach, AR, Imagine Math, and Imagine Learning (Target Group: All). Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Administration, Teachers, Lab manager, Teacher facilitator Funding Sources: Lead Teachers, Teacher, Principal, Computer Lab Reports - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Increase BYOD integration with the academic curriculum that involves students actively using technology (Target Group: All). Strategy's Expected Result/Impact: Increase students technology ability Staff Responsible for Monitoring: Teachers, Technology Reps Funding Sources: Teacher, Teacher Training, Technology Committee - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Implement Document cameras, ELMO, I-Pads, and, Chromebooks, ebooks and on-line textbooks, Star Fall, CEI ConnectED, Reading A to Z. (Target Group: All). Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Instructional Technology, Staff, Teachers Funding Sources: Erate Funds, Technology Committee, Teachers, and Librarians - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 4 Details	Formative Reviews		
Strategy 4: Schedule virtual "Day with Instructional Technology Specialist" at each campus. Strategy's Expected Result/Impact: Increase teacher and students performance using technology Staff Responsible for Monitoring: Principals, Instructional Software Specialist Funding Sources: District Technology Specialist - 199 - General Funds	Formative		
	Nov	Feb	Apr
			

Strategy 5 Details	Formative Reviews		
Strategy 5: Compile usage reports for each software program to share with staff. Strategy's Expected Result/Impact: The result of looking at reports will help us make informed decision about the purchase of software Staff Responsible for Monitoring: Principal, Technology Director, Lab Manager Funding Sources: District Approved Software, Computer Lab Reports - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 6 Details	Formative Reviews		
Strategy 6: Develop and implement training and support programs for all students, staff, and parents that targets digital citizenship. (SP 3.1.1) Strategy's Expected Result/Impact: Reduction by 25% of referral dealing with inappropriate internet use. Staff Responsible for Monitoring: Principal, Librarian, Counselor	Formative		
	Nov	Feb	Apr
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 8: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 2: Utilize technology and in-person learning to support 80% professional development for all staff by June 2023.








Evaluation Data Sources: Star chart Results, Survey results, TETN Schedule workshop Sign-In Sheets, Certification of Completion

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize on-line need assessment surveys to analyze district professional development needs in the area of technology. Strategy's Expected Result/Impact: Using data to make informed decisions Staff Responsible for Monitoring: Technology Department, District Tech Committee Funding Sources: Technology Survey, Computer Lab - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Utilize distance learning opportunities (ex. Region 1 distance learning TETN). Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Technology Department, District Technology Committee members Funding Sources: Region One, TETN Equipment - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Expand and utilize on-line professional development programs (ex. Online Sexual Harassment Training). Strategy's Expected Result/Impact: Informed staff will make better decisions Staff Responsible for Monitoring: Technology Director, Instructional Software Specialist Funding Sources: Google, Learning.com, District Web page - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 8: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 3: Utilize technology to increase efficiency with administrative tasks and support staff functions by 15% by June 2023.

Evaluation Data Sources: Staff Development Calendar Roster, Workshop Sign-in sheets,

Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor security cameras to have coverage over the school. Strategy's Expected Result/Impact: Increase of student safety Staff Responsible for Monitoring: Technology Department, Risk Management Director Funding Sources: Cameras and Monitors - 199 - General Funds	Formative		
	Nov	Feb	Apr
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

State Compensatory

Budget for Harry Shimotsu Elementary

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 4.5

Brief Description of SCE Services and/or Programs

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Personnel for Harry Shimotsu Elementary

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Daisy Gutierrez	At Risk Counselor	1
Elizabeth Erickson	Aide/Computer Lab	1
Gail Roman	Teacher/Reading Specialist	1
Maria Navejar	Aide/Ark Aide	1
Norma Olivia Garcia	Teacher/Pre - K	0.5

Campus Funding Summary

163 - Principal Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	1	Awards		\$0.00
Sub-Total					\$0.00
199 - General Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2	Speakers, Special Events Committee, Staff, Community		\$0.00
1	1	3	Parent communication activities		\$0.00
1	1	4	brochures		\$0.00
2	1	1	Program materials/ Software		\$0.00
2	1	2	Staff, Skyward		\$0.00
2	1	3	Classroom incentives		\$0.00
2	1	5	Test data analysis, Benchmarks, STAAR Data, TPRI, Tejas Lee		\$0.00
2	1	6	Parent Meetings, Flyers		\$0.00
2	1	8	Program materials, Parent meetings		\$0.00
2	1	9	PIEMS Data		\$0.00
2	1	10	AWARE, Mentoring Minds, Think Through Math		\$0.00
2	1	11	Forethought, AWARE		\$0.00
2	2	1	Curriculum Writing, Lead Teacher		\$0.00
2	2	2	Teachers, parents, flyers		\$0.00
2	2	3	Program materials, incentives		\$0.00
2	3	1	Data Review, Training		\$0.00
2	3	2	Profession Development		\$0.00
2	4	1	CEI, Reading Specialist		\$0.00
2	4	2	CEI, Reading Specialist		\$0.00
3	1	1	Medals, Certificates, Ribbons, Teachers		\$0.00
3	1	2	Teachers, Coaches		\$0.00
3	1	3	Parent Awareness Activities, Phone calls, Transportation, Home visits, Conferences		\$0.00

