Sharyland Independent School District

John H. Shary Elementary

2022-2023 Campus Improvement Plan

Mission Statement

John H. Shary Elementary's motto is "What Starts at JHS Changes the World." The mission of the faculty, in coordination with parents, is to provide a child-centered environment which promotes creativity, critical thinking skills, a quality education, and encourages lifelong learning for a changing world.

Vision

John H. Shary Elementary...empowering our students through meaningful campus, family and community relationships.

Core Beliefs

We Believe:

1. Students will be given the opportunity to grow emotionally, socially, independently and academically.

2. Each student can be successful with the appropriate supportive environment.

3. We can inspire, challenge and prepare students to become responsible citizens of society.

4. Effective practices are nurtured by collaboration.

5. Our campus will build a strong relationship with our students and parents to help establish a solid community.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

20-21 Enrollment - 695 students

60% At-Risk

29% Bilingual

10% LEP

.4% Migrant

1.15% Immigrant

10% SPED

10% GT

8% 504

Demographics Strengths

Our campus serves a diverse population. Our community is very supportive and involved.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Overall student enrollment has decreased. **Root Cause:** * Families fearful of Covid-19 exposure. * More families choosing homeschooling due to online option.

Student Learning

Student Learning Summary

Our students struggled this year due to the pandemic. Teachers noted a deline in student engagement, mostly due to asynchronous scheduling and online learning.

A large population of students did come in to take thier end-of-year assessments, and results indicated a decrease in scores.

Student Learning Strengths

We had 250 students return to campus for in-person instruction this year. By having them on campus, we were able to increase engagement.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Student achievement has decreased in Math and Reading in 2021. **Root Cause:** * Many students have been learning from home for 1 1/2 years and have not physically been in school. * Limited hands-on learning for students. * Home online learning environments was not conducive to learning. * Limited student support due to online learning.

School Processes & Programs

School Processes & Programs Summary

We continued to provide program access to all students regardless of whether they were in-person or online.

(SPED, RTI, Dyslexia, 504, Counseling, Physical Education, Music/Band)

School Processes & Programs Strengths

Teachers and staff learned how to make thier programs accessible to all students. If technology or online learning became an issue, staff worked with students to make arrangements so that students had the support they needed.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: An increase in need for social/emotional supports is evident. **Root Cause:** * Limited social interactions of families and students. * Anxiety caused by Covid-19 related issues.

Perceptions

Perceptions Summary

This year we had to trust each other more than ever before. Staff had to trust that others were being careful and safe, so that it was safe to return to campus. Students and parents had to trust that teachers and staff were keeping thier children safe. And all stakeholders had to trust that learning opportunities were being provided to the maximum extent possible to reduce gaps in learning.

Perceptions Strengths

Nurses and administrators follwed all safety protocols to maintain a safe environment for all. Parents were able to see how hard our staff work via online classes.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Although students met online requirements for grading and attendance purposes, teaching and learning was impacted significantly. **Root Cause:** * Asynchronous teaching presented new challenges for teachers, and managing both the online and in-person classes simultaneously was difficult. * Students would log in or turn in work, but were not fully focused on lesson.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Student Achievement Domain

Student Data: Assessments

- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data

Parent/Community Data

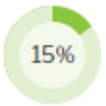- Parent surveys and/or other feedback
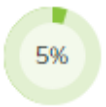
Support Systems and Other Data

- Communications data
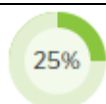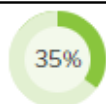
Goals
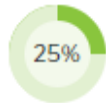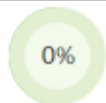
Goal 1: Parents will be full partners with educators in the education of their children.

Performance Objective 1: 95% of parents will be informed about their child's academic progress, and will be provided opportunities to get involved at the campus by May 2023.

    Evaluation Data Sources: Report card and progress report distribution dates, school flyer distribution dates, Skylert reports, Remind reports, and website reports, campus calendars, agendas.

Strategy 1 Details	Formative Reviews		
Strategy 1: Communicate with parents in English and Spanish [other languages as needed] regarding academic progress, discipline, attendance, student health.	**Formative**		

Strategy's Expected Result/Impact: Academic progress & positive home to school communication.
     Staff Responsible for Monitoring: Administration, Teachers, School Nurse, Counselors
 	
     Title I:
 4.2
     Funding Sources: Referrals- - 199 - General Funds
	Nov	**Feb**	**Apr**

	15%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide opportunities for parents to conference with teachers regarding their child's academic progress face-to-face- and/or virtually if needed.	**Formative**		

Strategy's Expected Result/Impact: Increased Parent Awareness
     Staff Responsible for Monitoring: Teachers, Administration
 	
     Title I:
 4.2
	Nov	**Feb**	**Apr**

	10%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize school and teacher web pages, student planners, Google Classroom & Remind/Class Dojo to enhance parent/teacher communication.	**Formative**		

Strategy's Expected Result/Impact: Realtime communication between teachers and parents.
     Staff Responsible for Monitoring: Teachers
 	
     Funding Sources: Student Planners - 199 - General Funds
	Nov	**Feb**	**Apr**

	5%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Increase parent and community awareness of school events and student achievements such as Meet the Teacher Night, Curriculum Night, Family Reading Night, Educational parent meetings, etc.	Formative		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Opportunity for parents to participate in drive-by/mailed-out recognition, increase parent attendance and participation at school events and student achievement assemblies. **Staff Responsible for Monitoring:** All Staff **Title I:** 4.2 **Funding Sources:** Parent flyers & notices - 199 - General Funds	30%		

Strategy 5 Details	Formative Reviews		
Strategy 5: Create partners in education with parents, provide them year long learning opportunities and help them understand the importance of that partnership so they can be the educational support at home.	Formative		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Increased parental awareness of academic standards, share and teach activities they can do at home with their children and how they can be the academic parental support at home. **Staff Responsible for Monitoring:** All Staff **Title I:** 4.2	10%		

Strategy 6 Details	Formative Reviews		
Strategy 6: Increase community and parental involvement in campus-wide activities like but not limited to Career Day, Veterans Day, Family Reading Nights, Grandparent's Day, Trick or Treat Lane, Fall Festival, etc., including SPTSO.	Formative		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Increase parent communication, awareness and involvement. **Staff Responsible for Monitoring:** All staff, SPTSO **Title I:** 4.2 **Funding Sources:** Event supplies - 199 - General Funds	25%		

Strategy 7 Details	Formative Reviews		
Strategy 7: Increase volunteer involvement at the campus when safe to do so.	Formative		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Assist teachers with instructional materials preparation, hallway beautification and other campus initiatives. **Staff Responsible for Monitoring:** All staff	35%		

Strategy 8 Details	**Formative Reviews**		
Strategy 8: Provide parent representative to serve on district committees.	**Formative**		
Strategy's Expected Result/Impact: JHS representation at district committees and meetings.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration	25%		

