

**Killeen Independent School District**  
**Sugar Loaf Elementary School**  
**2018-2019 Formative and Summative Reviews**



# Mission Statement

Sugar Loaf staff will work with parents and the community to provide a safe and nurturing environment where students entrusted to our care engage in rigorous and authentic learning experiences.

United, we will design student-centered processes that will: maximize students' potential, develop a passion for life-long learning, foster academic excellence as well as emotional and social well-being, value students' hopes and dreams, and inspire a sense of responsible citizenship and service toward others.

## Values

Responsibility

Respect

Integrity

Caring

Commitment




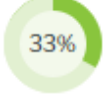


# Table of Contents













.....	4
Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success. . . .	4
Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success. . . . .	13
Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals. . . . .	17
Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community. . . . .	19
Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff. . .	21

# Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 1:** By May 2019, 70% or more of all students, will: score at, above, or approaches grade level as reported on STAAR Reading assessments.

## Summative Evaluation 1:




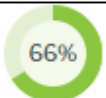
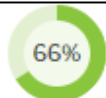
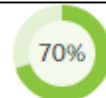
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Targeted Support Strategy</b>  <b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4</p> <p>1) A 50--60 minute block (Cardinal time) will focus on reading remediation, as identified by MAP (K-5) and STAAR (grades 4-5). Remediation will provide Additional Targeted Support for African American and White students in difficult reading concepts and increase students' abilities to comprehend complex, grade level texts using Comprehension at the Core (COC) and COC supplemental materials and lessons, LLI, and Imagine Learning to provide individualized instruction.</p>	Reading committee Teacher leaders Classroom teachers Campus Leadership Cardinal Interventionists	Growth in students' results in: CIRCLE MAP F&P STAAR Reading Unit Assessments				
<p><b>Critical Success Factors</b>            CSF 1 CSF 6</p> <p>2) We will increase students' desire and capacity to read by using a school-wide reading incentive program incorporating usage of RAZ Kids comprehension quizzes to track and reward students for engaging in reading.</p>	Reading Committee Classroom Teachers Teacher Leaders Campus Leadership	Students' growth in: MAP Reading F&P STAAR Reading				










<p><b>Targeted Support Strategy</b>  <b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 4 CSF 7</p> <p>3) Staff will plan and deliver instruction using the district's balanced literacy framework (including shared, guided, independent reading and writing) in a 90 minute block of ELAR instruction. Staff will use a variety of resources, and programs to enhance reading instruction and to provide Additional Targeted Support to African American and White students that will include anchor charts, Time For Kids, Literacy Library, Readworks, Mentoring Minds, Comprehension at the Core (COC), COC supplementary materials, and Education Galaxy Reading.</p>	Classroom Teachers RICA Teacher Campus Leadership CIS	Growth in students' results in: CIRCLE MAP F&P STAAR Reading Unit Assessments				
<p><b>Critical Success Factors</b>  CSF 1 CSF 2</p> <p>4) All staff will administer F&amp;P to students who are not reading on grade level as measured by MAPS reading. This data will be combined with MAPS data to form reading groups to maximize the effectiveness of reading instruction and reading interventions.</p>	CIS Campus Leadership	Growth in students' MAP scores. Growth in STAAR Results Reading				
<p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 3 CSF 7</p> <p>5) Campus Leadership will conduct targeted walk throughs during Reading Instruction and lead PLC discussions that utilize MAP reading and F&amp;P data to discuss students' reading progress.</p>	CIS Campus Leadership	Growth in students' MAP scores. Growth in STAAR Reading Results.				
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**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 2:** By May 2019, 75% or more of all students will score at, above, or approaches grade level as reported on STAAR Math assessments.

