

**South San Antonio Independent School District**  
**Five Palms Elementary School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

Every Employee for Every Child!

## Vision

Five Palms' Vision is for all students to succeed at the highest level in a safe and caring environment with the collaboration of teachers, parents, students and community.

## Core Beliefs

We will develop strong relationships by nurturing, supporting, and encouraging all stakeholders.

All personnel will work cohesively to create a positive support system and encourage self-worth and integrity

All grade levels will collaborate and communicate in a professional and personal manner through vertical alignment and professional development in order to meet the needs of our students

We will plan creative and rigorous lessons while monitoring student mastery through formal assessments, and will include families in their child's academic development,

We will appropriately and maximize the use of funds to provide opportunities for students to develop their skills for their future.

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# Goals





**Goal 1:** We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

**Performance Objective 1:** By June 2022, 44% of 3rd graders will score at the meets level on STAAR Math and 34% of 3rd graders will score at the meets level on STAAR Reading.

**Evaluation Data Sources:** Bench markss, BOY MOY and EOY scores, Happy Numbers Data, M-Class amplify ,idel data  
Imagine math data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hire retired teacher to assist teachers with high priority students <b>Strategy's Expected Result/Impact:</b> Higher student scores in math and reading <b>Staff Responsible for Monitoring:</b> admin, ac <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 199 PIC 30 State Comp	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create Tutoring groups for at risk students <b>Strategy's Expected Result/Impact:</b> higher student score <b>Staff Responsible for Monitoring:</b> Admin , teachers, AC <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b> <b>Funding Sources:</b> - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a collaborative instructional model that integrates technology and hands-on experiences. <b>Strategy's Expected Result/Impact:</b> Student growth through the implementation of stem scopes <b>Staff Responsible for Monitoring:</b> admin teachers coaches <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Purchase Mentoring Minds workbooks for 3rd 4th and 5th in core subject in both english and spanish <b>Strategy's Expected Result/Impact:</b> higher student scores , close the gaps in student preformance <b>Staff Responsible for Monitoring:</b> all teachers admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> Mentoring Minds: student workbooks - 199 PIC 30 State Comp - \$9,995	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Purchase supplemental dictionaries for student to increase vocabulary <b>Strategy's Expected Result/Impact:</b> increase reading and writing scores from approaching to meets <b>Staff Responsible for Monitoring:</b> admin, teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> Dictionaries_ Amazon - 199 PIC 30 State Comp - \$700	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create an audio visual class to create supplemental opportunities to grow students in fields of technology, communications , music and video marketing <b>Strategy's Expected Result/Impact:</b> extend opportunities for student growth in various audio visual fields <b>Staff Responsible for Monitoring:</b> Admin and Mr Tuydk <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy</b> <b>Funding Sources:</b> Intech Southwest Chromebooks - 211 Title I, Part A - \$5,420	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Reading materials for all students to place in library as supplemental resources <b>Strategy's Expected Result/Impact:</b> Increase reading comprehension <b>Staff Responsible for Monitoring:</b> Librarian, Teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> Follett School Solutions - 199 PIC 30 State Comp - \$3,164, Greenburg - 199 PIC 30 State Comp - \$6,000	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Purchase supplemental reading material for classroom libraries <b>Strategy's Expected Result/Impact:</b> Increase student reading levels <b>Staff Responsible for Monitoring:</b> Teacher academic coaches and admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 211 Title I, Part A - \$6,000	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.





**Performance Objective 2:** Create opportunities for parent engagement to assist in student learning

**Evaluation Data Sources:** parent feedback through surveys and questionnaires

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Mentors, guest readers, educational parent nights <b>Strategy's Expected Result/Impact:</b> higher student performance engagement, family unity <b>Staff Responsible for Monitoring:</b> admin teachers coaches <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Literacy night math night <b>Strategy's Expected Result/Impact:</b> higher student performance engagement, family unity <b>Staff Responsible for Monitoring:</b> admin teachers coaches <b>Title I Schoolwide Elements:</b> 2.6, 3.1, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Summer Bridge Activity books to prompt and assist parents to help close the gap in both reading and math <b>Strategy's Expected Result/Impact:</b> Higher student achievement in both reading and math <b>Staff Responsible for Monitoring:</b> Teachers , admin <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 211 Title I, Part A - \$896.31	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** We will recruit, develop, support, and retain effective teachers and other instructional staff.

