

**Seguin Independent School District**  
**Koennecke Elementary School**  
**2017-2018 Campus Improvement Plan**



# Mission Statement

To provide every child an excellent education in a supportive environment so they achieve their highest potential and become leaders and contributors in the global community through rigorous and relevant learning in partnership with committed staff, parents and community.

## Vision

Our vision is a culture of excellence within our schools and community.

## Value Statement

We Believe Seguin ISD is at it's best when:

- 1) All Students are Successful
- 2) All Students are prepared for life after graduation.
- 3) All Schools provide a caring and safe environment
- 4) All staff feel valued
- 5) The entire community takes pride in our accomplishments.

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# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Documentation

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

# Goals

**Goal 1: STUDENT ACHIEVEMENT: Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating, and integrates technology to foster student success in college and/or careers.**


**Performance Objective 1: TEACHING AND LEARNING** - By focusing on curriculum alignment, instructional practices, and support for special programs and sub-populations, Seguin ISD will show an increase in the Student Achievement and the Closing the Gap domains.

**Evaluation Data Source(s) 1:** Curriculum Management Plan, Professional Development Plan, Lesson Plans, Local Assessments, Program Enrollment, Previous Year Index Data Tables, Special Program Evaluations, Literacy Reading Levels, Universal Screener data

## Summative Evaluation 1:

| Strategy Description  | Title I | Monitor             | Strategy's Expected Result/Impact                   | Reviews   |     |     |           |
|---|---------|---------------------|---|-----------|-----|-----|-----------|
|   |         |                     |   | Formative |     |     | Summative |
|   |         |                     |   | Nov       | Jan | Mar | June      |
| <p><b>Critical Success Factors</b><br/>CSF 1</p> <p>1) Academic Night for parents of K-5 students will be held once a year to highlight and reinforce TEKS learned throughout the year.</p>           |         | Instructional Coach | Increased student performance on STAAR assessments. |           |     |     |           |
| <p><b>Critical Success Factors</b><br/>CSF 1</p> <p>2) Reading Interventionist will be provided to work with Tier 3 students and Dyslexia identified students, on literacy skills and objectives.</p> |         | Administration      | Increased student achievement K-5.                  |           |     |     |           |
| <p><b>Critical Success Factors</b><br/>CSF 1</p> <p>3) Students will demonstrate knowledge of a variety of content through the use of approved software.</p>  |         | Administration      | Increased student achievement                       |           |     |     |           |
| <p><b>Critical Success Factors</b><br/>CSF 1</p> <p>4) Faculty will utilize the wireless network using personal devices, IPADS, Labtops to support learning &amp; productivity in the classroom.</p>  |         | Administration      |   |           |     |     |           |