**Summative Evaluation 2:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Targeted Support Strategy</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 4</p> <p>1) Sugar Loaf will offer after-school tutoring to provide Additional Targeted Support for Hispanic and White students in grades 1-2 who need remediation in mathematics as identified through campus common assessments and MAP.</p>	Math Committee Classroom Teachers Teacher Leaders Campus Leadership	Growth in identified students' results in: MAP STAAR Math ST Math Progress toward district percentage expectations.				
<p><b>Targeted Support Strategy</b>  <b>Critical Success Factors</b>                      CSF 1 CSF 2</p> <p>2) Staff will plan and deliver mathematics instruction that includes fluency practice, concept attainment, and concept application through anchor charts and problem solving to support the writing process. Campus, district and state funded programs intended to increase competence in mathematics and to provide Additional Targeted Support for Hispanic and White students include:</p> <p>-ST math to increase the ability to approach and solve complex math problems (K-5)                      -Education Galaxy Math to increase the ability to apply knowledge to solve problems at the conceptual and application level. (K-5)</p>	Math Committee Classroom Teachers Teacher Leaders Campus Leadership	Growth in students' results in: Fluency Program ST Math Progress Education Galaxy Math				

<p><b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>3) Sugar Loaf will host an after-school math lab to provide Additional Targeted Support for Hispanic and White Students in grades 3-5 who need remediation in mathematics, as identified by campus common assessments, MAP and STAAR. This lab will address filling gaps and increasing students' capacity to apply math operations and concepts in multi-step problems.</p>	<p>Math Committee Classroom Teachers Teacher Leaders Campus Leadership</p>	<p>Growth in identified students' results in: MAP STAAR Math Unit Assessments ST Math Progress toward district percentage expectations.</p>				
<p><b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>4) Administration and Administrative support will disaggregate data and increase teachers' abilities to disaggregate data generated through TEKS Resources Unit Assessments for the purposes of providing Additional Targeted Support for Hispanic and White students.</p>						
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**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 3:** By May 2019, 55% or more of all students will score at, above, or approaches grade level as reported on the STAAR Writing assessment.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Teachers will receive professional development on balanced literacy (a refresher) and elaborated gradual release model for planning high quality ELAR lessons that include readers as well as writers workshops.</p>	<p>Writing committee Classroom teachers Teacher Leaders Campus Instructional Specialists</p>	<p>Growth in students': Students' responses to quarterly writing prompts for third and fourth grade. STAAR writing</p>				
<p>2) Students will participate in meaningful writing activities that will be shared with others to include illustrating and publishing a book that will be shared with campus, parents during grade level's authors tea/night.</p>	<p>Writing Committee Classroom Teachers Teacher Leaders Campus Leadership</p>	<p>Growth in students': STAAR Writing scores Grade level prompt responses</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>3) Students will anchor their learning by participating in various real world applications of writing across content areas, to include: interactive notebooks and summation of learning after each unit of study in all content areas.</p>	<p>Writing Committee Classroom Teachers Campus Leadership</p>	<p>Growth in students': Unit Test results</p>				



<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>4) Fourth grade teachers will engage in deep study of students' compositions for STAAR writing from last year to inform areas for improvement. Additionally, fourth grade teachers will meet with leadership to score students' writing each nine week period.</p>	<p>Campus Leadership CIS</p>	<p>Improvement of composition performance in STAAR Writing.</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>5) 6) Campus Leadership will conduct targeted walk throughs during Writing Instruction and lead PLC discussions that examine students' progress in writing.</p>						
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**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 4:** By May 2019, 75% or more of all students will score at, above, or approaches grade level as reported on STAAR Science assessments.

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) An equipped science lab will be provided with a dedicated science day to provide students with hands-on experiences in science. Cardinal News Network will provide a daily science tidbit for the morning announcements.	Science Committee Members Teacher Leaders Campus Leadership	Growth in students': Science Unit Assessments Science STAAR test				
2) Students will engage in cross-curricular field-based instruction to provide students opportunities to connect and apply science concepts to their daily lives.	Science Committee Teacher Leaders Campus Leadership	Post field trip surveys including: TEKS based questions Opinion questions Open ended questions				
3) Students will participate in a science fair and science night in March 2019 to involve the community in science education.	Science Committee Teacher Leaders Campus Leadership	Participant and parent surveys Parent sign in sheets				
<b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 4) Teacher lesson plans will be reviewed and discussed to ensure that science instruction is delivered according to the YAG, through reading instruction as well as through hands-on science experiments in the science lab or in the classroom.	Campus Leadership CIS	Continued improvement in STAAR Science.				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue						

