

Paradise Independent School District

Paradise Intermediate

2016-2017 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



Mission Statement

The mission of Paradise Intermediate School is to create a safe, engaging, and cooperative learning environment so that every student can be successful. We as a staff will strive to communicate and work with all stakeholders to ensure that our students receive a quality education.

Vision

The vision of Paradise Intermediate School is to produce lifelong learners who will live a life of service for their communities.

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Goals

Goal 1: Increase Student Achievement

Performance Objective 1: Paradise Intermediate will increase student achievement on 4th grade STAAR Writing assessments for Economically Disadvantaged students.

Evaluation Data Source(s) 1: Comparisons of 2016 STAAR results with 2017 STAAR results will indicate improvements.

Summative Evaluation 1:












Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
State System Safeguard Strategy 1) More than one fourth grade teacher teaching ELA for collaboration on lessons.	Principal	Schedule				
State System Safeguard Strategy 2) Provide 4th grade ELA teachers learning opportunities: Gretchen Bernabei writing workshops, Region 11 Service Center workshops, Review Ruby Payne's book on poverty.	Principal 4th Grade ELA Teachers	Workshop certificates Book Study Notes				
State System Safeguard Strategy 3) All subjects areas will incorporate writing in lessons.	Principal 4th grade teachers Special Education Teacher	Each subject area will submit a writing sample to the principal.				
State System Safeguard Strategy 4) RtI meetings every six weeks will include discussion of Economically Disadvantaged students.	Principal Counselor Rti Coordinator Grade Level Teachers Rti Team Members	RtI Minutes				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 2: Paradise Intermediate will increase student achievement on 4th and 5th grade STAAR Math and Reading assessments for Special Education students.

Evaluation Data Source(s) 2: Analysis of 2017 STAAR Special Education student results in reading and math categories when reports are released.

Summative Evaluation 2:









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>State System Safeguard Strategy 1) Analyze the placement needs of each Special Education students and provide more resource math and reading class time.</p>	Principal Special Education Teacher Counselor ARD Committee	ARD paperwork				
<p>State System Safeguard Strategy 2) Provide new research-based teaching materials for the resource classroom such as Guided Reading books, LoneStar Math, Mt. Language, Algebra Readiness Builders, Spiral Review.</p>	Principal Special Education Teacher	Purchase Orders				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 3: Response to Intervention (RtI) students are served in appropriate setting: Tier I and Tier II in the regular classroom and Tier III in a pullout class.

Evaluation Data Source(s) 3: At the end of the school year, data will determine from walk-throughs and formal observations if students were adequately served.

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) RtI meetings held each 6 weeks to discuss student data and RtI placement.	Principal Counselor RtI Teachers Classroom Teachers Special Education Teacher	RtI meeting minutes				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 4: Students identified as Gifted and Talented will receive challenging programs designed to meet their needs and increase percent reaching Level III on all STAAR assessments.

Evaluation Data Source(s) 4: At the end of the school year, note all GATE activities and 2017 STAAR scores.

Summative Evaluation 4:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Scheduled GATE pullout class time will include the Enrichment period one a day a week to minimize the amount of time GATE students are pulled from their core class time.	Principal GATE teacher Classroom Teachers	Schedule				
2) GATE students will be provided opportunities to participate in enrichment activities; UIL, IROK, GATE Showcase, field trips, STEMania.	Principal GATE Teacher	Participation lists				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 5: Analyze all data regarding all students including special population students; At Risk, Special Education, ELL, 504 to provide services, guide instruction and progress monitor.

Evaluation Data Source(s) 5: Are teachers prepared to meet the needs of all students?

Summative Evaluation 5:









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) RtI meetings each six weeks to progress monitor all students.	Principal Teachers RtI Math and Reading teachers Counselor Special Education Teacher	Benchmarks STAAR Scores Report Card Grades				
2) Content Based Assessments (CBAs) will be given four times during the school year in each core subject area.	Principal Counselor All core area teachers	CBA data				
3) Teachers of ELL students will be trained in ELPS and provided materials for teaching ELL students.	Principal Director of Special Programs Assistant Superintendent	Sign in sheet from meeting Library check out for materials				
4) Teachers will have access to Eduphoria to provide: list of students in all special programs, benchmark and STAAR data.	Principal Counselor Teachers Eduphoria Coordinator	Eduphoria Reports				
5) Base on 504 accommodations, students will be served accordingly and signature sheet will be signed when accommodations are given to teachers.	Principal 504 Coordinator Teachers Dyslexia Teacher	Signature Sheet				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 6: Increase Intermediate staff attendance to at least 97%.

Evaluation Data Source(s) 6: Staff attendance for 2016-17 improved over attendance for 2015-16.

Summative Evaluation 6:









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide incentives for staff perfect attendance each six weeks and for the entire school year.	Principal AESOP Coordinator	AESOP Report				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 7: Increase Intermediate student attendance to at least 97%.