Strategy 9 Details	**Formative Reviews**		
Strategy 9: Provide opportunities for transitioning students into our campus.	**Formative**		
Strategy's Expected Result/Impact: Students and parents will receive important information and tours when possible so they can feel comfortable with the school setting.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal, PK teacher, Community Liaison, Counselors **Title I:** 4.2	0%		

Strategy 10 Details	**Formative Reviews**		
Strategy 10: Provide campus-based Title I informational meetings and have the Family Engagement Policy available to distribute to parents.	**Formative**		
Strategy's Expected Result/Impact: Continue increasing parental involvement.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Community Liaison, Administration, Federal Programs Director, Parent Engagement Specialist **Title I:** 4.1	55%		

Strategy 11 Details	**Formative Reviews**		
Strategy 11: Increase Family Access/Skyward awareness to monitor student attendance and grade book.	**Formative**		
Strategy's Expected Result/Impact: Increased attendance and parental involvement in grade book notifications.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Campus Administration, Community Liaison, Teachers			

Strategy 12 Details	**Formative Reviews**		
Strategy 12: Provide access to DIP/CIP in a language that parent understands.	**Formative**		
Strategy's Expected Result/Impact: Make CIP document and information accessible to JHS families.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Campus Administration, Community Liaison **Title I:** 4.1			

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

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

Performance Objective 2: John H. Shary staff will work with parents to promote and increase awareness of values and ethics within the school system and community by 20% by May 2023.

    Evaluation Data Sources: Skylert reports, sign-in sheets, contact logs, invitations, and agendas.

Strategy 1 Details	Formative Reviews		
Strategy 1: Continue participation in the Sharyland Health Advisory Committee in order to confront the social and emotional issues of our community. (SP 3.2.2)	Formative		
Strategy's Expected Result/Impact: Increase awareness of social and emotional issues in the community. **Staff Responsible for Monitoring:** Campus Nurse, Principal **Funding Sources:** NA - 199 - General Funds	Nov	Feb	Apr
	10%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Promote district and campus opportunities for parents to participate in a digital citizenship awareness program. (SP 3.1.1)	Formative		
Strategy's Expected Result/Impact: Increase awareness of digital citizenship, promote district sessions and initiatives **Staff Responsible for Monitoring:** Librarian, Administration, Parent Liaison, counselors **Funding Sources:** - 211 - Title I, Part A	Nov	Feb	Apr
	0%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Share the district's sense of purpose, social integrity and behavior expectations with families and the community.	Formative		
Strategy's Expected Result/Impact: Increase parents awareness of the district's sense of purpose, social integrity and behavior expectations. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselors, Parent Liaison **Funding Sources:** - 255 - Title II, Part A	Nov	Feb	Apr
	15%		

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue
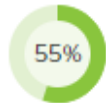
Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 1: Improve attendance rate at John H. Shary Elementary from 93.38 % to 96% or better by the end of the school year.

    Evaluation Data Sources:
Attendance reports, teacher contact log, letters sent home, PEIMS parent contact log, home visits made by Truancy Officer, Community Liaison and/or Counselors.

Strategy 1 Details	Formative Reviews		
Strategy 1: Post and monitor daily attendance of students.	**Formative**		
Strategy's Expected Result/Impact: Increase in student attendance	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Teachers, PEIMS, Administration, Counselors **Title I:** 2.4, 2.5	40%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Contact parents of students with absences and excessive tardies that have not notified the school of their child's attendance.	**Formative**		
Strategy's Expected Result/Impact: Increase in student attendance.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Teachers, PEIMS, Skylert, Administration, Community Liaison **Title I:** 2.5	35%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Recognize students and teachers and provide incentives for perfect attendance each reporting period, end of first semester and end of the year.	**Formative**		
Strategy's Expected Result/Impact: Increase of student attendance and achievement.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: All staff, SPTSO **Funding Sources:** Incentives each reporting period - 199 - General Funds	50%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Make home visits and send letters for absences of three consecutive unexcused days.	**Formative**		
Strategy's Expected Result/Impact: Increased student attendance	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: PEIMS, Community Liaison, Administration, Counselors, Truancy Officer **Funding Sources:** Truancy officer, mileage - 199 - General Funds	50%		

Strategy 5 Details	**Formative Reviews**		
Strategy 5: Educate parents on the importance of regular attendance.	**Formative**		
Strategy's Expected Result/Impact: Increase of student attendance **Staff Responsible for Monitoring:** Administration, Teachers, Community Liaison, Counselors	**Nov**	**Feb**	**Apr**
	5%		

Strategy 6 Details	**Formative Reviews**		
Strategy 6: Recognize classes with 100% attendance daily.	**Formative**		
Strategy's Expected Result/Impact: Increase of student attendance **Staff Responsible for Monitoring:** PEIMS, Administration, SPTSO **Funding Sources:** Incentives - 199 - General Funds	**Nov**	**Feb**	**Apr**

Strategy 7 Details	**Formative Reviews**		
Strategy 7: Continue After School Childcare Program	**Formative**		
Strategy's Expected Result/Impact: Increase of student attendance **Staff Responsible for Monitoring:** Administration, Daycare staff **Funding Sources:** After School Care Program - 714 - Daycare Funds	**Nov**	**Feb**	**Apr**
	55%		

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 2: Recognize students efforts to promote increased student academic performance and student morale by May 2023.

    Evaluation Data Sources: School Assemblies, Awards ceremonies, Attendance reports, Student assessment reports, AR reports

    Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: Recognize and reward students each reporting period.	**Formative**		
Strategy's Expected Result/Impact: Increase # of students being recognized for Perfect Attendance, Honor Roll, Behavior and AR. **Staff Responsible for Monitoring:** All Staff **Funding Sources:** Student Rewards & Incentives - 199 - PIC 25 State Bilingual, Student Rewards & Incentives - 199 - PIC 21 State G/T , Incentives - 199 - General Funds	**Nov**	**Feb**	**Apr**
	5%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Recognize students during end-of-the-year awards assembly.	**Formative**		
Strategy's Expected Result/Impact: Motivation and positive impact on student morale and student achievement. **Staff Responsible for Monitoring:** All Staff **Funding Sources:** Student Rewards & Incentives - 199 - General Funds	**Nov**	**Feb**	**Apr**

Strategy 3 Details	Formative Reviews		
Strategy 3: Recognize students for UIL/student club/organization/athletic program participation and competition placing.	**Formative**		
Strategy's Expected Result/Impact: Increased participation in invitational and district meets. **Staff Responsible for Monitoring:** Administration, UIL Coordinator, UIL coaches, PE Coaches **Funding Sources:** Incentives - 199 - General Funds	**Nov**	**Feb**	**Apr**
	5%		

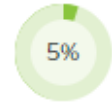| Strategy 4 Details	Formative Reviews		
Strategy 4: Conduct Science showcase for families.	**Formative**		
Strategy's Expected Result/Impact: Increased student knowledge of science and student recognition. **Staff Responsible for Monitoring:** Administration, Teachers **Funding Sources:** Materials, consumables & equipment - 199 - General Funds	**Nov**	**Feb**	**Apr**

Strategy 5 Details	Formative Reviews		
Strategy 5: Create yearbook to celebrate and remember school year.	**Formative**		
Strategy's Expected Result/Impact: Awareness of the year's events and recognition of every student on campus. **Staff Responsible for Monitoring:** Administration, Yearbook Club Sponsors	**Nov**	**Feb**	**Apr**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 3: Create a social-emotional learning environment and foster a positive self-image within the student body. Develop self-awareness, self-control, encourage positive self-esteem and self-advocacy as well as growing interpersonal skills that are vital for school and life success.

