

# Ore City Independent School District

## Ore City Elementary

### 2018-2019 Goals/Performance Objectives/Strategies



# Table of Contents

Goals .....	3
Goal 1: Ore City Elementary School will provide academic excellence whereby all students achieve their maximum educational potential and become confident and independent learners measured by mastery of the Texas Essential Knowledge and Skills (TEKS), the State of Texas Assessment of Academic Readiness (STAAR), and other formal and informal assessments. ....	3
Goal 2: Ore City Elementary School will promote a positive and safe environment to enhance intellectual growth, personal development, and high standards of citizenship among students, staff, community, and visitors. ....	7
Goal 3: Ore City Elementary School teachers, staff, and students will utilize technology in a variety of ways to enhance learning, communication, and management. ....	12
Goal 4: Ore City Elementary School will promote a partnership between school, home and community. ....	14
Goal 5: Ore City Elementary School will work to retain state certified administrators, faculty, and staff members who reflect the values of the community, serve as positive role models, exhibit excellence and commitment to maintaining high expectations for student performance. ....	17

# Goals







**Goal 1: Ore City Elementary School will provide academic excellence whereby all students achieve their maximum educational potential and become confident and independent learners measured by mastery of the Texas Essential Knowledge and Skills (TEKS), the State of Texas Assessment of Academic Readiness (STAAR), and other formal and informal assessments.**

**Performance Objective 1:** Develop a PK-5 writing focus.

**Evaluation Data Source(s) 1:** 4th grade writing STAAR results  
TEKS Resource writing rubrics  
Informal/formal assessments

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 1) Develop a campus-wide writing program.	2.4, 2.6	Principal Assistant Principal Dean of Student Services Teachers	Writing scores will increase.				
<b>Critical Success Factors</b> CSF 1 CSF 2 2) Monitor balanced literacy in Pre-K-2nd Grade to ensure proficiencies. Continue to implement Saxon Phonics: K-2	2.4, 2.5, 2.6	Principal Assistant Principal Dean of Student Services Teachers	Student growth in literacy instruction.				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 3) Provide instructional staff opportunities to attend a variety of local, regional, and state conferences/workshops featuring best practices.	2.4, 2.5, 2.6	Principal Assistant Principal Dean of Student Services Teachers	Evidence of best practices in all grades/subjects.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue







**Goal 1:** Ore City Elementary School will provide academic excellence whereby all students achieve their maximum educational potential and become confident and independent learners measured by mastery of the Texas Essential Knowledge and Skills (TEKS), the State of Texas Assessment of Academic Readiness (STAAR), and other formal and informal assessments.

**Performance Objective 2:** To identify students with learning difficulties and provide assistance through the use of targeted instruction and/or special programs.

**Evaluation Data Source(s) 2:** RtI process  
 K-1 dyslexia screener  
 Istation reports

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7 1) Disaggregate and analyze six week assessments, benchmarks, and other data to identify specific target areas for grade levels and individual students.	2.4, 2.5, 2.6	Principal Assistant Principal Dean of Student Services Teachers					
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7 2) Utilize RtI process (DMAC Management System) to create an individualize plans for At-Risk students. Meet regularly to review, discuss student progress and plan intervention activities.	2.4, 2.5, 2.6	Principal Teachers REBEL Impact Specialists					
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7 3) Utilize the reading and math REBEL Impact programs/resources to support 1st-5th grade students (TIER II and III Students)	2.4, 2.5, 2.6	Principal Assistant Principal Reading/Math Intervention: REBEL Impact Teachers Dean of Student Services					

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7</p> <p>4) Provide differentiated instruction in order to meet the unique needs of students through the following special programs and opportunities: Special Education Reading/Math Interventions: REBEL Impact GT ESL Dyslexia Academic UIL Grades 2-5</p>	2.4, 2.5, 2.6	Principal Teachers of Special Programs Classroom Teachers REBEL Impact Teachers					
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 1:** Ore City Elementary School will provide academic excellence whereby all students achieve their maximum educational potential and become confident and independent learners measured by mastery of the Texas Essential Knowledge and Skills (TEKS), the State of Texas Assessment of Academic Readiness (STAAR), and other formal and informal assessments.

