

Bay City Independent School District
Tenie Holmes Elementary
2023-2024 Goals/Performance Objectives/Strategies

BAY CITY ISD

TENIE HOLMES
ELEMENTARY SCHOOL

BAY CITY, TX

Mission Statement

The staff at Tenie Holmes Elementary will ensure that all students will learn at high levels, in a culture of collaboration with a focus on results.

Vision

The staff, students, families, and community will collaborate, lead by example, and provide:

- A positive, safe, and inclusive learning environment
- High quality learning experiences to prepare students for their future
- A welcoming school culture that nurtures growth by building relationships with staff and peers
- Hands on learning to support critical thinking
- Partnerships between families and our community to cultivate connections
- Opportunities for real world experiences
- Innovative learning experiences through use of technology

Value Statement

Who has the power? I have the power

The power to what? The power to achieve.

The power to what? The power to grow.

To be what? The best I can be.

Table of Contents

Goals	4
Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.	4
Goal 2: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.	5
Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.	8





Goals

Goal 1: We will engage parents and community members by providing opportunities for developing positive relationships in academic and non-academic settings.

Performance Objective 1: We will utilize a comprehensive system to communicate with parents and update them on upcoming events and instructional growth.

Evaluation Data Sources: Blackboard, Smores, Social Media and Marquee posts

Strategy 1 Details	Formative Reviews		
Strategy 1: We will utilize Blackboard as a campus communicative means to update parent with the implementation of the Smores newsletter system. Strategy's Expected Result/Impact: Parents will have an updated and consistent communication system from campus. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, and Principal's Administrative Assistant Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		
	Nov	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: The staff will send home newsletter to Tenie Holmes families that celebrates students, provides schedules, showcases upcoming learning objectives and communicates upcoming events. Strategy's Expected Result/Impact: Strengthened communication with our parents, students, and community stakeholders. Staff Responsible for Monitoring: Classroom Team leads, teachers, admin Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Nov	Mar	June

Strategy 3 Details	Formative Reviews		
Strategy 3: Communication of upcoming events, activities, important information, etc will be provided through Blackboard, Smores, School Messenger, Peach Jar Flyers, Campus Social Media sites, and Website. Strategy's Expected Result/Impact: Parents will have access to important school information via various forms of informational platforms. Staff Responsible for Monitoring: Campus Admin, Secretary, and Lead Teachers, Receptionist Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative		
	Nov	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Staff will update grades weekly and conference with parents (via phone or face-to-face) as needed. Strategy's Expected Result/Impact: Increase parental awareness of academic and behavioral needs of the students. Staff Responsible for Monitoring: Classroom Teachers, Counselor, Admin Title I: 2.4, 2.6	Formative		
	Nov	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Parent Involvement Nights will be held in the Fall and Spring along with a Purposeful Parenting Seminar to highlight academic achievements, spotlight areas of growth, and provide tips and tools on how parents can help their students grow academically and socially. Strategy's Expected Result/Impact: Increased parent support and comfort of helping our students grow academically and socially. Staff Responsible for Monitoring: Holmes Elementary Staff Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative		
	Nov	Mar	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

Goal 2: We will establish positive school/classroom culture by continuously teaching and modeling respect among all students, personnel, and community.

Performance Objective 1: We will utilize our behavior management system consistently in every grade level and across Tenie Holmes to establish a positive classroom environment and school culture.

Evaluation Data Sources: Pawsitive Referrals
Teacher/Parent Contact Logs
PBIS tickets
ODR reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Students will periodically be made aware of the SCoC and Campus Wide Behavior Expectations. Strategy's Expected Result/Impact: Students must learn to make the right choice and to follow the rules. All teachers will periodically review classroom and campus expectations. Staff Responsible for Monitoring: Holmes Staff Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative		
	Nov	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Through the PBIS (Positive Behavior Intervention Support) Committee student celebrations for good behavior and academic success will be created to encourage positive behavior: PBIS Tickets (Caught Being Good) PBIS Store Student Spotlight (Blackcat of the Week) Right Choice Festivals Strategy's Expected Result/Impact: Improve social-emotional competence, academic success, and school climate. Recognize good behavior Decrease negative/harmful behavior on campus. Staff Responsible for Monitoring: All staff Title I: 2.5, 2.6	Formative		
	Nov	Mar	June

Strategy 3 Details	Formative Reviews		
Strategy 3: Holmes will provide a Right Choice Festival once a semester for students adhering to the campus expectations (behavior and attendance). Strategy's Expected Result/Impact: Motivation for students to control their impulsive behaviors, reach their potential, and grow each day. Staff Responsible for Monitoring: Campus Admin and Classroom Teachers Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture	Formative		
	Nov	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: The staff will utilize Sanford Harmony as the curriculum for, social-emotional learning (SEL) time that is built into the master schedule. Those lessons are provided for the teachers via Google Drive Folder created by the School Counselor together with the Second Step Curriculum. Strategy's Expected Result/Impact: support and encourage students' emotional and social growth and maturity Staff Responsible for Monitoring: School Counselor and Classroom Teacher. Title I: 2.5, 2.6	Formative		
	Nov	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Provide education and training on at-risk behaviors that contribute to social behaviors that need to be addressed such as physical aggression, bullying, cyberbullying, threats, weapons, vaping, and suicide prevention. Strategy's Expected Result/Impact: Decrease incidents of physical aggression, bullying, cyberbullying, threats, and vaping to be able to create a positive culture on the campus. Staff Responsible for Monitoring: Campus Admin and District Police Department and BACODA (YouthWorks) Title I: 2.5, 2.6	Formative		
	Nov	Mar	June
Strategy 6 Details	Formative Reviews		
Strategy 6: Will create an intentional master schedule to be able to better group and serve the needs of all students. Strategy's Expected Result/Impact: Improving instruction and strengthening culture through the master schedule. Staff Responsible for Monitoring: Admin Team, Counselors, Instructional Coach, Team Leads, SPED Team, Interventionist	Formative		
	Nov	Mar	June