    Evaluation Data Sources: Counseling schedule, Referral reports, Counseling logs, teacher referrals

Strategy 1 Details	Formative Reviews		
Strategy 1: Continue implementation of Capturing Kids Hearts to promote self- esteem, as well as psychological well-being through counseling guidance lessons.	**Formative**		
Strategy's Expected Result/Impact: Positive student interactions and positive attitude towards school.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: All Staff	10%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide "Divorce Counseling" sessions once every six weeks. (SP 3.2.1)	**Formative**		
Strategy's Expected Result/Impact: Assist students in coping with family changes.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselor(s)			

Strategy 3 Details	Formative Reviews		
Strategy 3: Continue classroom guidance sessions for all students. (SP 3.2.1)	**Formative**		
Strategy's Expected Result/Impact: Decrease in student behavioral referrals, positive self-esteem in all students and increased academic success.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselor(s)	5%		

| Strategy 4 Details	Formative Reviews		
Strategy 4: Provide a Field Day for all grades and classes to compete in team building activities.	**Formative**		
Strategy's Expected Result/Impact: Positive team building among students in every grade-level.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: P.E. Coaches, teachers, staff **Funding Sources:** Award, Incentives, Students - 199 - General Funds			

Strategy 5 Details	Formative Reviews

Strategy 5 Details	Formative Reviews		

Strategy 5: Provide an extra-curricular Sports , Cheer, Chess, Robotics programs to pursue special interests that is outside the typical educational curriculum that may ignite a true passion in students.
 	
    Strategy's Expected Result/Impact: Student participation, motivation and preparation for their continuing education.
    Staff Responsible for Monitoring: P.E. and different program Coaches
 	
Funding Sources: - 199 - General Funds
	Formative		

	Nov	**Feb**	**Apr**
	50%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 4: Ensure students receive access to the prescribed curriculum to the maximum extent possible by the end of the school year.

   **Evaluation Data Sources:** Special programs scheduling

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide the least restrictive environment possible for all students.	**Formative**		
Strategy's Expected Result/Impact: ARD Committees will make informed decisions and place students in the most appropriate setting to enhance their learning. IIP's, IAP's and IEP's are being implemented to assist students as needed.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Assistant Principal, Diagnostician, Principal, Reading Specialist, Resource Teacher, Teachers	5%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Analyze data to plan for instruction and make necessary adjustments to meet the needs of our students.	**Formative**		
Strategy's Expected Result/Impact: Use data to guide instruction, develop tutoring groups, target specific areas of need.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administrators, Teacher Facilitator, All Staff **Funding Sources:** Testing materials - 199 - General Funds	10%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Provide coordination-of-efforts meetings with teachers who service special programs students.	**Formative**		
Strategy's Expected Result/Impact: Meet and make informed decisions in regards to special programs for students in the self-contained classroom.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Assistant Principal, Principal, Resource Teacher, Special Ed.Personnel, Teachers	5%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Incorporate collaborative learning opportunities to increase student participation and mastery of skills.	**Formative**		
Strategy's Expected Result/Impact: Increase cooperative learning in every classroom to improve student success.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administrators, Teacher Facilitator, Teachers **Funding Sources:** General Supplies - 199 - General Funds			

Strategy 5 Details	**Formative Reviews**		
Strategy 5: Provide opportunities for students to receive accelerated instruction and intervention to meet yearly goals.	**Formative**		
Strategy's Expected Result/Impact: Have students attend afterschool and Saturday tutoring to assist them in their academic success. **Staff Responsible for Monitoring:** Administration, All Staff	**Nov**	**Feb**	**Apr**
	0%		

Strategy 6 Details	**Formative Reviews**		
Strategy 6: Utilize walkthrough data to ensure instruction is aligned with curriculum objectives and district timelines.	**Formative**		
Strategy's Expected Result/Impact: High quality instruction aligned to the curriculum is being implemented by all teachers. **Staff Responsible for Monitoring:** Administration **Funding Sources:** Technology - 199 - General Funds	**Nov**	**Feb**	**Apr**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 5: Continue the awareness and identification of children through the Child Find program by the end of the school year.

   Evaluation Data Sources: Child Find placements, 504, RtI, counselor referrals

Strategy 1 Details	Formative Reviews		
Strategy 1: Find, locate, identify and evaluate students with disabilities who need Special Education and related services.	**Formative**		
Strategy's Expected Result/Impact: Get students the support and services they require to be successful in school through initial evaluation and determining eligibility and needs of the child.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Federal Programs, Special Education **Title I:** 2.6	15%		
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue			

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 6: Provide supplemental, quality, research-based academic opportunities as well as social and emotional support for 100% of migrant students.

   Evaluation Data Sources: Special programs scheduling, attendance, participation logs

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide social and emotional support services for Migrant families to assist in the academic success of migrant students.	**Formative**		
Strategy's Expected Result/Impact: High academic success for our migrant students, parental involvement	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Federal Program Director, Migrant Counselor, Migrant Clerk, Community Liaison, Parental Involvement Specialist, Counselors			

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide above and beyond educational experiences to enhance the learning potential of migrant students.	**Formative**		
Strategy's Expected Result/Impact: Ensure academic success of all migrant students.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Federal Programs Director, Migrant Counselor, Teachers, Teacher Facilitator			

Strategy 3 Details	Formative Reviews		
Strategy 3: Provide academic support and materials to ensure school and college readiness for migrant students.	**Formative**		
Strategy's Expected Result/Impact: Increase student achievement.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Federal Programs Director, Migrant Clerk, migrant counselor, Counselor, Teachers **Funding Sources:** School supplies - 199 - General Funds			

Strategy 4 Details	Formative Reviews		
Strategy 4: Continue Summer Enrichment program	**Formative**		
Strategy's Expected Result/Impact: Increase student achievement	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Federal Programs Director, Principal, Migrant Clerk, Migrant Counselor			

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 7: Encourage and challenge students by maintaining the least restrictive environment daily.
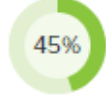
Evaluation Data Sources: Attendance reports, student scores, special programs scheduling