Evaluation Data Source(s) 7: Did incentives increase student achievement?

Summative Evaluation 7:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide incentives for student perfect attendance each six week, classroom perfect attendance and perfect attendance for the school year: Attendance Store points to shop for individual students each six weeks, popcorn party when a classroom spells PERFECT ATTENDANCE, award at the end of the school year for perfect attendance.	Principal Counselor PEIMS secretary PAWS	Report Cards PEIMS Reports				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 8: Provide teachers opportunities to improve instruction and student performance.

Evaluation Data Source(s) 8: May 2017

Summative Evaluation 8:












Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Campus and district vertical team meetings throughout the school year.	Principal Assistant Superintendent Principals at other schools	Sign in sheets				
2) Perform data walks by principal and discuss data: higher-order questioning, direct instruction, student engagement, use of technology, use of district initiatives, differentiated instruction.	Principal All Teachers	Data Walk results				
3) Provide opportunities for teachers to attend conferences, workshops and Service Center.	Principal Assistant Superintendent	Attendance Certificates				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 9: Paradise ISD will hire highly qualified, quality staff, provide relevant professional development, and give support through a mentoring program to improve retention.

Evaluation Data Source(s) 9: Mentors will support new teachers and provide information and assistance. Highly effective teachers are in each classroom.

Summative Evaluation 9:









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Increase opportunities for new hires: training, mentor program,	Principal New Hires Mentor Teacher Lead Teachers	Meeting Minutes Professional Development Certificates				
2) In the event of a teacher leaving or needing to add an additional teacher, Applitrack will be utilized to locate Highly Qualified teachers for the interviewing process.	Principal Central Office	All teachers are highly qualified				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Ensure the Security and Safety of All Students and Staff

Performance Objective 1: Maintain a safe and secure physical building

Evaluation Data Source(s) 1: Safety Drills, maintenance of building

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide bad weather, evacuation and lock down drills as stated in District Emergency Operation Plan.	Principal	EOP Documentation				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: Build A School Culture of High Expectations and Trust Between Parents, Staff, Students and the Community

Performance Objective 1: Continue to gauge the climate at school, whether that be by surveys or more informally by taking time to meet with parents and students.

Evaluation Data Source(s) 1: May 2017 evaluate and share data with all stakeholders

Summative Evaluation 1:












Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide survey to all stakeholders over Intermediate climate and culture.	Principal Adminstration	Survey data results				
2) Provide all students with planners for communication between school and home on assignments and/or upcoming activities.	Principal Classroom Teachers Counselor	Planners				
3) Provide open communication with all stakeholders: Facebook, announcements emailed each week, Remind 101, School Reach, notes home, Twitter, Campus and District webpage.	Principal All teachers Secretary Technology Personnel	Facebook Webpage Copies of Notes				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: Provide Opportunities for Family and Community Involvement

Performance Objective 1: Ensure parents and the community feel welcomed and appreciated as vital stakeholders in the campuses of the district.

Evaluation Data Source(s) 1: Informal and formal feedback from parents and community members.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct special activities for all stakeholders to attend: Meet the Teacher Night, Six Weeks Showcase, Turkey Extravaganza, Grandparent's Day, Field Trips, Field Day, GATE Showcase, Family Night, Book Fair	Principal Counselor Classroom Teachers PE Teacher	Sign In Sheets Agenda				
2) Provide an opportunity for all stakeholders to volunteer: PAWS program.	Counselor Principal	Volunteer sign in sheets				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 5: Technology Will Support Student Instruction and Learning

Performance Objective 1: Provide technology for staff which will impact learning.

Evaluation Data Source(s) 1: May 2017

Summative Evaluation 1:








Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide technology training during Lunch and Learn.	Principal Technology Teacher	Agenda Sign in sheet				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 6: PISD Will Be in Compliance with all State and Federal Requirements for Student and Staff Training/Progrms

Performance Objective 1: All staff will participate in required training for compliance by state and federal law.

Evaluation Data Source(s) 1: May 2017

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All staff will participate in campus, district, state and federal required training.	Administration Principal	Training certificates Sign in sheets				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	More than one fourth grade teacher teaching ELA for collaboration on lessons.
1	1	2	Provide 4th grade ELA teachers learning opportunities: Gretchen Bernabei writing workshops, Region 11 Service Center workshops, Review Ruby Payne's book on poverty.
1	1	3	All subjects areas will incorporate writing in lessons.
1	1	4	RtI meetings every six weeks will include discussion of Economically Disadvantaged students.
1	2	1	Analyze the placement needs of each Special Education students and provide more resource math and reading class time.
1	2	2	Provide new research-based teaching materials for the resource classroom such as Guided Reading books, LoneStar Math, Mt. Language, Algebra Readiness Builders, Spiral Review.