|   |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| 5) Fifth grade students will be assessed using Tech Literacy Assessments to provide technology competency.  |  | Administration,<br>Library Media<br>Specialist   |  |  |  |  |  |
| 6) Provide all students with reading logs for nightly reading practice with parents for homework  |  | Administration   |  |  |  |  |  |
| <b>Critical Success Factors</b><br>CSF 2  |  | Administration,<br>Instructional Coach   | Increased student performance on state and local assessments   |  |  |  |  |
| 7) Continual data analysis of state & local assessments to determine appropriate intervention strategies.   |  |  |  |  |  |  |  |
| 8) Provide afterschool tutorials for struggling students.   |  | Administration,<br>Trailblazers  | Increased student performance on state and local assessments.  |  |  |  |  |
| 9) Provide Reading Support through the use of Reading Interventionist for dyslexia identified students and Tier 3 Academic Need Students.             |  | Administration,<br>Instructional Coach,<br>Reading<br>Interventionist,<br>Trailblazers | Decrease percentage of Tier 3 Academic Need Students and "Not Met Standard" percentage on STAAR.         |  |  |  |  |
| <b>Critical Success Factors</b><br>CSF 1  |  | Administration,<br>Instructional Coach,<br>Reading<br>Interventionist,<br>Trailblazers | Decrease percentage of Tier 3 Academic Need Students and "Not Met Standard" percentage on STAAR.         |  |  |  |  |
| 10) Reading Teachers for Gr. 3-5 will utilize intervention materials from Comprehension Toolkit to supplement classroom instruction.                  |  |  |  |  |  |  |  |
| 11) Reading Teachers Gr. 3-5 will utilize Countdown to STAAR supplemental materials to prepare students for state assessments in Spanish and English. |  | Administration,<br>Instructional Coach,<br>Reading<br>Interventionist,<br>Trailblazers | Increased student performance on state and local assessments.  |  |  |  |  |
| Funding Sources: 211 Title I A - 0.00   |  |  |  |  |  |  |  |
| 12) Provide TEKS aligned Science supplemental curriculum to enhance existing curriculum.  |  | Administration   | Increase Science overall performance and Master's Level Performance                                      |  |  |  |  |
| Funding Sources: 211 Title I A - 301.99   |  |  |  |  |  |  |  |
| 13) K-2 will use phonic spelling cards to increase reading abilities and provide equitable reading instruction in all K-2 classes.                    |  | Administration,<br>Instructional Coach   | Increase in students reading on grade level K-2.   |  |  |  |  |
| Funding Sources: 211 Title I A - 0.00   |  |  |  |  |  |  |  |
| 14) Provide K-5 Math Guided Math Instructional Bundles.   |  | Administration,<br>Instructional Coach,<br>Trailblazers                                | Increase in math student achievement on EOY assessments, teacher made assessments and state assessments. |  |  |  |  |
| Funding Sources: 211 Title I A - 1030.00  |  |  |  |  |  |  |  |
| 15) Provide K-2 two sided math counters   |  | Administration,<br>Instructional Coach,<br>Trailblazers                                | Increase in math student achievement on EOY assessments, teacher made assessments and state assessments. |  |  |  |  |
| Funding Sources: 211 Title I A - 70.96  |  |  |  |  |  |  |  |

|  |   |   |  |  |  |  |
|--|---|---|--|--|--|--|
| 16) Provide 3-5 teachers Social Studies supplements to use in their guided reading blocks.                 | Administration,<br>Instructional Coach,<br>Trailblazers | Increase in students reading on grade level 3-5.                                |  |  |  |  |
|  | Funding Sources: 211 Title I A - 819.00                 |   |  |  |  |  |
| 17) Provide teachers updated Field Guides from Lead4ward to better inform lesson planning and instruction. | Administration,<br>Instructional Coach,<br>Trailblazers | Increase in student achievement on local and state assessments.                 |  |  |  |  |
|  | Funding Sources: 211 Title I A - 450.00                 |   |  |  |  |  |
| 18) Provide Spanish supplements for K-1 Bilingual teachers.  | Administration,<br>Instructional Coach                  | Increase transition rate for bilingual students.                                |  |  |  |  |
|  | Funding Sources: 211 Title I A - 172.94                 |   |  |  |  |  |
| 19) Provide writing supplements for 3-5 ELA teachers.  | Administration,<br>Instructional Coach                  | Increase student performance on 4th grade writing state assessment              |  |  |  |  |
|  | Funding Sources: 211 Title I A - 306.25                 |   |  |  |  |  |
| 20) Provide Guided Math supplemental materials for 1-5 Math Teachers.                                      | Administration,<br>Instructional Coach                  | Increase student performance on 3-5 Math state assessments.                     |  |  |  |  |
|  | Funding Sources: 211 Title I A - 2068.62                |   |  |  |  |  |
| 21) Provide below level curriculum for identified special education students.                              | Administration,<br>Instructional Coach                  | Increase student performance for special education subpop on state assessments. |  |  |  |  |
|  | Funding Sources: 211 Title I A - 197.40                 |   |  |  |  |  |
| 22) Provide professional development for K-2 teachers with a book study on Number Talks.                   | Administration,<br>Instructional Coach,<br>Trailblazers | Increase student performance on K-5 Math on local and state assessments.        |  |  |  |  |
|  | Funding Sources: 211 Title I A - 60.46                  |   |  |  |  |  |
| <b>Critical Success Factors</b><br>CSF 2   | Administration  | Increase percentage of students K-3 reading on grade level by 25%.              |  |  |  |  |
|  | Funding Sources: 211 Title I A - 2209.80                |   |  |  |  |  |
| 23) Provide Reading Interventionist supplemental reading materials for LLI kits Gr. K-3.                   | Administration  | Increase percentage of Level III students on STAAR assessment to 30%.           |  |  |  |  |
|  | Funding Sources: 211 Title I A - 117.25                 |   |  |  |  |  |
|                        |   |   |  |  |  |  |