Strategy 1 Details	Formative Reviews		
Strategy 1: Identify students in at-risk situations and provide targeted intervention.	**Formative**		
Strategy's Expected Result/Impact: Ensure retention rate less than 2%	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teachers, Counselors			
TEA Priorities: Recruit, support, retain teachers and principals **Funding Sources:** Tutorials - 199 - General Funds			

Strategy 2 Details	Formative Reviews		
Strategy 2: Differentiate instruction for ALL students and monitor student progress to make instructional adjustments.	**Formative**		
Strategy's Expected Result/Impact: Strategic small group instruction and intervention plans for all struggling student groups.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers **Funding Sources:** General Supplies - 199 - General Funds	5%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Continue implementing campus-wide the RTI process and interventions.	**Formative**		
Strategy's Expected Result/Impact: Identify students in need of additional support and provide appropriate interventions.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teachers, Teacher Facilitator, Counselors	20%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Provide staff training on support programs such as RTI, 504, and Special Education.	**Formative**		
Strategy's Expected Result/Impact: Understanding of special programs, of support available, and of the processes & procedures related to RTI	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teachers, Teacher Facilitator **Funding Sources:** Training materials - 199 - PIC 23 State SpEd, Training materials - 199 - General Funds			

0% No Progress	100% Accomplished	➡ Continue/Modify	✕ Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential.

Performance Objective 8: Provide support and challenging opportunities to 100% of our students in special programs.

Evaluation Data Sources: Weekly assessment data, Lesson Plans, GT products, RtI folders, student reports, DPA and Benchmark reports, STAAR and STAAR Jr. results, report cards, special programs scheduling

Strategy 1 Details	Formative Reviews		
Strategy 1: Assess needs, refer, identify and implement strategies that will help 100% of identified dyslexic students.	**Formative**		
Strategy's Expected Result/Impact: Increased student success	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Reading Specialist, Teachers, Counselors	5%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide software support for students with characteristics of dyslexia.	**Formative**		
Strategy's Expected Result/Impact: Increased Student Success on iStation and Leveled Readers as well as in the classroom.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Reading Specialist, Teachers	45%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Provide appropriate instructional materials for students with dysgraphia characteristics.	**Formative**		
Strategy's Expected Result/Impact: Increase student achievement	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Special Education Director, Inclusion Teachers, Teachers, Principal, OT **Funding Sources:** Resources, materials - 199 - General Funds	0%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Identify students in At-Risk situations and provide targeted services and training for using Tutoring, Dyslexia/Reading Lab, iStation, Counseling, Summit Program, tutorials	**Formative**		
Strategy's Expected Result/Impact: Increased student achievement.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teachers, Reading Specialist, Teacher Facilitator **Funding Sources:** Technology & Instructional Software - 199 - PIC 25 State Bilingual, General Supplies - 199 - PIC 23 State SpEd	5%		

Strategy 5 Details	Formative Reviews		
Strategy 5: Provide late bus transportation to support student success and participation	Formative		
Strategy's Expected Result/Impact: Increase student achievement	Nov	Feb	Apr
	50%		

Strategy 6 Details	Formative Reviews		
Strategy 6: GT students will produce specific products at each grade level 1st-6th	Formative		
Strategy's Expected Result/Impact: Increase student achievement **Staff Responsible for Monitoring:** Teachers	Nov	Feb	Apr

Strategy 7 Details	Formative Reviews		
Strategy 7: Increase current and monitored EB student's academic performance on state mandated assessments to meet or exceed the federal performance target/systems safe guards.	Formative		
	Nov	Feb	Apr
Strategy's Expected Result/Impact: Increase student achievemnt **Staff Responsible for Monitoring:** Teachers, ESL strategist, Administration **Title I:** 2.5 **Funding Sources:** Tutorials, software - 199 - General Funds	5%		

Strategy 8 Details	Formative Reviews		
Strategy 8: Identify areas of instructional concern and provide appropriate/specific mentoring.	Formative		
Strategy's Expected Result/Impact: Increase student achievement **Staff Responsible for Monitoring:** Administration, Teachers, Teacher Facilitator, Instructional coaches	Nov	Feb	Apr

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 1: Maintain grade level completion rates above 95% for all populations by May.

Evaluation Data Sources: Report cards
Summer School roster

Strategy 1 Details	Formative Reviews		
Strategy 1: Recruit more students to participate in extracurricular activities.	**Formative**		
Strategy's Expected Result/Impact: Increase student participation in all extra-curricular activities going on on-campus through campus wide promotion of extracurricular activities and parental communication. **Staff Responsible for Monitoring:** Administration, Teachers, Staff Members	**Nov**	**Feb**	**Apr**
	50%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Use data to monitor student progress and make instructional adjustments.	**Formative**		
Strategy's Expected Result/Impact: Through the utilization scores/data, teachers will make necessary changes to meet the needs of the students in order to be more successful. **Staff Responsible for Monitoring:** Administration, Teachers, Teacher Facilitator,Staff Members **Funding Sources:** General supplies - 199 - General Funds, Instructional Software - 199 - General Funds	**Nov**	**Feb**	**Apr**
	50%		

0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue

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

Performance Objective 2: Develop and implement strategies for drug awareness and prevention designed to create environment and conditions that support behavioral health and the ability of students to withstand challenges by the end of 6th grade.

Evaluation Data Sources: Drug Awareness presentations
Red Ribbon Week schedule
Counseling schedule
Referral reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Create and implement a comprehensive counseling plan that addresses the needs of at-risk students. (SP 3.2.1)	**Formative**		
Strategy's Expected Result/Impact: Improvement in overall feelings about school. Successful implementation of counseling program. **Staff Responsible for Monitoring:** Administration, Counselors **Funding Sources:** Presenter/Consultant - 199 - General Funds, Red Ribbon supplies - 199 - General Funds	**Nov**	**Feb**	**Apr**
	5%		
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue			

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

Performance Objective 3: Ensure students are given opportunities to learn about being college and career ready by the end of the school year.

    Evaluation Data Sources: Career Day, Use of Pathful Explore programs

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct Career Fair for our 5thand 6th grade students with partnership from the SPHS CTE Department.	**Formative**		
Strategy's Expected Result/Impact: Students learn about career and college pathways/endorsements.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselors, CTE Counselor, High School students, Teachers	100%	100%	100%

Strategy 2 Details	Formative Reviews		
Strategy 2: Continue real-world career exploration and planning and discover career pathways through the interactive tools of Pathful Jr. and Pathful Explore.	**Formative**		
Strategy's Expected Result/Impact: Prepare students for college and/or a career. Chart the students individualized career path.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselors	5%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

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

Performance Objective 4: Encourage and challenge students by recognizing individual talents and needs to increase completion rate above 95% of all populations
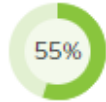
Evaluation Data Sources: Decrease retention rate less than 1%, lesson plans
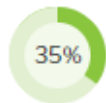
Strategy 1 Details	Formative Reviews		

Strategy 1: Encourage participation within Student Council, Perfect Attendance, Honor Roll, Accelerated Reader, Extra Curricular Activities, Field Day, SPTSO performances and activities, Band and Intramural Sports, UIL, Chess, Robotics, Cheer, and Radio Club.
 	