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture			
<div> <div> 0% No Progress </div> <div> 100% Accomplished </div> <div> → Continue/Modify </div> <div> ✗ Discontinue </div> </div>			





Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 1: We will increase the number of third graders achieving "Meets" level of mastery on STAAR Reading and Math for all subgroups as outlined in Board adopted HB3 goals.

HB3 Goal

Evaluation Data Sources: CBAs in DMAC twice a six weeks
STAAR Assessment Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Students will be served by highly qualified teachers and support staff. Strategy's Expected Result/Impact: All teachers and support staff will have a foundational understanding of the instructional needs of our students and will provide quality educational opportunities for our students. Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers will receive training and continuous support on the district's pacing guides and curriculum maps to acquire a solid foundation of the Readiness and Supporting Standards, the district's adopted resources, and Tier I instruction. Strategy's Expected Result/Impact: High-quality lessons Viable Curriculum Aligned Instructional Practices Staff Responsible for Monitoring: Admin Team, Instructional Coach, Pacing Guides Team ESF Levers: Lever 5: Effective Instruction	Formative		
	Nov	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: The Instructional Coaches (campus and district) will provide specific modeling, coaching, and instructional practice support. Strategy's Expected Result/Impact: Teachers will receive specific coaching, modeling, and feedback to support and enhance classroom instruction Staff Responsible for Monitoring: Campus Admin	Formative		
	Nov	Mar	June





Strategy 4 Details	Formative Reviews		
Strategy 4: Weekly PLC meetings with the Instructional Coach and Campus Administrators to collaborate on analyzing data and data trends, effective instructional strategies, and improving teacher efficacy. Strategy's Expected Result/Impact: Teachers will be provided weekly support in lesson planning, high impact strategies, and collaborating opportunities. Staff Responsible for Monitoring: Campus Admin and Instructional Coach.	Formative		
	Nov	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Teachers will provide small group interventions during PrimeTime to meet the individual needs of the students and focus on growth. Strategy's Expected Result/Impact: Students will receive individualized instructional to meet their needs and help support academic growth. Staff Responsible for Monitoring: Classroom teachers and Instructional Paras	Formative		
	Nov	Mar	June
Strategy 6 Details	Formative Reviews		
Strategy 6: Hands on instructional materials for skill development, reinforcement, and enrichment will be available in all subject areas Strategy's Expected Result/Impact: Students will have opportunities to apply their learning and have the appropriate resource materials to supplement/enhance their lesson and activities. Staff Responsible for Monitoring: Campus Admin, Instructional Coaches, and Classroom Teachers	Formative		
	Nov	Mar	June
Strategy 7 Details	Formative Reviews		
Strategy 7: Online learning resources and subscriptions to support student growth through Tier II and Tier III instruction. Strategy's Expected Result/Impact: Lexia Lexia English IXL StemScopes (math & science) Lowman Staff Responsible for Monitoring: INstructional Coach, Classroom Teachers	Formative		
	Nov	Mar	June
Strategy 8 Details	Formative Reviews		
Strategy 8: Saturday Academy will be implemented starting in the Fall Semester to support student's academic needs and reinforce their progress. Strategy's Expected Result/Impact: Additional support to fill in the instructional gaps Staff Responsible for Monitoring: Admin Team, Instructional Coach, Classroom Teachers	Formative		
	Nov	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 2: We will increase the percentage of students demonstrating "Meets" level of achievement in STAAR Subject areas: Reading 10%, Math 15%, and Science 15%.

Evaluation Data Sources: STAAR Data,
CBAs (Science)

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Strategy 1: Students will be served by highly qualified teachers and support staff. Strategy's Expected Result/Impact: All teachers and support staff will have a foundational understanding of the instructional needs of our students and will provide quality educational opportunities for our students. Staff Responsible for Monitoring: Campus Admin	Formative		
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Goal 3: We will integrate instructional practices that develop learning environments that are applicable to real-world experiences.

Performance Objective 3: We will increase percentage of students achieving one year academic growth on STAAR Reading and Math in Grades 4 and 5 to 83%.

Evaluation Data Sources: STAAR Data,
CBAs

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Strategy 1: Students will be served by highly qualified teachers and support staff. Strategy's Expected Result/Impact: All teachers and support staff will have a foundational understanding of the instructional needs of our students and will provide quality educational opportunities for our students. Staff Responsible for Monitoring: Campus Admin	Formative		
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