**Goal 1: STUDENT ACHIEVEMENT:** Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating, and integrates technology to foster student success in college and/or careers.

**Performance Objective 2: POST-SECONDARY READINESS** - At the high school level, Seguin ISD will increase the opportunities for students to excel in indicators that reflect post-secondary readiness in the Student Achievement domain. At the middle and elementary schools, Seguin ISD will increase support for instruction at the Masters Grade Level.

**Evaluation Data Source(s) 2:** Cohort data, CTE program data, Early College High School program data, TSIA performance data, local and state assessment data, failure reports

**Summative Evaluation 2:**


| Strategy Description  | Title I | Monitor   | Strategy's Expected Result/Impact       | Reviews   |     |     |           |
|---|---------|-----------|---|-----------|-----|-----|-----------|
|   |         |           |   | Formative |     |     | Summative |
|   |         |           |   | Nov       | Jan | Mar | June      |
| <b>Critical Success Factors</b><br>CSF 1<br><br>1) Counselor will highlight a different university each month to promote college readiness. |         | Counselor | Increase Level III Masters performance. |           |     |     |           |
|   |         |           |   |           |     |     |           |

**Goal 1: STUDENT ACHIEVEMENT:** Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating, and integrates technology to foster student success in college and/or careers.

**Performance Objective 3: WHOLE CHILD SOCIAL-EMOTIONAL LEARNING** - Seguin ISD will maintain and expand upon learning opportunities that support and reinforce the health and well-being of all students by addressing lifetime fitness, school attendance, and extra-curricular activities and the emotional support of all student populations.

**Evaluation Data Source(s) 3:** Student attendance, participation in extra curricular events, participation in parent events

**Summative Evaluation 3:**

| Strategy Description   | Title I | Monitor   | Strategy's Expected Result/Impact                           | Reviews   |     |     |           |
|--|---------|---|---|-----------|-----|-----|-----------|
|  |         |   |   | Formative |     |     | Summative |
|  |         |   |   | Nov       | Jan | Mar | June      |
| <p><b>Critical Success Factors</b><br/>CSF 1</p> <p>1) Campus will provide a comprehensive student support system that addresses the academic and behavioral needs of all students through a response to intervention.</p> |         | Administration  |   |           |     |     |           |
| 2) Koennecke Elementary will offer music classes as an elective  |         | Administration  |   |           |     |     |           |
| 3) 3-5 grade students will be given the opportunity to participate in the Koennecke Ballet Folklorico  |         | Administration  |   |           |     |     |           |
| 4) Koennecke students will be given the opportunity to receive violin lessons from a TLU representative.   |         | Administration  |   |           |     |     |           |
| 5) Koennecke students will be given opportunity to participate in Choir.   |         | Administration  |   |           |     |     |           |
| 6) 5th grade students will attend HEB Camp in Leakey, Texas and apply their understanding of Science TEKS and Physical Education TEKS to expand their learning from the classroom to real life situations and experiences. |         | Administration, 5th grade Science teacher, PE teacher |   |           |     |     |           |
| 7) Physical education teacher will perform fitness grams on K-5 students to rate students on their fitness levels throughout the year.   |         | Administration, PE teacher                            |   |           |     |     |           |
| 8) Students that are identified "Gifted and Talented" will be serviced by a GT certified teacher 2-3 times a week.   |         | Administration  | Increase "Master's Level" Performance on state assessments. |           |     |     |           |
|    |         |   |   |           |     |     |           |

**Goal 2: A SAFE & NURTURING ENVIRONMENT: Create a safe, nurturing, positive, and secure learning environment for students and staff.**

**Performance Objective 1: SAFETY** - the District will ensure that all campuses and departments employ measures to maintain the safety and security of all students and staff members.

