San Antonio Independent School District

Hillcrest Elementary

2022-2023 Goals/Performance Objectives/Strategies

Mission Statement

Our mission is to provide a quality education where students feel safe, challenged, and motivated to succeed.

Vision

At Hillcrest we provide a quality education where students become actively engaged learners, productive members of society and well-rounded, problem solving individuals. We will achieve this through explicitly teaching, effective modeling, providing ample opportunities and acknowledging their individual talents and achievements.

Value Statement

CORE VALUES

- Student-Centered
- High Expectations
- Commitment
- Passion
- Integrity
- Respect
- Teamwork

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Goals

Goal 1: INCREASE STUDENTS ATTENDING HIGH-QUALITY SCHOOLS

1a: Increase the District overall grade under State Accountability and the percent of campuses rated Accomplished or Higher on the SAISD School Performance Framework (SPF)

Performance Objective 1: By the end of the 2022-2023 school year, increase the percentage of parents represented at district and campus activities by 20%.

    Evaluation Data Sources: Evaluations from parent involvement activities, parent surveys, Parent Involvement EOY report

Strategy 1 Details		Reviews			
Strategy 1: The FACE Specialist will be provide assistance to parents to understand the State's academic standards, the State and lock assessment standards and how to work with educators to improve their child's achievement. FACE Specials will provide materials and training to help parents work with their child, such as literacy and technoloy training.		**Formative**			**Summative**
		Oct	Jan	Apr	June
KPI/Metric/Measure: Dates and activities placed on calendar at beginning of year. CLT each quarter to review evaluation feedback from activities conducted and to discuss quarterly report. Campus Surveys District Surveys **Staff Responsible for Monitoring:** FACE Specialist Administrator **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** Parent & Family Engagement Supplies - 211 - ESEA Title I, Part A - Regular - $1,237, Parent & Family Engagement Refreshments - 211 - ESEA Title I, Part A - Regular - $1,237		20%			
0% No Progress	100% Accomplished	Continue/Modify		Discontinue	

Goal 1: INCREASE STUDENTS ATTENDING HIGH-QUALITY SCHOOLS

1a: Increase the District overall grade under State Accountability and the percent of campuses rated Accomplished or Higher on the SAISD School Performance Framework (SPF)

Performance Objective 2: By the end of the year, implementation of a campus wide systems for monitoring student attendance will increase attendance by 10%

    Evaluation Data Sources: Daily Attendance
Weekly Attendance Percentages
Monthly Attendance Percentages

Strategy 1 Details		Reviews			
Strategy 1: Incentives will be provided for students to encourage good attendance throughout the school year. Additionally, when a student is not in school, the parent will be contacted to encourage attendance. For students, missing an excessive number of days, a parent/administrator conference will be scheduled.		**Formative**			**Summative**
		Oct	Jan	Apr	June
KPI/Metric/Measure: Teacher training on attendance procedures at the beginning of year Campus Attendance Committee to review attendance monthly Home Visit Logs **Staff Responsible for Monitoring:** Data Clerk Administrators Teachers Campus Attendance Committee **ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Demographics 1		30%			
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue		

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Percentage of Attendance rates for 2021-22 decreased from 90% to 87%. **Root Cause**: Inconsistent implementation of best practices for teaching, learning, and engagement in different learning environments.

Goal 1: INCREASE STUDENTS ATTENDING HIGH-QUALITY SCHOOLS

1a: Increase the District overall grade under State Accountability and the percent of campuses rated Accomplished or Higher on the SAISD School Performance Framework (SPF)

Performance Objective 3: By the end of the year, 100% of students and staff can recite and paraphrase the meaning of our Vision , Mission, Values and Goals.

Evaluation Data Sources: Meetings, Professional Development, Agendas

Strategy 1 Details	Reviews			
Strategy 1: Hillcrest BOY and EOY surveys assess and measure progress on student, staff and parents' experiences.	**Formative**			**Summative**
KPI/Metric/Measure: Campus BOY and EOY Survey	Oct	Jan	Apr	June
Staff Responsible for Monitoring: Administration Teachers **ESF Levers:** Lever 3: Positive School Culture	35%			
	0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

Goal 1: INCREASE STUDENTS ATTENDING HIGH-QUALITY SCHOOLS

1a: Increase the District overall grade under State Accountability and the percent of campuses rated Accomplished or Higher on the SAISD School Performance Framework (SPF)

Performance Objective 4: By the end of the year, implementation a system of PBIS to promote character education, foster respect and kindness and develop appropriate decision making for all students and staff will decrease the overall student behaviors.