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 5:** By May 2019, 85% of students and teachers will effectively utilize technologies to extend learning beyond the classroom.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Online programs will be utilized to assist students in mastering the core curriculum. Online programs include, but are not limited to: Education Galaxy, ST Math, SuccessMaker (district provided); Imagine Learning (district provided); Reading A-Z (campus \$2,999 and district provided); MYON 5,000; Brain Pop and Brain Pop Jr. 2,550	Technologist Technologist Aide Classroom Teachers Math Committee Reading Committee Science Committee	Growth in students' -MAPS Reading -MAPS Mathematics -Unit Assessments				
2) Students will be provided with instructional support and interventions in a timely fashion through effective use of technology and online programs in order to ensure students' academic success.	Technologist Technologist Aide Classroom Teachers Math Committee Reading Committee Science Committee	Growth in students' -MAPS Reading -MAPS Mathematics				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						

**Goal 1:** Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

**Performance Objective 6:** By May 2019, 60% or greater of students in Special Programs will score at the satisfactory academic performance level and show a minimum of one year's growth as measured by STAAR assessments.

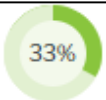
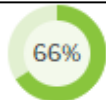
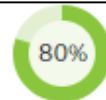









**Summative Evaluation 6:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All ELL Students will be served using either an inclusion model or receive ELA instruction by a certified ESL teacher. Additionally, the ELL teacher may opt to use a pullout program during our cardinal block.	Campus Leadership ELL teacher	Growth in students' performance in STAAR Reading STAAR Writing				
2) Students identified as gifted and talented will be provided with differentiated instruction by teachers certified in Gifted Education. GT students will participate in TPSP projects. Students will present their projects to the campus, local community, and at the district level GT showcase.	CIS Campus Leadership	Growth in GT students' performance in: STAAR Math STAAR Reading MAPS				
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## Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

**Performance Objective 1:** By May 2019, 100% staff will use research-based instruction and intervention models for reading and mathematics to meet the needs of students as measured by growth in STAAR and MAPS assessments.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CISs will meet every week with new/growing teachers to provide lesson planning assistance and IFD curriculum standards study. CIS will provide model teaching opportunities and facilitate strategic observation opportunities for new and growing teachers. CIS will attend, participate, and assist in leading PLC meetings to provide feedback and examine student progress with teacher teams.	Campus Instructional Specialists Campus Leadership	Student growth in the areas of reading, writing, and mathematics as reported by: STAAR MAP Student Data Sheets Quarterly writing prompts for grades 3 and 4.				
2) During 2018-19 school year 100% of the classroom teachers and administrators will participate in professional learning with the goal of strengthening the instructional core and increasing proficiency in participation of the PLC process.	Administrators CIS Grade level teams.	Growth within grade levels for the grade level SLOs developed and measured by grade level teams and administrators.				
3) Staff will participate in highly structured PLCs on a weekly basis. PLC conversations will be focused around: Writing prompts and evaluation of students' writing, target and task alignment, rigor, behavior referral data, students' tracking of their progress, and data from common, state, and district assessments.	Campus Leadership	PLC surveys.				
4) Sugar Loaf will conduct one internal instructional rounds and provide campus-wide feedback regarding progress toward the campus and district problem of practice.	Campus Leadership	Improvement as evidenced by data collected during the instructional rounds process.				

5) Sugar Loaf staff will attend the Professional Learning Communities at Work Institute in San Antonio, Texas.	Campus Leadership	Improvement in lesson design and participation in PLC. Improvement in student achievement as evidenced by STAAR Reading STAAR Math STAAR Writing STAAR Science				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 2:** Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

**Performance Objective 2:** By May 2019 administration and support team will address concerns reported at conclusion of each survey period.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Sugar Loaf's Faculty Club Hospitality Committee will recognize and celebrate staff members' personal and/or professional accomplishments. Event Committee to create events for staff each quarter to include potlucks or special celebrations.	Faculty Club Administrators	To increase staff morale as measured by staff surveys.				
2) To increase communication regarding upcoming events, provide recognition, highlight best instructional practices and to disseminate information, Sugar Loaf administration will send out a weekly newsletter to staff members.	Campus Instructional Specialist Campus Leadership.	Staff surveys with PLC.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						

