

# Carroll Independent School District

## Durham Intermediate School

### 2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster



# **Mission Statement**

To provide a caring and creative learning environment that promotes excellence, fosters integrity and encourages each student to reach his or her academic, extracurricular and social potential.

## **Vision**

Creating an environment that fosters excellence

## **Value Statement**

Excellence - Relationships - Character & Integrity - Innovation - Open & Honest Communication - Compassionate Service

# Table of Contents







Goals	4
Goal 1: Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.	4
Goal 2: Cultivate a secure, supportive, and nurturing environment where everyone feels safe and valued.	15
Goal 3: Provide an adaptive, efficient, and innovative infrastructure to optimize all operational areas in a fiscally responsible manner.	19

# Goals

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 1:** All students will be provided the appropriate level of intervention in order to pass the state assessments, pass all core classes with at least a 70% average and be promoted to the next grade level.







**Evaluation Data Sources:** 100% of student passing rates (9-weeks, semester, and year-end grades).

<p><b>Strategy 1:</b> The following strategies are strong and are showing positive results. They will be continued and monitored for effectiveness:</p> <ol style="list-style-type: none"> <li>1. Extended Day Tutorial</li> <li>2. CARE program</li> <li>3. Academic Learning Center &amp; CM2</li> <li>4. Dyslexia program</li> <li>5. 504 placements</li> <li>6. Morning Tutorials</li> <li>7. HR Tutorials</li> <li>8. ESL Instruction</li> </ol> <p><b>Strategy's Expected Result/Impact:</b> (1) The impact of each program/strategy will be measured individually. Student achievement will be equal to or higher than the previous year. (2) The implementation can be measured by a review of the master schedule and teacher schedules.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Principal and Assistant Principals. Also involved are: Counselor and Staff</p> <p><b>Funding Sources:</b> - Local</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 2:** All students enrolled in the Reading Intervention Program will score on grade level on the end-of-year district literacy assessment and will pass an on-grade level STAAR Reading assessment.







**Evaluation Data Sources:** All STAAR Reading scores for the above student group to be passing or higher.

<p><b>Strategy 1:</b> 1. CARE Program                  2. Teachers monitoring                  3. Read Liveprogram                  4. Universal Screener                  5. Reading Plus                  6. iStation</p> <p><b>Strategy's Expected Result/Impact:</b> Review 3/6 week progress reports and 9-week grades.  <b>Staff Responsible for Monitoring:</b> CARE Teacher,                  Counselor,                  LA Staff, MTSS Committee</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 3:** 75% of all special education students will take and pass the STAAR assessment.







**Evaluation Data Sources:** 75% STAAR Scores for the above student group to be passing or higher.

<b>Strategy 1:</b> 1. General Ed CBA's 2. CARE Reading 3. Co-Teaching Program 4. Academic Learning Center 5. Speech 6. Resource classes 7. Social Skills 8. CM2 Program 9. Inclusion Classes  <b>Strategy's Expected Result/Impact:</b> CBA Assessments, IEP Goals  <b>Staff Responsible for Monitoring:</b> Staff	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 4:** Increase the percentage of students showing growth in reading as compared to previous school year data.







**Evaluation Data Sources:** STAAR Scores at a passing rate.

<b>Strategy 1:</b> 1. LA CBAs 2. STAAR Tutorials 3. iStation 4. Co-Teaching Program 5. CARE Program 6. Sheltered Instruction 7. ELPS 8. TELPAS 9. PLC  <b>Strategy's Expected Result/Impact:</b> CBA Assessments, iStation <b>Staff Responsible for Monitoring:</b> Staff Counselor <b>Funding Sources:</b> - Title I	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 5:** Increase the percentage of students showing growth in Math as compared to previous school year data.

**Evaluation Data Sources:** STAAR Scores at a passing rate







<p><b>Strategy 1:</b> 1. Math CBAs 2. STAAR Tutorials 3. Co-Teaching Program 4. ELPS 5. TELPAS Data 6. PLC</p> <p><b>Strategy's Expected Result/Impact:</b> CBA Assessments <b>Staff Responsible for Monitoring:</b> Staff Counselor <b>Funding Sources:</b> - Title I</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 6:** Increase the percentage of students who pass the 5th Grade STAAR Science assessment at the Final standard from previous year's scores.