Evaluation Data Sources: Frontline Behavior Incident Reports

Strategy 1 Details	Reviews			
Strategy 1: PBIS committee will meet monthly to review campus discipline reports. Activities will be developed to promote positive and kind learning environment. Teachers will implement CHAMPS strategies in the classroom. Utilize the SEL classroom and sensory hallway where teachers and students can meet their social emotional needs.	**Formative**			**Summative**
	Oct	Jan	Apr	June
KPI/Metric/Measure: PBIS committee will train staff on how to implement strategies. Discipline Incidents Reports in Frontline PBIS will provide surveys to teachers and parents ABC Logs **Staff Responsible for Monitoring:** PBIS Team Teachers Administration **ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Demographics 3 **Funding Sources:** Incentives/SEL Activities and Resource Room - 282 - ESSER - 282-11-64-99-00-136-11-S33 - $5,000	35%			
0% No Progress	100% Accomplished	Continue/Modify	Discontinue	

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 3: Percentage of behavior incidents for 2021-22 increased from 3% to 29%. **Root Cause**: Inconsistent implementation of SEL activities and best practices such cooperative groups.

Goal 2: ENSURE PROFICIENCY

2a: Increase the percent of students kinder ready in Reading & Math (as identified by MAP BOY or subsequent State assessments)

Performance Objective 1: Increase students' grade level readiness by 10% across all student populations and programs as measured by end of year assessments PK-5.

    Evaluation Data Sources: Student data - Circle, MAP, Benchmarks, STAAR

Strategy 1 Details	Reviews			
Strategy 1: ALL In Learning will provide students with informal, formative, and summative assessments in a variety of formats to monitor progress and increase performance across all content areas. It will also provide digital platforms and tools to maximize student performance and engagement across all content areas.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

KPI/Metric/Measure: Exit Tickets, Quick Checks (progress monitoring)
    Staff Responsible for Monitoring: Teachers
    ICs
    Admin
 	
    Funding Sources: ALL In Learning - 282 - ESSER - 282-11-6399-65-136-R29 - $2,950
	75%	✕	✕	

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

Goal 3: ENSURE PROFICIENCY

2b: Increase the percent of Grade 3 students on grade level in Reading & Math STAAR

Performance Objective 1: 100% of teachers will monitor student weekly progress to adjust instruction for the following week

    Evaluation Data Sources: Student Tracker, PLN Agenda and Minutes, Grade Level Minutes

Strategy 1 Details	Reviews			

Strategy 1: Teachers will be aware of their prior student historical data and implement small group intervention for reading and math using researched based activities utilizing Think It Up, Forde-Ferrier, Amplify Reading, Curriculum Associates (iReady) etc.. to assist in closing student's academic gaps.
 	
    KPI/Metric/Measure: Student Tracker, PLN Agenda and Minutes, Grade Level Minutes
 	
    Funding Sources: Curriculum Associates - 282 - ESSER - 282-11-6399-65-136-11-R29 - $10,482.25
	Formative			**Summative**

	Oct	Jan	Apr	June
	50%			
Strategy 2 Details	Reviews			

Strategy 2: 100% of teachers will engage all students in mental and math fluency to encourage students discourse and critique math solution aloud (e.g. Number Talks, Word Problem of the Day, Daily Math Activities (Number Sense), Student Individual Math Manipulatives, Forde-Ferrer - modeling on anchor charts (chart paper) and teacher/student interactive journal (composition books).
    KPI/Metric/Measure: Walkthroughs
Observations
    Staff Responsible for Monitoring: Teachers
Instructional Coaches
Administration
 	
    Title I:
2.5, 2.6
 - TEA Priorities:
Build a foundation of reading and math
 - ESF Levers:
Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction
    Problem Statements: Student Learning 3
    Funding Sources: - 164 - State Compensatory Education (SCE) - $3,270
	Formative			**Summative**

	Oct	Jan	Apr	June
	50%			

Strategy 3 Details	Reviews			
Strategy 3: Staff will provide opportunities for students to engage in reseacher based high impact instructional strategies (ex. Hattie High Impact Strategies) to increase their overall performance.	Formative			Summative
	Oct	Jan	Apr	June
KPI/Metric/Measure: Walkthroughs Observations Coaching Cycles **Staff Responsible for Monitoring:** Admin ICs **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction	40%			

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

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 3: Percentage of students achieving approaches in STAAR Math was 36% with growth at 59%. **Root Cause**: At Hillcrest, we need to improve systems that involve assessments, how we evaluate the results of the assessments, and how we create targeted intervention plans for students with gaps in grade-level readiness.

Goal 4: ENSURE PROFICIENCY

2c: Increase the percent of all students on grade level (all grades/all subjects at the Meets grade level standard)

Performance Objective 1: Teachers will monitor student progress by implementing and intervention plan and following programs with fidelity 100% of the time.