    Strategy's Expected Result/Impact: Increase in student attendance and achievement scores
    Staff Responsible for Monitoring: All staff, SPTSO
	Formative		

	Nov	Feb	Apr
	45%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Collaborate with Sharyland North Junior High School in providing orientation sessions for 6th grade students transitioning to Junior High. **Strategy's Expected Result/Impact:** 6th grade students transitioning to Jr. High School will make well informed decisions about their academic schedules.	Formative		
	Nov	Feb	Apr

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: A well-balanced and appropriate curriculum will be provided to all students.

Performance Objective 1: By June 2023, the average of all STAAR assessment performance levels on all tests (Approaches Grade Level, Meets Grade Level, and Masters Grade Level) will be at 60 or higher.

> **Evaluation Data Sources:** STAAR assessment results for Spring, and Summer of previous year.

Strategy 1 Details	Formative Reviews		
Strategy 1: Increase center activities and collaborative group work opportunities for students.	**Formative**		
Strategy's Expected Result/Impact: Collaborative planning, monitoring of data, improved STAAR Jr. and STAAR scores. **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Teachers **Funding Sources:** General Supplies - 199 - General Funds	**Nov**	**Feb**	**Apr**

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide tutorial and enrichment programs based on student needs and student goals.	**Formative**		
Strategy's Expected Result/Impact: Focused tutorial sessions, and increased student growth. **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Teachers **Funding Sources:** AWARE - 199 - General Funds	**Nov**	**Feb**	**Apr**
	40%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Provide AWARE training for all teachers.	**Formative**		
Strategy's Expected Result/Impact: Increase in teacher knowledgeable and implementation on how to disseminate, analyze, and adjust instruction to meet student needs **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Instructional Technology Coordinator, Teachers **Title I:** 2.5	**Nov**	**Feb**	**Apr**

Strategy 4 Details	Formative Reviews		
Strategy 4: Provide computer programs to meet individual student needs.	**Formative**		
Strategy's Expected Result/Impact: Ensure proper implementation of Istation, Imagine Math, iXL, Progress Learning, for all students and individualized interventions based on student needs. **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Special Programs staff **Funding Sources:** CEI, Computer Lab, Computer Programs - 199 - General Funds	**Nov**	**Feb**	**Apr**
	55%		

Strategy 5 Details	Formative Reviews		
Strategy 5: Provide specialized curriculum/services for special populations.	Formative		
Strategy's Expected Result/Impact: Increased growth in STAAR scores and student performance reports for students in special programs.	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration, Diagnostician, Federal Counselor, Teacher Facilitator, Reading Specialist, Resource Teacher, Teachers **Funding Sources:** Federal Funds, IEP's - 199 - General Funds	10%		

Strategy 6 Details	Formative Reviews		
Strategy 6: Provide TEKS-focused, hands-on STAAR preparation camps.	Formative		
Strategy's Expected Result/Impact: Increased student knowledge of Content-based TEKS and increased benchmark and STAAR scores.	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers, Instructional Coaches			

Strategy 7 Details	Formative Reviews		
Strategy 7: Participate in district curriculum collaboration meetings	Formative		
Strategy's Expected Result/Impact: Better understanding and increased implementation of student expectations and TEKS as well as collaboration with colleagues.	Nov	Feb	Apr
Staff Responsible for Monitoring: C&I, Teachers **Funding Sources:** Aware/Forethought, Timeline - 199 - General Funds	35%		

Strategy 8 Details	Formative Reviews		
Strategy 8: Provide curriculum-based and content specific professional development that is relevant, effective, and ongoing. (SP1.1.1)	Formative		
Strategy's Expected Result/Impact: New or expanded learning on strategies to increase student success.	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration, Teachers, Teacher Facilitator, Instructional Software Specialists, Instructional Coaches **Funding Sources:** - 211 - Title I, Part A	40%		

Strategy 9 Details	**Formative Reviews**		
Strategy 9: Monitor academic achievement of state performance domains: (1) the student achievement domain, (2) the school progress domain, and (3) closing the gaps domain.	**Formative**		
Strategy's Expected Result/Impact: Increase achievement results **Staff Responsible for Monitoring:** Administration Teachers **Title I:** 2.4	**Nov**	**Feb**	**Apr**
	5%		

Strategy 10 Details	**Formative Reviews**		
Strategy 10: Use data including data binders to monitor student progress and make instructional adjustments as needed.	**Formative**		
Strategy's Expected Result/Impact: Increase student achievement by intentionally planning instruction.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Teachers, Teacher Facilitator, Administration **Funding Sources:** Use of of Binders, copies for teachers - 199 - General Funds	10%		

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 4: A well-balanced and appropriate curriculum will be provided to all students.

Performance Objective 2: Ensure implementation of TEKS and alignment with daily instruction through walkthroughs and weekly checks of lesson plans.

Evaluation Data Sources: Lesson Plans Weekly Assessments
End of Year comprehensive assessments

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize YAG, and District timelines as a pacing guide.	Formative		
Strategy's Expected Result/Impact: Successful teaching of grade level TEKS, and alignment across the district. **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Teachers	Nov	Feb	Apr
	65%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Conduct weekly collaboration meetings to discuss curriculum and assessment needs/goals.	Formative		
Strategy's Expected Result/Impact: Understanding and alignment of TEKS, targeted objectives, planning tools, and campus initiatives. **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Teachers	Nov	Feb	Apr
	75%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Run objective analysis to determine student groups and instructional targets for Reading, Math, Writing and Science.	Formative		
Strategy's Expected Result/Impact: Documented progress on unit/topic tests, benchmark results, iStation, iXL, Sirius, Planning Learning, fluency, and district/state test results **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Teachers **Title I:** 2.4, 2.5, 2.6	Nov	Feb	Apr
	65%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: A well-balanced and appropriate curriculum will be provided to all students.

Performance Objective 3: Strategically implement use of research-based instructional support strategies/programs to increase student meets grade level performance in Reading from 62% to 64 %, in Math from 50% to 55% , and in Science from 55% 59% by June 2023.