**Evaluation Data Sources:** STAAR Scores at a passing rate

<b>Strategy 1:</b> 1. Science CBAs 2. Science Labs 3. STAAR Tutorials 4. ELPS 5. PLC 6. Inclusion Classes  <b>Strategy's Expected Result/Impact:</b> CBA Assessments <b>Staff Responsible for Monitoring:</b> Staff Counselor <b>Funding Sources:</b> - Title I	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 7:** Address the needs of the Gifted and Talented at DIS.

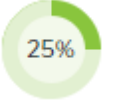
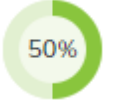




**Evaluation Data Sources:** GT Planning on campus and in District, PEIMs Data

<p><b>Strategy 1:</b> 1. GT Humanities Program 2. Compacted and Accelerated Math Programs 3. GT Science</p> <p>GT program will continue developing curriculum which promotes higher level thinking skills.</p> <p><b>Strategy's Expected Result/Impact:</b> PEIMs Data <b>Staff Responsible for Monitoring:</b> GT Teachers, Staff, CISD Curriculum Coordinators</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 8:** Increase the percentage of students who score at a Level 3/Advanced on each of the STAAR subject areas.







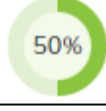
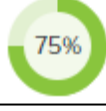
**Evaluation Data Sources:** STAAR Level 3/Advanced Scores increase from previous year's scores.


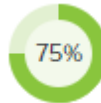




<b>Strategy 1:</b> 1. CBAs 2. Higher level thinking & questioning strategies in all classrooms 3. GT Courses 4. Compacted & Accelerated Math  <b>Strategy's Expected Result/Impact:</b> CBA Assessments <b>Staff Responsible for Monitoring:</b> Staff, GT Teachers, CISD C & I Department	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 9:** GT students will receive differentiated instruction through the use of strategies that GT certified teachers acquired in the GT intense training.

**Evaluation Data Sources:** 100% of GT students will meet Level 3 standards on STAAR.







<p><b>Strategy 1:</b> Develop innovative products and performances that reflect individuality, creativity and higher-level thinking using Texas Performance Standards Project.</p> <p><b>Strategy's Expected Result/Impact:</b> CBAs, Pre-AP writing samples, Students will create innovative products reflective of higher-level thinking linked to over-arching question.</p> <p><b>Staff Responsible for Monitoring:</b> GT SS/Sci/LA Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Provide an integrated language arts/social studies program to challenge learning experiences for G/T students.</p> <p><b>Strategy's Expected Result/Impact:</b> CBAs, Pre-AP writing sample, Students will create innovative LA/SS products reflective of higher-level thinking linked to over-arching questions.</p> <p><b>Staff Responsible for Monitoring:</b> GT SS/LA Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 3:</b> Integrate Fine Arts into the GT Curriculum. Encourage participation in Odyssey of the Mind &amp; Destination Imagination.</p> <p><b>Strategy's Expected Result/Impact:</b> CBAs, Pre-AP writing samples, Various forms of art and music are incorporated in the lessons and projects in the GT LA/SS classes</p> <p><b>Staff Responsible for Monitoring:</b> GT SS/LA Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 4:</b> Incorporate GT research strategies in lesson planning.</p> <p><b>Strategy's Expected Result/Impact:</b> CBAs, Pre-AP writing samples</p> <p><b>Staff Responsible for Monitoring:</b> GT SS/LA Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

<p><b>Strategy 5:</b> Invite resource speakers to enhance the instructional lessons for GT students. Students will explore art in a variety of formats through the art docent program and in the GT classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> CBAs, Pre-AP writing samples</p> <p><b>Staff Responsible for Monitoring:</b> GT SS/Sci/LA Teachers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning.

**Performance Objective 10:** 100% of teachers will use classroom technologies, such as Smart Boards, laptops and iPads in classrooms to enhance the educational experience therein.

**Evaluation Data Sources:** Teachers will demonstrate an ability to effectively use various types of technology to improve classroom instruction as measured through administrative observations and annual surveys.