199 - General Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	4	Coaches, Materials, equipment		\$0.00
3	1	5	Counselors' Budget		\$0.00
3	1	6	Counselors, Options Program, Teacher Training		\$0.00
3	1	7	Technology & Online Resources		\$0.00
4	1	1	Materials, Teacher Facilitator, paper		\$0.00
4	1	2	Technology, Training, Teacher Facilitator		\$0.00
4	1	3	Technology, Training, Central office personnel		\$0.00
4	1	4	Teacher Facilitator, Technology Department		\$0.00
4	1	5	Immigrant Fund Allocation, Materials and Training		\$0.00
4	1	6	Training of Staff		\$0.00
5	1	1	Wal-Mart, Gateway		\$0.00
5	1	2	El Pato, Certificates, Breaks, Treats		\$0.00
5	1	3	Principal		\$0.00
5	1	4	Teachers		\$0.00
5	1	5	Administration, Materials		\$0.00
5	1	7	Central Office Personnel, Lead Teacher		\$0.00
5	2	1	SPTSO, Principal's Account		\$0.00
5	2	2	Central Office, Special Education		\$0.00
5	2	3	HR Department, Web Page		\$0.00
5	2	4	Appraisals, T-PESS Training Website		\$0.00
6	1	1	Principal, Reading Specialist, Aware		\$0.00
6	1	2	Administration, Lead Teacher		\$0.00
6	1	3	Administration, Lead Teacher, Teachers		\$0.00
6	1	4	Tutorials, Lead Teacher, Teachers Fund		\$0.00
6	1	5	Lead Teacher, Counselor, Administration		\$0.00
6	1	6	Curriculum Resources (PD), Teachers Collaboration, Forethought		\$0.00
6	1	7	IEP's, Item Analysis, Administration, Special Education		\$0.00
6	1	8	Materials/Resources, Grade Level Meeting, Region I		\$0.00
6	1	9	Teachers, Instructional Coaches		\$0.00
6	1	10	Tutorial, Teachers and Administration		\$0.00

199 - General Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	11	Teachers, Lead Teacher		\$0.00
7	1	1	Local Funds, SHAC, Staff		\$0.00
7	1	2	Community and Business Volunteers, Counseling Team		\$0.00
7	1	3	Counseling Team		\$0.00
7	1	4	Safety Committee		\$0.00
7	1	5	Parent Contact Logs, Conduct		\$0.00
7	1	6	Counseling Team, Counseling Resources		\$0.00
7	1	7	Discipline Referrals		\$0.00
7	1	8	Teachers, Staff, Students, Local Police and Fire Departments		\$0.00
7	1	9	Staff, Radios, Coaches		\$0.00
7	1	10	Students, Teacher, Certificates		\$0.00
7	1	11	Radios, Staff		\$0.00
7	1	12	Agenda, Teachers, Administration		\$0.00
7	1	13	Cameras, Computer Monitors		\$0.00
7	1	14	Region I, Special Education Department		\$0.00
7	1	15	Crisis Prevention Intervention Training, Behavior Management Training		\$0.00
7	1	16	Skyward Reports		\$0.00
7	1	17	Trainer of Trainers for Cognitive Coaching		\$0.00
7	1	18	PEIMS, DAEP		\$0.00
7	1	19			\$0.00
7	2	1	Red Ribbon Week, SHAC, Teachers, Parents		\$0.00
7	2	2	Counseling Classes, Computer Labs, and Librarian		\$0.00
7	2	3	Safety Audit Team, Safety Committee		\$0.00
7	2	4	Curriculum Resource, SHAC, Counselors, Teachers and Administration		\$0.00
7	3	1	Parent/Student handbook, Website		\$0.00
7	4	1	Curriculum Resources, Timeline, Counselors, Computer Lab		\$0.00
7	4	2	Counselors, Parents and Administration		\$0.00
7	4	3	Counseling Materials		\$0.00
7	4	4	Counselors, Region I and Central office training		\$0.00
7	4	5	SHAC, Counseling Team, High School Students		\$0.00

199 - General Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
7	4	6	Children Advocacy Center of Texas, Online resources, Online Training, Posters		\$0.00
7	4	7	Campus website, Striking News, Sharyland Times, SPTSO Meetings, Shary Life		\$0.00
7	5	1	Counselors, Central Office		\$0.00
7	5	2	Family Access, Skyalert		\$0.00
7	5	3	Technology Staff (District and Campus level)		\$0.00
8	1	1	Lead Teachers, Teacher, Principal, Computer Lab Reports		\$0.00
8	1	2	Teacher, Teacher Training, Technology Committee		\$0.00
8	1	3	Erate Funds, Technology Committee, Teachers, and Librarians		\$0.00
8	1	4	District Technology Specialist		\$0.00
8	1	5	District Approved Software, Computer Lab Reports		\$0.00
8	2	1	Technology Survey, Computer Lab		\$0.00
8	2	2	Region One, TETN Equipment		\$0.00
8	2	3	Google, Learning.com, District Web page		\$0.00
8	3	1	Cameras and Monitors		\$0.00
Sub-Total					\$0.00