    Evaluation Data Sources: PLN Agenda Minutes
    Action Plans
    Walkthroughs

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use their data to identify students who need help based on their academic progress. Teacher will initiate the MTSS process to target Tier 2 and Tier 3 students. Student will receive small group instruction and/or interventions during the day by teacher and certified retired teacher (CTR).	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

KPI/Metric/Measure: CFAs, MAP, Benchmarks
    Staff Responsible for Monitoring: Classroom Teacher, Admin, MTSS Coordinator
 	
    TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
 - **ESF Levers:**
Lever 5: Effective Instruction
    Problem Statements: Student Learning 1
    Funding Sources: CRT - 282 - ESSER - 282-11-618-01-136-11-R29 - $5,040
	35%			

Strategy 2 Details		Reviews			
Strategy 2: 100% of teachers PK-2nd grade will implement with fidelity the AMPLIFY/SAISD Biliteracy foundational skills curriculum.		**Formative**			**Summative**
		Oct	Jan	Apr	June
KPI/Metric/Measure: mClass MAP Fluency Istation MAP Reading Really Great Reading **Staff Responsible for Monitoring:** Teachers Special Education Teachers Dyslexia Program Specialist Support Staff Administration **TEA Priorities:** Build a foundation of reading and math - **Problem Statements:** Student Learning 1 - School Processes & Programs 2		40%			

Strategy 3 Details		Reviews			
Strategy 3: Implementation of hands-on science experiments, student journals, using Stemscope and Edusmart to support student engagement. After BOY Science data, tutoring for all Meet level students		**Formative**			**Summative**
		Oct	Jan	Apr	June
KPI/Metric/Measure: MOY MAP December/March Simulations STAAR **Staff Responsible for Monitoring:** Teachers Instructional Coaches Administration **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction **Problem Statements:** Student Learning 1		45%			

Strategy 4 Details	Reviews			
Strategy 4: Teachers grades K-5 will administer iStation, STMath and Imagine Math monthly to progress monitor students. Students will engage in interactive math/reading game and manipulatives in their daily lesson to increase student performance.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
KPI/Metric/Measure: iStation Reports STMath Reports **Staff Responsible for Monitoring:** Teachers ELAR IC Math IC **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction **Problem Statements:** Student Learning 1	30%			

Strategy 5 Details	Reviews			
Strategy 5: Really Great Reading, Small Group Intervention led by supporting staff and regular assigned teachers will ensure that they are following the students individualized educational plan.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
KPI/Metric/Measure: Really Great Reading Monthly Assessments **Staff Responsible for Monitoring:** Special Education Teachers Dyslexia Program Specialist Support Staff Teachers Admin **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction **Problem Statements:** Student Learning 1, 3 - School Processes & Programs 1	30%			

Strategy 6 Details		Reviews		
Strategy 6: Teachers will use their data to identify students who need help based on their academic progress. Students will receive small group instruction and/or interventions during tutoring (morning, afterschool or Saturdays).	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
KPI/Metric/Measure: MAP STAAR STAAR Simulation CBA CFA **Staff Responsible for Monitoring:** Teachers ICs **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction **Problem Statements:** Student Learning 1 - School Processes & Programs 1 **Funding Sources:** Teacher Tutoring - 282 - ESSER - 282-11-6118-00-136-11-R29 - $4,329.29	30%			

Strategy 7 Details		Reviews		
Strategy 7: Teachers will participate in 90 minute PLN meetings every week to analyze student data, receive PD, lesson planning, and discuss MTSS.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
KPI/Metric/Measure: 1) Implementation- Dates will be scheduled at the beginning of the school year. (2) Impact- Action plans will be created as a result of the planning. CLT will review the effectiveness of the plans by reviewing student growth. **Staff Responsible for Monitoring:** Teachers, Instructional Coaches, Administration **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction **Problem Statements:** School Processes & Programs 2	30%			

Strategy 8 Details	Reviews			
Strategy 8: Students participation in creative and innovative lessons will increase the percent of all student on grade level by 5%.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
KPI/Metric/Measure: Lesson Plan Feedback **Staff Responsible for Monitoring:** Admin ICs **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction	30%			

Strategy 9 Details	Reviews			
Strategy 9: Teachers will facilitate hands-on activities and field experiences, so students can build real-world connections and apply academic terns to understanding vocabulary and concepts, in the classroom and "field" experiences. Bus transportation and entrance fees will be needed.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
KPI/Metric/Measure: CBAs, MAPs, STAAR, Student Products, Field Experiences **Staff Responsible for Monitoring:** Admin and Teachers **Title I:** 2.4 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments **Problem Statements:** Student Learning 2	20%			