<p><b>Strategy 1:</b> 1. Teachers will receive additional professional development to increase their ability to effectively integrate various technologies into classroom instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Impact and implementation will be measured by the frequency and effectiveness of the use of technology in classrooms as observed in classroom walk-throughs.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Principal. Also involved: curriculum &amp; instruction department and the technology department.</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				


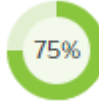




**Goal 2:** Cultivate a secure, supportive, and nurturing environment where everyone feels safe and valued.

**Performance Objective 1:** A variety of resources will be utilized to enhance effective communication between the school, parents, and community to support the academic, physical, emotional, and social well-being of students.

**Evaluation Data Sources:** Improved parent communication, parent & community feedback.

100% of contacts reached through Blackboard.







Increased parent participation in Meet the Teacher and Curriculum Night.

<p><b>Strategy 1:</b> 1. Utilize school website                  2. Principal Newsletter/Mail Call (weekly)                  3. Teacher Canvas pages                  4. Meet the Teacher / Curriculum Night                  5. Site Based Decision Making committee                  6. Blackboard Announcements                  7. 4th Grade Tours                  8. New parent orientation                  9. Twitter                  10. Family Access                  11. Remind 101                  12. Seesaw (SPED)                  13. Open House                  14. Campus Diversity Council                  15. SMART Team</p> <p><b>Strategy's Expected Result/Impact:</b> Parent feedback,                   Number of successful contacts reached through Blackboard,                   Parent participation in Meet the Teacher and Curriculum Night</p> <p><b>Staff Responsible for Monitoring:</b> Administration,                   Staff</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Cultivate a secure, supportive, and nurturing environment where everyone feels safe and valued.

**Performance Objective 2:** Provide opportunities for professional development & growth that teachers find challenging and rewarding.

**Evaluation Data Sources:** Teacher feedback, observations, evaluations, lesson plans.







<p><b>Strategy 1:</b> Assign a Mentor Teacher.</p> <p>Campus level staff development that allows opportunities for professional &amp; personal growth.</p> <p>Periodically provide subs to allow teachers time to attend district and out of district training.</p> <p>Departmental time to share / teach / present mini-lessons for fellow teachers at monthly Faculty Meetings.</p> <p>New staff point of contact person.</p> <p>Peer Observations</p> <p>Co-Teach planning time provided per grading period</p> <p><b>Strategy's Expected Result/Impact:</b> Feedback from Staff and Department Heads</p> <p><b>Staff Responsible for Monitoring:</b> District Admin, Campus Admin, Department Heads</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
	 30%	 75%		
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 2:** Cultivate a secure, supportive, and nurturing environment where everyone feels safe and valued.

**Performance Objective 3:** Create a collaborative work environment where employees feel a part of and are excited about coming to work.

**Evaluation Data Sources:** Committee feedback







<p><b>Strategy 1:</b> 1. Staff recognition (PTO lunches, Use of "True to the Core" initiative, etc.).                  2. PLCs                  3. PTO Treat Cart                  4. Staff Appreciation Activities                  5. Note Cards from Admin                  6. Shout out newsletter                  7. Teacher of the Year                  8. Sunshine Committee                  9. Compliment Notebooks</p> <p><b>Strategy's Expected Result/Impact:</b> Monthly Staff Meetings,                   PLC Meetings</p> <p><b>Staff Responsible for Monitoring:</b> Staff,                   PTO,                   TLC</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 75%		
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 3:** Provide an adaptive, efficient, and innovative infrastructure to optimize all operational areas in a fiscally responsible manner.

**Performance Objective 1:** Campus staff will ensure that they are effective and efficient stewards of all resources.

**Evaluation Data Sources:** Accurate record keeping of funds received and used. Each year, before approving the budget, a review spending practices will be done.

<p><b>Strategy 1:</b> 1. Solicit and secure alternative funding sources such as business donations, PTO gifts, and community donations. 2. Evaluate and refine campus budget based upon departmental needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Secretary monitors expenditures &amp; reports weekly/monthly to principal</p> <p><b>Staff Responsible for Monitoring:</b> PTO, Volunteers , Admin. , Principal, Dept. Chairs, CEF, SAGT</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
	 25%	 50%		
 No Progress  Accomplished  Continue/Modify  Discontinue				