**Performance Objective 1:** By June 2022 any openings at Five Palms Elementary will be filled.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Fill opening as soon as possible to assure high quality applicants <b>Strategy's Expected Result/Impact:</b> High quality applicants <b>Staff Responsible for Monitoring:</b> Administration HR Dept. <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF</b> <b>Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				



**Goal 3:** We will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

**Performance Objective 1:** Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives that helps guide students in their academic paths to post-secondary education.

**Evaluation Data Sources:** open feedback through Polls, questionnaires, face to face discussions and surveys on evaluation of all district initiatives

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create multiple forms of feedback to gain insight on teachers view of district initiatives <b>Strategy's Expected Result/Impact:</b> produce more compliance through ownership and will create a higher performing product <b>Staff Responsible for Monitoring:</b> admin and academic coaches <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy - Results Driven Accountability</b> <b>Funding Sources:</b> - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Admin and academic coaches will participate in the Texas ILD program <b>Strategy's Expected Result/Impact:</b> create better feedback with teachers to improve the presentation of lessons and improve student outcomes <b>Staff Responsible for Monitoring:</b> Admin team, academic coaches <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hold a Career Day to provide students with insight into higher education and employment opportunities <b>Strategy's Expected Result/Impact:</b> Encourage students and families to increase performance in order to acquire higher education experiences or trade-skill certifications <b>Staff Responsible for Monitoring:</b> Teachers/Administration/Counselors <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** We will promote and ensure a safe and secure learning environment for all students.





**Performance Objective 1:** Create an environment where students will want to attend school on a regular basis of at least 96%

**Evaluation Data Sources:** attendance records

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Attendance incentives for students <b>Strategy's Expected Result/Impact:</b> higher daily attendance rates <b>Staff Responsible for Monitoring:</b> admin, attendance clerk, teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Wrapping the outside pillars with encouraging vocabulary to promote student self-confidence <b>Strategy's Expected Result/Impact:</b> High educational achievement <b>Staff Responsible for Monitoring:</b> Admin, counselor and teachers <b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 Local - \$700	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 5:** We will build partnerships with parents and community to ensure all students receive a gold standard education.

**Performance Objective 1:** Implement school community feedback tools.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> create surveys, poll questions, physical comment box, parent meetings cafecitos, <b>Strategy's Expected Result/Impact:</b> higher community involvement, partnership with community <b>Staff Responsible for Monitoring:</b> admin, counselor, CILT <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> - 211 Title I, Part A - \$500		Formative			Summative
		Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					





**Goal 5:** We will build partnerships with parents and community to ensure all students receive a gold standard education.

**Performance Objective 2:** Expand parent engagement programs that utilize staff, students, and community members

**HB3 Goal**

**Evaluation Data Sources:** assessment scores

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Holding an N.F.L. (Night of Family Learning, N.B.A. Night (Night of Brain Activities) <b>Strategy's Expected Result/Impact:</b> Higher Assessment scores <b>Staff Responsible for Monitoring:</b> Admin Teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Five Palms Drive-in Movie night <b>Strategy's Expected Result/Impact:</b> Reconnect with community, bring families together speak to community about Five Palms what we have to offer <b>Staff Responsible for Monitoring:</b> admin. counselor teachers <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Castle Collaborative llc - 211 Title I, Part A - \$1,737.15	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create procedures and protocols for all campuses and departments that ensure high quality customer service. <b>Strategy's Expected Result/Impact:</b> Reconnect with community, bring families together speak to the community about Five Palms what we have to offer <b>Staff Responsible for Monitoring:</b> admin. counselor teachers <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Phone blast, internet posting, Marquee, flyers <b>Strategy's Expected Result/Impact:</b> increase in attendance <b>Staff Responsible for Monitoring:</b> admin, counselor <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture <b>Funding Sources:</b> - 211 Title I, Part A - \$250	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create programs that inform and support parental involvement in district initiatives. <b>Strategy's Expected Result/Impact:</b> increase in attendance <b>Staff Responsible for Monitoring:</b> admin, counselor <b>Title I Schoolwide Elements:</b> 2.4, 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 5:** We will build partnerships with parents and community to ensure all students receive a gold standard education.

**Performance Objective 3:** Provide an opportunity to present Title I, Part A information to community members.

**Evaluation Data Sources:** Meeting Sessions