**Performance Objective 3:** Monitor and maintain written, taught, and assessed curriculum at all grade levels in all subject areas.

**Evaluation Data Source(s) 3:** Walk-through observations  
 Planning meeting notes  
 STAAR

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2  1) PK-5 teachers will participate in weekly grade-level planning meetings with leadership team and interventionists to unpack standards and plan engaging lessons for students	2.4, 2.5, 2.6	Principal Assistant Principal Dean of Student Services Teachers	Alignment of lessons and objectives.				







**Goal 2: Ore City Elementary School will promote a positive and safe environment to enhance intellectual growth, personal development, and high standards of citizenship among students, staff, community, and visitors.**

**Performance Objective 1:** To provide opportunities for student emotional and social growth through campus activities.

**Evaluation Data Source(s) 1:** Food drive

- Coat drive
- Sock drive
- Field trips

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Plan and implement school and community service projects emphasizing positive character traits...ex, food drives, clothes drives.</p>	2.5	Principal Counselor Teacher Sponsors					
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>2) Continue campus-wide character education programs to increase student success and self-esteem.</p>	2.5	Principal Counselor Teachers					
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 2:** Ore City Elementary School will promote a positive and safe environment to enhance intellectual growth, personal development, and high standards of citizenship among students, staff, community, and visitors.

**Performance Objective 2:** To foster the development of relationships in a positive and supportive environment while promoting school spirit.

**Evaluation Data Source(s) 2:** Rockstar Rebels  
Spirit shirt Fridays

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6  1) Create a positive environment by recognizing students' achievements in grade level awards celebrations: attendance, honor roll, citizenship(REBEL PRIDE)	2.4, 2.5, 2.6	Principal Teachers Technology Specialists					
<b>Critical Success Factors</b> CSF 6  2) Promote school pride, unity and spirit by wearing school shirts, participating in school spirit events and activities.	2.5	Principal Teachers					









**Goal 2:** Ore City Elementary School will promote a positive and safe environment to enhance intellectual growth, personal development, and high standards of citizenship among students, staff, community, and visitors.

**Performance Objective 3:** Hire and utilize campus/district SRO.

**Evaluation Data Source(s) 3:** Presence of officer on campus.

**Summative Evaluation 3:**







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Implement the approach to classroom and student cooperation utilizing positive discipline techniques. Utilize CHAMPS.</p>	2.5	Principals Teachers Aides					
<p><b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>2) Organize drills to prepare for emergency situations: Lock Down Fire Drill Shelter in Place Severe Weather</p>	2.5	Principal Teachers Aides Office Staff					
<p><b>Critical Success Factors</b> CSF 3 CSF 6 CSF 7</p> <p>3) Complete CPI training and/or updates for Crisis Team. Plan to include general education teachers during 2017-2018.</p>	2.5	Principal Crisis Team Special Education Staff General Ed Teachers					
<p><b>Critical Success Factors</b> CSF 6</p> <p>4) Continue the use of the Raptor System for visitor identification program.</p>	2.5	Principal Office Staff					
<p><b>Critical Success Factors</b> CSF 6</p> <p>5) Provide picture identification badges signifying employment with OCISD.</p>	2.5	Principal					
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 2:** Ore City Elementary School will promote a positive and safe environment to enhance intellectual growth, personal development, and high standards of citizenship among students, staff, community, and visitors.

**Performance Objective 4:** To participate and become familiar with College and career readiness.

**Evaluation Data Source(s) 4:** College shirt day.  
Career day.

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Provide College and Career Day activities promoting college and career opportunities. Implement "College Awareness" by wearing college shirts.</p>	2.5	Principals Teachers					
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 2:** Ore City Elementary School will promote a positive and safe environment to enhance intellectual growth, personal development, and high standards of citizenship among students, staff, community, and visitors.