**Evaluation Data Source(s) 1:** District and Campus Emergency Operations Plans, Safety Audit, Raptor Reports, District Safety Meetings

**Summative Evaluation 1:**

**Goal 2: A SAFE & NURTURING ENVIRONMENT:** Create a safe, nurturing, positive, and secure learning environment for students and staff.

**Performance Objective 2: NURTURING AND POSITIVE CLIMATE:** All campuses will promote and enhance a positive school climate and culture where students and staff embrace responsibility, a respect for diversity, and a respect for the learning environment.

**Evaluation Data Source(s) 2:** PEIMS student discipline reports, Campus PBIS team documentation, staff attendance reports, climate surveys

**Summative Evaluation 2:**

**Goal 2: A SAFE & NURTURING ENVIRONMENT:** Create a safe, nurturing, positive, and secure learning environment for students and staff.

**Performance Objective 3: SECURITY:** Continue to implement and utilize up-to-date security measures - cameras, visitor identification system (Raptor), controlled access, and safety protocols - at all campuses.

**Evaluation Data Source(s) 3:** Raptor Report, Safety Reports

**Summative Evaluation 3:**

**Goal 2: A SAFE & NURTURING ENVIRONMENT:** Create a safe, nurturing, positive, and secure learning environment for students and staff.

**Performance Objective 4: DRUG FREE SCHOOLS:** The district will decrease the incidents of student discipline regarding drug, alcohol, and tobacco by 10% for the 2016-17 school year from 101 to 91.

**Evaluation Data Source(s) 4:** Public Education Information Discipline reports

**Summative Evaluation 4:**

**Goal 2: A SAFE & NURTURING ENVIRONMENT:** Create a safe, nurturing, positive, and secure learning environment for students and staff.

**Performance Objective 5: POSITIVE BEHAVIOR INTERVENTION SUPPORT:** The district will continue to implement a system of Positive Behavior Intervention and Support at all campuses in order to promote character education, foster respect, and develop appropriate decision-making for all students. Decrease in-school suspensions by 5% from 1287 to 1222. Decrease the number of out of school suspensions by 5% from 896 to 851. Decrease the number of Discipline Alternative Education Placements by 5% from 325 to 309.

**Evaluation Data Source(s) 5:** PEIMS Discipline Reports, PBMAS report

**Summative Evaluation 5:**

**Goal 2: A SAFE & NURTURING ENVIRONMENT:** Create a safe, nurturing, positive, and secure learning environment for students and staff.

**Performance Objective 6: BULLY PREVENTION:** In order to create a climate where students feel safe and secure from harassment and intimidation, the district will implement at all campuses a Bully Prevention program and system for reporting. Decrease the incidents of bullying by 10% from 37 to 33.

**Evaluation Data Source(s) 6:** Bully Report, PEIMS Discipline report

**Summative Evaluation 6:**

**Goal 2: A SAFE & NURTURING ENVIRONMENT:** Create a safe, nurturing, positive, and secure learning environment for students and staff.

**Performance Objective 7: EMERGENCY OPERATING PLAN:** All district departments and campus employees, and where applicable, students, will be trained on the emergency operations plan components.

**Evaluation Data Source(s) 7:** Campus EOP Committee meeting schedule, agendas and minutes, EOP readiness drills report


**Summative Evaluation 7:**

**Goal 3: PARENT, FAMILY & COMMUNITY ENGAGEMENT: Promote the Seguin ISD Vision, Mission, and Goals while building strong family and community partnerships for our district and schools.**

**Performance Objective 1: PARENT INVOLVEMENT:** Offer programs and activities to involve parents and family members and seek meaningful consultation with parents.