Evaluation Data Sources: Lesson Plans
Special Programs scheduling
Tutorial

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide math and science enrichment software.	**Formative**		
Strategy's Expected Result/Impact: Spiraling of standards, additional concepts support, and acquiring of student data to impact instruction.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers	30%		
Funding Sources: T-TESS / Walkthrough data, Principal - 199 - General Funds			

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide supplemental materials and/or tutorial/enrichment programs.	**Formative**		
Strategy's Expected Result/Impact: Student growth at all levels.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers	30%		
Funding Sources: Supplementals - 199 - General Funds, Supplemental materials - 199 - PIC 24 State Comp Ed - $6,325, Supplemental materials - 199 - PIC 24 State Comp Ed - $5,630			

Strategy 3 Details	Formative Reviews		
Strategy 3: Provide instructional and technology support for new materials/programs.	**Formative**		
Strategy's Expected Result/Impact: Ease of use of new materials/programs.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teacher Facilitator, C& I	35%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Provide training and support on the collaborative instructional practices.	**Formative**		
Strategy's Expected Result/Impact: Implementation of research-based instructional strategies.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers, Instructional Coaches			

40%

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 5: Qualified and highly effective personnel will be recruited, developed, and retained, via highly qualified recruitment plan.

Performance Objective 1: Retain, support and assist 95% of new employees throughout the school year.

Evaluation Data Sources: Professional development reports
Staff Climate Survey

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize interview committees to assist in hiring new personnel.	**Formative**		
Strategy's Expected Result/Impact: Hire and retain highly effective teachers	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration, Teachers, Teacher Facilitator	25%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Implement mentorship program to support new staff. (SP 2.2.1)	**Formative**		
Strategy's Expected Result/Impact: Assign experienced teachers to assist and mentor new teachers.	Nov	Feb	Apr
Staff Responsible for Monitoring: Assistant Principal, Teacher Facilitator, Principal	20%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Cultivate a supportive and positive environment for all staff members through the use of support programs, incentives and recognition, mentorships, and employee input. (SP 2.2.1)	**Formative**		
Strategy's Expected Result/Impact: Improve staff morale and create a positive working environment.	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration	45%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Conduct Climate Survey to measure staff and community perception.	**Formative**		
Strategy's Expected Result/Impact: Use results of survey to build on the positive and improve areas of need.	Nov	Feb	Apr
Staff Responsible for Monitoring: Teachers			

Strategy 5 Details	Formative Reviews		
Strategy 5: Celebrate and recognize staff members with perfect attendance every semester.	**Formative**		
Strategy's Expected Result/Impact: Provide staff incentives and recognize them for their daily attendance.	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration			

Strategy 6 Details	Formative Reviews

Strategy 6 Details	Formative Reviews
Strategy 6: Utilize Texas Teacher Evaluation and Support System (T-TESS) to evaluate and provide support to teachers.	Formative
Strategy's Expected Result/Impact: Use walk-throughs adn T-TESS Instrument effectively to assist with teacher growth. **Staff Responsible for Monitoring:** Administration, Teachers	Nov	Feb	Apr
	15%		

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 5: Qualified and highly effective personnel will be recruited, developed, and retained, via highly qualified recruitment plan.

Performance Objective 2: Cultivate a collaborative climate among educators by providing multiple opportunities for teachers and staff to meet and collaborate once each six-weeks.

Evaluation Data Sources: Grade Level Agendas
Staff Meeting Agendas
Planning Meeting Schedule

Strategy 1 Details	Formative Reviews		
Strategy 1: Attend District Focus Planning and Prep. meetings designed to develop teacher leadership, build capacity of staff, and share successful classroom practices.	Formative		
	Nov	Feb	Apr
Strategy's Expected Result/Impact: Utilize knowledge learned from meetings to improve classroom practices. **Staff Responsible for Monitoring:** Administration, Teachers **Title I:** 2.5	25%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Conduct Vertical Team Meetings	Formative		
Strategy's Expected Result/Impact: Team planning across the grade levels to ensure instructional practices are aligned to the TEKS	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers **Title I:** 2.5			

Strategy 3 Details	Formative Reviews		
Strategy 3: Conduct Teacher walk-throughs and provide feedback.	Formative		
Strategy's Expected Result/Impact: Ensure teachers are following their TEKS and teachers are using CIF strategies.	Nov	Feb	Apr
Staff Responsible for Monitoring: Administration, Teacher Facilitator, C&I **Title I:** 2.5	0%		

Strategy 4 Details	**Formative Reviews**		
Strategy 4: Identify planning days once a grading period for teachers to collaborate and plan for the next grading period.	**Formative**		
Strategy's Expected Result/Impact: Teacher collaboration of best practices, instructional strategies used to target areas of need, intentional planning for all student groups.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teacher Facilitator, Teachers **Title I:** 2.5	10%		

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

Performance Objective 1: Utilize campus and district resources to increase all students all tests achieving mastery at the Approaches level from 80% to 83%, at the Meets level from 55% to 58%, and from Masters level from 28% to 30% on the STAAR exam by June 2023.

Evaluation Data Sources: Special Programs scheduling
Tutorial / Enrichment Schedules
Teacher Data Binders
School Data Wall

Strategy 1 Details	Formative Reviews		
Strategy 1: Use AWARE and teacher tracking sheets to analyze results of benchmark data and redirect vertically aligned and differentiated instruction for all students (including SPED, At Risk, and ELL students).	**Formative**		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Exemplary STAAR Jr. scores and STAAR scores. Student growth indicated on Istation reports, progress reports and six-week report cards. **Staff Responsible for Monitoring:** Administration, Teachers, Teacher Facilitator, ELL Strategist **Title I:** 2.4, 2.5, 2.6	15%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Increase number of students meeting Masters Level and Meets Level by identifying needs and providing targeted support.	**Formative**		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Provide enrichment instruction for students performing at higher levels in order for them to demonstrate student growth. **Staff Responsible for Monitoring:** Administration, Teachers, Teacher Facilitator **Title I:** 2.4, 2.5, 2.6			

Strategy 3 Details	Formative Reviews		
Strategy 3: Prepare K-2nd students to take the Sharyland Assessment of Knowledge and Skills (STAAR Jr.) to prepare them for the STAAR in 3rd grade.	**Formative**		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: High academic success and student preparedness for 3rd grade. **Staff Responsible for Monitoring:** Administration, Teacher Facilitator, Teachers **Funding Sources:** - 199 - PIC 25 State Bilingual			

Strategy 4 Details	Formative Reviews		
Strategy 4: Provide tutoring for all students to ensure student growth.	Formative		
Strategy's Expected Result/Impact: All students will show growth, including those already at the Masters level. **Staff Responsible for Monitoring:** All Staff	Nov	Feb	Apr
Title I: 2.4, 2.5, 2.6	30%		

Strategy 5 Details	Formative Reviews		
Strategy 5: Target economically disadvantaged students to achieve 93% mastery in all tested areas.	Formative		
Strategy's Expected Result/Impact: Increase in student achievement and academic successin the area of Eco Dis. **Staff Responsible for Monitoring:** Assistant Principal, Teacher Facilitator, Principal, Teachers	Nov	Feb	Apr
Title I: 2.4, 2.5, 2.6 **Funding Sources:** - 199 - General Funds	0%		