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

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 1: Percentage of student MAP Reading minimal growth from Spring 2021 27% to Spring 2022 30% **Root Cause**: At Hillcrest, we need to improve systems that involve assessments, how we evaluate the results of the assessments, and how we create targeted intervention plans for students with gaps in grade-level readiness.
Problem Statement 2: Percentage of students achieving approaches in STAAR Reading was 42% with growth at 54%. **Root Cause**: At Hillcrest, we need to improve systems that involve assessments, how we evaluate the results of the assessments, and how we create targeted intervention plans for students with gaps in grade-level readiness.
Problem Statement 3: Percentage of students achieving approaches in STAAR Math was 36% with growth at 59%. **Root Cause**: At Hillcrest, we need to improve systems that involve assessments, how we evaluate the results of the assessments, and how we create targeted intervention plans for students with gaps in grade-level readiness.

School Processes & Programs
Problem Statement 1: Percent of teachers receiving support after feedback decreased from 27% to 25% **Root Cause**: Inconsistent dialogue with teacher not knowing next steps. Feedback does not describe who will provide support.
Problem Statement 2: Implementing targeted professional learning networks to improve planning and high impact instructional strategies will increase student growth to 70%. **Root Cause**: Strategies and resources from professional development are not consistently being implemented.

Goal 4: ENSURE PROFICIENCY

2c: Increase the percent of all students on grade level (all grades/all subjects at the Meets grade level standard)

Performance Objective 2: Students participation in creative and innovative lessons will increase the percent of all student on grade level by 5%.

    Evaluation Data Sources: Lesson Plan Feedback

Strategy 1 Details	Reviews			
Strategy 1: Teachers will facilitate hands-on activities and field experiences, so students can build real-world connections and apply academic terns to understanding vocabulary and concepts, in the classroom and "field" experiences. Bus transportation and entrance fees will be needed.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

KPI/Metric/Measure: CBAs, MAPs, STAAR, Student Products, Field Experiences
    Staff Responsible for Monitoring: Admin and Teachers
 	
    Problem Statements: Student Learning 2
	30%			

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

Performance Objective 2 Problem Statements:

Student Learning
Problem Statement 2: Percentage of students achieving approaches in STAAR Reading was 42% with growth at 54%. **Root Cause**: At Hillcrest, we need to improve systems that involve assessments, how we evaluate the results of the assessments, and how we create targeted intervention plans for students with gaps in grade-level readiness.

Goal 5: ENSURE PROFICIENCY

2d: Increase % on-time, 4-year Graduation and decrease Dropout Rates

Goal 6: CULTIVATE HIGH-PERFORMING STUDENTS

3a: Increase the percent of Grade 8 students earning HS credit

Goal 7: CULTIVATE HIGH-PERFORMING STUDENTS

3b: Increase the percent of HS students earning college credit (AP, IB, DC, etc.)

Goal 8: TARGETED FOCUS ON POST-SECONDARY SUCCESS

4a: Increase the % meeting TSI/SAT/ACT college-ready performance

Goal 9: TARGETED FOCUS ON POST-SECONDARY SUCCESS

4b: Increase the % of HS students College, Career, & Military Ready (CCMR)

Goal 10: TARGETED FOCUS ON POST-SECONDARY SUCCESS

4c: Increase the percent of graduates attending College

Goal 11: District Purchases for Campuses Monitored at the District Level - ENSURE PROFICIENCY
2c: Increase the percent of all students on grade level (all grades/all subjects at the Meets grade level standard)

Performance Objective 1: By the end of 2022-2023, student grade level readiness will increase by 5%, the 4 year graduation rate will increase to 85.4% and the CCMR rate to 75%.

Evaluation Data Sources: CBE Results, MAP results, PSAT results, SAT results, ACT results, retention rates, drop out rates, and graduation rates

Strategy 1 Details	Reviews			
Strategy 1: Campuses will implement the MAP assessment platform and conduct an assessment at the beginning, middle, and end of the year. **KPI/Metric/Measure:** By the end of 2022-2023, the grade-level ready ratings will increase by 5% **Staff Responsible for Monitoring:** SAISD Testing and Evaluation Staff with assistance from campus counselors **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction **Problem Statements:** Student Learning 4 **Funding Sources:** MAP Assessment Platform - 164 - State Compensatory Education (SCE) - $4,996	**Formative**			**Summative**
	Oct	Jan	Apr	June
	30%			
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 4: As a district, 31% of students are at grade-level in reading and 35% in math. 16% of our students are not graduating "on time" and 27% of our students are not college, career, or military ready. **Root Cause**: At Hillcrest, we need to improve systems that involve assessments, how we evaluate the results of the assessments, and how we create targeted intervention plans for students with gaps in grade-level readiness.