**Evaluation Data Source(s) 1:** Parent Volunteer Records, parent activities sign-in sheets.

**Summative Evaluation 1:**

| Strategy Description  | Title I | Monitor        | Strategy's Expected Result/Impact | Reviews   |     |     |           |
|---|---------|----------------|-----------------------------------|-----------|-----|-----|-----------|
|   |         |                |                                   | Formative |     |     | Summative |
|   |         |                |                                   | Nov       | Jan | Mar | June      |
| 1) Administration and Parent Designee will attend Annual Parent Involvement Conference    |         | Administration | Increased Parent Involvement.     |           |     |     |           |
| 2) Provide Parent Involvement Activities such as Academic Night and Family Culture Night. |         | Administration | Increased Parent Involvement      |           |     |     |           |
|         |         |                |                                   |           |     |     |           |

**Goal 3: PARENT, FAMILY & COMMUNITY ENGAGEMENT:** Promote the Seguin ISD Vision, Mission, and Goals while building strong family and community partnerships for our district and schools.

**Performance Objective 2: PUBLIC RELATIONS & COMMUNICATIONS:** Promote Seguin ISD while embracing diversity and celebrating successes of students, staff and District through distribution of newsworthy items and delivery of key messages. Communicate District information to the community through consistent and timely messages to include SISD website, social media, printed materials, media releases, and meetings with editors/reporters, and stakeholders.

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

**Summative Evaluation 2:**

**Goal 3: PARENT, FAMILY & COMMUNITY ENGAGEMENT:** Promote the Seguin ISD Vision, Mission, and Goals while building strong family and community partnerships for our district and schools.

**Performance Objective 3: PARTNERSHIPS:** Foster business and community partnerships through active participation in community-based opportunities and events.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY: Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.**

**Performance Objective 1: EFFECTIVENESS -** Develop analytical tools to measure the allocation of financial resources among all of the operational activities of the District, including staff, facilities, equipment, and technology

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

**Summative Evaluation 1:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY:** Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.

**Performance Objective 2: EFFICIENCY -** Develop strategic solutions to optimize the allocation of financial resources on District operations to establish and maintain a strong financial position.

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

**Summative Evaluation 2:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY:** Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.

**Performance Objective 3: FUND BALANCE:** Maintain the following balance target - General Fund unassigned fund balance of 20% of yearly operations, Debt Service Fund reserved fund balance of 25% of the annual debt service requirements.

**Evaluation Data Source(s) 3:** Annual Audit Report, Monthly Financial Reports, Budget Amendments

**Summative Evaluation 3:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY:** Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.

**Performance Objective 4: FIRST:** Maintain a Pass rating on Schools Financial Integrity Rating Systems of Texas (FIRST)

**Evaluation Data Source(s) 4:** TEA Annual FIRST Report

**Summative Evaluation 4:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY:** Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.

**Performance Objective 5: STEWARDSHIP:** Exhibit responsible stewardship of District funds by using innovative ways to meet the current and emerging needs of all students to include: Pursuing alternative funding sources such as competitive grants, efficient use of available resources, exploring cooperative opportunities, and providing optimal staffing, facilities, and technology to meet the needs of all students.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY:** Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.

**Performance Objective 6: BOND RATING:** Maintain strong financial position and practices to maintain top bond ratings which assure the best market interest rates when selling or reissuing School Building Bonds or obtaining other financing.

**Evaluation Data Source(s) 6:** Bond ratings issued prior to sale of bonds that maintain underlying credit rating of Aa3 from Moodys Investor Services and AA- from Standard and Poors or comparable rating from any other rating agency.

**Summative Evaluation 6:**

**Goal 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY:** Ensure that the District makes fiscally sound decisions that support student achievement and maintain a strong financial position.

**Performance Objective 7: OVERSIGHT:** Maintain proper oversight of bond proceeds, including proper authorization for disbursements, proper record keeping of bond payments, and safe and secure investment of proceeds.

**Evaluation Data Source(s) 7:** Annual receipt of clean audit opinion with no weaknesses noted regarding internal controls and annual investment report that shows no loss of principal on investment of bond proceeds.

**Summative Evaluation 7:**

**Goal 5: HUMAN RESOURCES: Build a highly effective workforce through strategic recruitment, professional development, mentoring and organizational support to retain effective teachers, principals and other instructional staff.**







**Performance Objective 1: EQUITABLE STAFFING:** To ensure 100% of the campuses are equitably staffed with effective teachers and administrators.