Strategy 6 Details	Formative Reviews		
Strategy 6: Target EB students to achieve 90% mastery in the areas of Math, Reading, and Science.	Formative		
Strategy's Expected Result/Impact: Provide small group interventions and increase fluency in subject years. **Staff Responsible for Monitoring:** Administration , ESL Strategist, and ALL Staff	Nov	Feb	Apr
Title I: 2.4, 2.5, 2.6	5%		

Strategy 7 Details	Formative Reviews		
Strategy 7: Analyze test results from previous years to adjust the delivery of instruction to meet the needs of all students.	Formative		
Strategy's Expected Result/Impact: Increase in scores in areas identified as needs. **Staff Responsible for Monitoring:** Administrators, Teacher Facilitator, Teachers	Nov	Feb	Apr
Title I: 2.4, 2.5	0%		
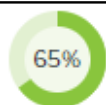
Strategy 8 Details	Formative Reviews		
Strategy 8: Continue implementation of HB 4545 and accelerated instruction practices.	**Formative**		
Strategy's Expected Result/Impact: Include intervention time on daily schedule to better serve students **Staff Responsible for Monitoring:** Teachers, Teacher Facilitator, Administration	**Nov**	**Feb**	**Apr**
	25%		

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 7: John H. Shary will provide a safe and secure learning environment for staff and all students.

Performance Objective 1: Implement an effective student management framework that emphasizes positive behavior interventions and support to reduce behavior incidents as reflected in a decrease in referrals by 5% by May 2023.

Evaluation Data Sources: Discipline reports
Office referrals

Strategy 1 Details	Formative Reviews		
Strategy 1: Promote drug free and violence free Environment-Red Ribbon Week, Guidance Curriculum that include character traits-Capturing Kid Hearts. (SP 3.3.2)	**Formative**		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Reduction of discipline referrals. **Staff Responsible for Monitoring:** All Staff	75%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Continue with campus care programs for those in need.	**Formative**		
Strategy's Expected Result/Impact: Students will understand importance of service to others and community.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Student Council **Title I:** 2.5	55%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize different transportation tags and student ID's for safety during dismissal of students ensuring appropriate dismissal procedures.	**Formative**		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Parent calls, smooth transition from school to home **Staff Responsible for Monitoring:** Administration, All Staff **Funding Sources:** - 199 - General Funds	85%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Implement College Wednesdays in which students and staff are encouraged to wear their college shirts for the college of their choice.	**Formative**		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Promote college and career awareness **Staff Responsible for Monitoring:** Administration, Teachers	70%		

Strategy 5 Details	Formative Reviews		
Strategy 5: Implement conflict resolution program.	Formative		
Strategy's Expected Result/Impact: Decreased discipline referrals.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselors, Teachers & Administration **Funding Sources:** - 199 - General Funds	35%		

Strategy 6 Details	Formative Reviews		
Strategy 6: Provide group presentations or individual/group counseling to students to improve conflict-resolution strategies, and bring awareness to violence prevention/intervention, identification of, reporting of and responding to bullying/cyber bullying , misuse of internet/technology, and suicide prevention.	Formative		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Decrease in discipline referrals, and effective process used to identify and report bullying, misuse of technology, and suicide prevention. **Staff Responsible for Monitoring:** Principal Assistant Principal Counselor **Funding Sources:** - 199 - General Funds	50%		

Strategy 7 Details	Formative Reviews		
Strategy 7: Establish protocols to ensure on task behavior. Planners or online parent communication programs will be used to document good behavior as well as areas of concern.	Formative		
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: Teachers will communicate with parents regarding positive and negative behavior of their children to help address areas of concern and ensure academic success. **Staff Responsible for Monitoring:** Teachers Counselors Administrators **Title I:** 2.5	65%		

	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 7: John H. Shary will provide a safe and secure learning environment for staff and all students.

Performance Objective 2: Utilize Campus Crisis Prevention Plan & Procedures to ensure student safety.

Evaluation Data Sources: Campus Prevention Plan members list
Meetings & agendas

Strategy 1 Details	Formative Reviews		
Strategy 1: Review campus crisis prevention plan at the beginning of the year and periodically throughout the year.	**Formative**		
Strategy's Expected Result/Impact: Ensure that as a campus we are aware of what to do in an emergency and review procedures periodically to ensure student safety. **Staff Responsible for Monitoring:** ALL staff	**Nov**	**Feb**	**Apr**
	60%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Coordinate with law enforcement, and district personnel district to monitor and track monthly safety procedures practice drills.	**Formative**		
Strategy's Expected Result/Impact: Practice fire drills monthly and lock downs each semester to review procedures and evacuation plans. **Staff Responsible for Monitoring:** ALL staff	**Nov**	**Feb**	**Apr**
	50%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Provide information and presentations to students that support the Sharyland ISD safe schools initiatives, including topics such as: bullying and substance abuse.	**Formative**		
Strategy's Expected Result/Impact: Bring awareness and encourage intervention **Staff Responsible for Monitoring:** Administration Counselors	**Nov**	**Feb**	**Apr**
	55%		

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 7: John H. Shary will provide a safe and secure learning environment for staff and all students.

Performance Objective 3: Provide AEP program to students in need of disciplinary action from September to May in grades 3rd thru 6th.

    Evaluation Data Sources: AEP placements

Strategy 1 Details	Formative Reviews		
Strategy 1: The campus administrator shall create and implement a personalized transition plan for a student returning to campus after placement in AEP no later than five instructional days after the student's release date.	**Formative**		
	Nov	**Feb**	**Apr**
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 AEP. **Staff Responsible for Monitoring:** AEP Administrator Principal Counselors Teachers **Title I:** 2.6	0%		
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue			

Goal 7: John H. Shary will provide a safe and secure learning environment for staff and all students.

Performance Objective 4: Conduct weekly external door checks to verify they are locked at all times during the instructional day. Encourage teachers to wear their ID tags while on campus and when visiting our district offices.

    Evaluation Data Sources: Door check logs

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

Performance Objective 1: Ensure 100% of students have access to technology to participate in instruction or to use online educational programs.

    Evaluation Data Sources: Lesson Plans
    Technology check-out
    Technology training

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide technology mentoring and support programs to facilitate use of programs, equipment, and online platforms.	**Formative**		
Strategy's Expected Result/Impact: Ease of technology use among teachers, students and staff.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administrators, C& I Instructional Technology Specialist, Technology Committee, Lab Manager	15%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide software as needed for students and staff to promote continuing education	**Formative**		
Strategy's Expected Result/Impact: Differentiated opportunities for students to master content.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Technology department, Teachers, Lab Manager	35%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize a variety of technology resources in the classroom.	**Formative**		
Strategy's Expected Result/Impact: Student exposure to more technology resources in the modern world of technology.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: All Staff, Administrators, Teacher Facilitator, Technology Committee, Technology Reps, Lab Manager **Funding Sources:** Computer Programs, Computers, Software as listed, Technology Equipment, Technology Training - 199 - General Funds - 199, MIce for SCE Students - 199 - PIC 24 State Comp Ed - $2,600	20%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Develop and implement training and support programs for all students, staff, and parents that targets digital citizenship. (SP 3.1.1)	**Formative**		
Strategy's Expected Result/Impact: Student exposure to real-life technology integration in all areas of the world.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Administration, Teachers, C&I Instructional Specialist, Parental Involvement Specialist, Lab			

| Manager | | 5% | | |

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

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

Performance Objective 2: Increase the number of teachers and students using technology by 100% by May.