**Performance Objective 5:** To increase student daily average attendance to 97% or above.

**Evaluation Data Source(s) 5:** Skyward attendance reports.

**Summative Evaluation 5:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 1) Implement: student/parent/principal conferencing for students with attendance issues.		Principals Teachers					
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 2) Develop and implement attendance incentive activities in each classroom, grade level and campus wide.	2.5	Principal Teachers Office Staff					

**Goal 3: Ore City Elementary School teachers, staff, and students will utilize technology in a variety of ways to enhance learning, communication, and management.**

**Performance Objective 1:** To utilize technology to improve communication.

**Evaluation Data Source(s) 1:** Groupme

Campus Facebook page







Remind101

Seesaw

Google Classroom

Class Dojo

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Begin sending Campus Newsletters - staff and parents OCE Staff Webpages Publish monthly calendar of events on website Publish lunch menu on website Skyward Parent Portal Remind/Facebook</p>		Principal Assistant Principal Dean of Student Services Teachers					
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Continue and increase the use of the elementary school website.</p>		Principal Computer Aide	Increased parent involvement.				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) Continue the "OCE Network" by sending e-mail/Remind to teachers for recognition, information for the upcoming week, calendar, and inspirational messages.</p>	2.5	Principal Teachers Office Staff					
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 3:** Ore City Elementary School teachers, staff, and students will utilize technology in a variety of ways to enhance learning, communication, and management.

**Performance Objective 2:** To utilize technology to enhance instruction and provide an engaging learning experience.

**Evaluation Data Source(s) 2:** Chromebooks

Ipad minis

Istation

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>1) Increase the use of technology in conjunction with TEKS-RS units, IStation: PK-5</p>	2.5	Principal Assistant Principal Dean of Student Services Teachers					
<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>2) Provide training and support for teachers: OCE Staff Webpages Skyward TEKS RS Curriculum DMAC (TEKScore, State Assessment, RtI, TAG) Technology Intergration: Google/Email/Apps Istation: PK-5th</p>	2.5	Principal Assistant Principal Dean of Student Services Teachers					

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 4: Ore City Elementary School will promote a partnership between school, home and community.**







**Performance Objective 1:** To enhance school and parent communication and cooperation.

**Evaluation Data Source(s) 1:** Positive Parent Contact Log

- Meeting sign-in sheets
- Meet-the-teacher night

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) Grade Level Activities:                      Meet the Teacher                      Veteran's Day Program                      Thanksgiving Program                      Christmas Music Program                      Grade Level Programs                      Fun Day                      Graduation                      Awards Assemblies                      Science Fair                      College/Career                      5th Grade Honor                      Family Nights                      Academic UIL                      Holiday Shop                      Other activities as planned by Activities Committee</p>	2.5	Principal Assistant Principal Dean of Student Services Teachers UIL Directors and Coaches	Increased parent/community involvement				

<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Distribute information throughout the year: Campus Website Phone Calls, notes home E-Mails Newsletters Calendar of Events Breakfast/Lunch Menus Important news/special events/announcements through Skyward Remind/Facebook</p>	2.5	Principal Office Staff Teachers					
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) Provide clear communication by sending weekly take-home folders with student graded work, activities, and correspondence to parents.</p>	2.5	Principal Teachers Office Staff					
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>4) Contact all students within the first six weeks of school.</p>	2.5	Principal Teachers	Increased parent involvement.				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 4:** Ore City Elementary School will promote a partnership between school, home and community.

**Performance Objective 2:** To share the responsibility for our success through parent and community partnerships.

**Evaluation Data Source(s) 2:** WatchDOG group development  
Parent involvement group for campus activities

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 5 CSF 6  1) Communicate grade level expectations to all families at the beginning of the school year for curriculum mastery, procedures, and student responsibilities.	2.5	Principal Teachers	Lower retention rates.				









**Goal 5: Ore City Elementary School will work to retain state certified administrators, faculty, and staff members who reflect the values of the community, serve as positive role models, exhibit excellence and commitment to maintaining high expectations for student performance.**

**Performance Objective 1:** To provide state certified personnel, training, and instruction for the purpose of improving student achievement.

**Evaluation Data Source(s) 1:** T-TESS appraisals  
Professional Development - Region 7

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5 CSF 7</p> <p>1) Interview and hire qualified teachers and paraprofessionals using the following district activities to obtain quality applications. Post job opportunities on school website, ESC 7 and other websites. Region 7 job fair</p>	2.5	Principal Assistant Principal Central Office Staff	Retain qualified staff for multiple years.				
<p><b>Critical Success Factors</b> CSF 7</p> <p>2) Ensure that first year teachers new to the profession and/or district are assigned a mentor teacher.</p>	2.5	Principal					
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							