**Evaluation Data Source(s) 1:** Equity Data Survey (ESSA report), TAPR, Campus benchmark assessments

**Summative Evaluation 1:**

| Strategy Description  | Title I | Monitor                                | Strategy's Expected Result/Impact     | Reviews   |     |     |           |
|---|---------|--|---------------------------------------|-----------|-----|-----|-----------|
|   |         |  |                                       | Formative |     |     | Summative |
|   |         |  |                                       | Nov       | Jan | Mar | June      |
| 1) Teachers will utilize Instructional Coach to support instruction and build teacher capacity.   | 4       | Administration                         | Walkthrough Feedback, Assessment Data |           |     |     |           |
| <p><b>Critical Success Factors</b><br/>CSF 1</p> <p>2) Increase teacher's ability to plan and deliver rigorous and relevant instruction for all students through the use of curriculum documents, locally developed formative assessments and teacher monitoring.</p> |         | Administration and Instructional Coach | Increased student achievement         |           |     |     |           |



|   |  |                |  |  |  |  |  |
|---|--|----------------|--|--|--|--|--|
| <p align="center"><b>Critical Success Factors</b><br/>CSF 7</p> <p>3) Provide Guided Math Professional Development for teachers</p>   |  | Administration | Align Math instruction K-5 and increase STAAR performance/TEMI EOY performance |  |  |  |  |
| <p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p> |  |                |  |  |  |  |  |


**Goal 5: HUMAN RESOURCES:** Build a highly effective workforce through strategic recruitment, professional development, mentoring and organizational support to retain effective teachers, principals and other instructional staff.

**Performance Objective 2: RECRUIT,SUPPORT, RETAIN EFFECTIVE TEACHERS & ADMINISTRATORS:** The District will recruit, support and retain a diverse population of highly qualified, effective teachers, administrators, and support staff. The district will maintain a teacher turnover rate of less than 15%. Implement and evaluate on-going differentiated staff development to ensure teacher needs are being met, and provide a mentoring program for new teachers and administrators. In addition, the district will educate Seguin graduates interested in pursuing careers in the field of education regarding specific high demand certifications and career opportunities in the Seguin I.S.D.

**Evaluation Data Source(s) 2:** District Professional Development Plan Report, District Professional Learning Plan, Campus PLC evaluation, District/Campus Retention Report, Teacher Mentor Evaluation, TAPR

**Summative Evaluation 2:**

| Strategy Description   | Title I | Monitor        | Strategy's Expected Result/Impact | Reviews   |     |     |           |
|--|---------|----------------|-----------------------------------|-----------|-----|-----|-----------|
|  |         |                |                                   | Formative |     |     | Summative |
|  |         |                |                                   | Nov       | Jan | Mar | June      |
| 1) Teachers will be required to attend content trainings required by the district (minimum of 36 continuing Professional Development). Professional Development will be monitored by administrative staff. | 4       | Administration | Eduphoria                         |           |     |     |           |
| <p><b>Critical Success Factors</b><br/>CSF 2</p> 2) Library Media Specialist will initiate mini lessons for teacher training on select staff meetings (internet, TEAMS, STAR and AR reports)               |         | Administration |                                   |           |     |     |           |



✔ = Accomplished  
 ➔ = Continue/Modify  
 ● = Considerable  
 ● = Some Progress  
 ● = No Progress  
 ✘ = Discontinue

**Goal 5: HUMAN RESOURCES:** Build a highly effective workforce through strategic recruitment, professional development, mentoring and organizational support to retain effective teachers, principals and other instructional staff.

**Performance Objective 3: APPRAISAL:** Evaluate teacher effectiveness in the classroom utilizing formative and summative data, including but not limited to, T-TESS/ATR, evaluations, walk-through information, student feedback, and value-added data. Staff development and support plans will be developed based on teacher performance as needed. Campus principals will conduct a minimum of 10 documented walk-throughs per week.

**Evaluation Data Source(s) 3:** Evaluations, Walk-through reports, Student assessments, TAPR

**Summative Evaluation 3:**