Evaluation Data Sources: Lesson Plans
Technology training

Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor the effectiveness of technology programs such as: CEI, Skyward, Reading Renaissance, iStation and Imagine Math.	Formative		
Strategy's Expected Result/Impact: Differentiated opportunities for students to access curriculum through technology. Analyze reports in order to provide appropriate interventions. **Staff Responsible for Monitoring:** Administrators, Teachers, Computer Lab Manager	Nov	Feb	Apr
	50%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Track campus "tech. equipment life cycles" to use as indicator of needs.	Formative		
Strategy's Expected Result/Impact: Understand what technology is being used and when replacements/repairs are needed. **Staff Responsible for Monitoring:** Librarian, Technology Committee, Technology Director **Funding Sources:** Headsets for SCE students - 199 - PIC 24 State Comp Ed - $2,904	Nov	Feb	Apr
	0%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Use AWARE for data analysis and instruction.	Formative		
Strategy's Expected Result/Impact: Use data reports from aware to drive instruction and student needs. **Staff Responsible for Monitoring:** Assessment Coordinator, Administrators, Teacher Facilitator, Teachers	Nov	Feb	Apr
	40%		

Strategy 4 Details	Formative Reviews		
Strategy 4: Sharing implementation methods on the uses of technology resources in the classroom through the weekly gradelevel meetings.	Formative		
Strategy's Expected Result/Impact: Increased knowledge of different ways to use and integrate technology into the classroom. **Staff Responsible for Monitoring:** Administrators, Teachers	Nov	Feb	Apr
	40%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

State Compensatory

Budget for John H. Shary Elementary

Total SCE Funds: $0.00
Total FTEs Funded by SCE: 4
Brief Description of SCE Services and/or Programs

Personnel for John H. Shary Elementary

Name	Position	FTE
Asia Acosta	Aide/Computer lab	1
Audrey Cuellar	Teacher/Reading Specialist	0.5
Melissa Avila	Aide/Ark Aide	1
Sandra Bagwell	Teacher/Reading Specialist	1
Yvette Espericueta	Teacher/Pre - K	0.5

Title I Personnel

Name	Position	Program	FTE
Christina Villarreal	Teacher Aide PK	Shary	100%
Galilea Villarreal	Teacher Aide PK	shary	100%

2022-2023 Campus Site-Based Committee

Committee Role	Name	Position
Classroom Teacher	Sandra Ochoa	Kinder
Classroom Teacher	Melinda Smith	1st Grade
Classroom Teacher	Leticia Martinez	2nd Grade
Classroom Teacher	Adriana Rendon	3rd Grade
Classroom Teacher	Erica Chatman	4th Grade
Classroom Teacher	Myriam Rangel	5th Grade
Classroom Teacher	Melissa Ochoa	6th Grade
Specials Representative	Mary Gaona	Specials
Non-classroom Professional	Liliana Muniz	Teacher Facilitator
Non-classroom Professional	Monica Silva	Librarian
Non-classroom Professional	Katie Koeneke	Counselor
Parent	Hilario Barrera	Parent
Administrator	Ricardo Sanchez	Assistant Principal
Administrator	Marifina Gonzalez	Principal

Campus Funding Summary

			199 - General Funds		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1	Referrals-		$0.00
1	1	3	Student Planners		$0.00
1	1	4	Parent flyers & notices		$0.00
1	1	6	Event supplies		$0.00
1	2	1	NA		$0.00
2	1	3	Incentives each reporting period		$0.00
2	1	4	Truancy officer, mileage		$0.00
2	1	6	Incentives		$0.00
2	2	1	Incentives		$0.00
2	2	2	Student Rewards & Incentives		$0.00
2	2	3	Incentives		$0.00
2	2	4	Materials, consumables & equipment		$0.00
2	3	4	Award, Incentives, Students		$0.00
2	3	5			$0.00
2	4	2	Testing materials		$0.00
2	4	4	General Supplies		$0.00
2	4	6	Technology		$0.00
2	6	3	School supplies		$0.00
2	7	1	Tutorials		$0.00
2	7	2	General Supplies		$0.00
2	7	4	Training materials		$0.00
2	8	3	Resources, materials		$0.00
2	8	7	Tutorials, software		$0.00
3	1	2	General supplies		$0.00
3	1	2	Instructional Software		$0.00
3	2	1	Presenter/Consultant		$0.00
3	2	1	Red Ribbon supplies		$0.00

199 - General Funds

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	1	General Supplies		$0.00
4	1	2	AWARE		$0.00
4	1	4	CEI, Computer Lab, Computer Programs		$0.00
4	1	5	Federal Funds, IEP's		$0.00
4	1	7	Aware/Forethought, Timeline		$0.00
4	1	10	Use of of Binders, copies for teachers		$0.00
4	3	1	T-TESS / Walkthrough data, Principal		$0.00
4	3	2	Supplementals		$0.00
6	1	5			$0.00
7	1	3			$0.00
7	1	5			$0.00
7	1	6			$0.00
8	1	3	Computer Programs, Computers, Software as listed, Technology Equipment, Technology Training	199	$0.00
				Sub-Total	$0.00

199 - PIC 21 State G/T

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1	Student Rewards & Incentives		$0.00
				Sub-Total	$0.00

199 - PIC 23 State SpEd

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	7	4	Training materials		$0.00
2	8	4	General Supplies		$0.00
				Sub-Total	$0.00

199 - PIC 24 State Comp Ed

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	2	Supplemental materials		$5,630.00
4	3	2	Supplemental materials		$6,325.00
8	1	3	MIce for SCE Students		$2,600.00
8	2	2	Headsets for SCE students		$2,904.00

199 - PIC 24 State Comp Ed					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
				Sub-Total	$17,459.00

199 - PIC 25 State Bilingual					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
2	2	1	Student Rewards & Incentives		$0.00
2	8	4	Technology & Instructional Software		$0.00
6	1	3			$0.00
				Sub-Total	$0.00

211 - Title I, Part A					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	2	2			$0.00
4	1	8			$0.00
				Sub-Total	$0.00

255 - Title II, Part A					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	2	3			$0.00
				Sub-Total	$0.00

714 - Daycare Funds					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
2	1	7	After School Care Program		$0.00
				Sub-Total	$0.00