**Goal 2:** Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

**Performance Objective 3:** A collaboratively developed momentum plan outlines Sugar Loaf's cohesive year-long, professional development plan addressing the district-wide problem of practice. The focus of our momentum plan will be high quality lesson design focused around the YAG, VAD, IFD, and red-line TEKS that promotes learning tasks that are both to the specificity and cognitive level of the TEKS.

**Summative Evaluation 3:**

**Goal 2:** Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

**Performance Objective 4:** Teachers providing instruction to ESL students will attend professional development designed to improve knowledge and implementation of best practices for English Learners.

**Summative Evaluation 4:**







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers providing instruction to ESL students will attend professional development designed to improve knowledge and implementation of best practices for ELL learners.	ELL Teacher ESL Certified Teachers	Growth in students: STAAR Reading MAPS Reading MAPS Mathematics				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue						















# Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

**Performance Objective 1:** By May 2019, Sugar Loaf Elementary School will increase opportunities for parents to participate in grade level specific and school-wide events designed to assist them in supporting instruction by providing two opportunities (evening and during the day) to increase attendance.

## Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) Sugar Loaf's parent liaison acts as our: HARP campus contact, Home visit coordinator, Adopt a unit coordinator, ELF Club provider, Coordinator for transition events, Evening event coordinator, PTO Liaison. Information about events is posted to our campus website, notes are sent home with students, and Connect-Ed calls are made so that parents are informed events. Parent Liaison will attend the Statewide Parent Involvement conference to pursue a sustainable and systematic parent and family engagement program with the ultimate goal to increase student achievement. Parent events will be held to increase parent capacity in helping their children be successful in school and on the STAAR assessments.</p>	<p>Campus Leadership, Parent Liaison, Subject Committees</p>	<p>Increased parent participation in school events. Ease of transition into Pre-K and Kindergarten for ELF Club participants. Increased presence of volunteers and adopt a unit members in the school both during and after school.</p>				
<p>2) Sugar Loaf will provide mid-semester opportunities for parents to conference with teachers to share their student's academic and social progress.</p>	<p>Parent Liaison, Campus leadership</p>	<p>Parent conference logs, Parent surveys</p>				




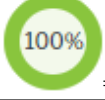



3) Sugar Loaf administration will use the Blackboard connect program to mass communicate with parents via phone, email, and text regarding school events, attendance, and other areas of concern.	Campus Leadership	Feedback from Blackboard connect regarding numbers of families successfully reached using the system.				
4) Parents and family members will be invited to review/revise the Parent and Family Engagement Policy and the Home-School Compact. These meetings will be held annually in the early spring. The Parent and Family Engagement Policy will be included in the Parent Handbook, posted on the campus web-site, and hard copies will be available upon request. The Home-School Compact will be discussed and signed at a parent-teacher conference held each fall.	Principal	Parents and family members will have a role in developing, reviewing/revising PAFE & Home-School Compact.				
5) The annual Title I meeting will be held each fall and will be offered at various times and dates. Parents will be notified in advance of the meetings so that they are able to attend at the time that is most convenient for them. The agenda for the meetings will include information about Title I programs, a description/explanation of the curriculum, and an opportunity for parents to provide suggestions relating to the education of their children.	Principal	Parents and family members will have a better understanding of Title I and will provide feedback about Title I programs.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

# Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

**Performance Objective 1:** During the 2018-19 school year, student engagement will increase as evidenced by continued low rates of behavioral referrals, and an increase in attendance to 96%.

## Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Sugar Loaf administrative and support staff will identify students at-risk for behavior to participate in a mentoring program that affords students the opportunity to make school connections.	Campus Leadership, Campus Instructional Specialists	Anecdotal notes from mentors Decreased OCRs for identified students Decrease in DAEP placements				
<b>Critical Success Factors</b> CSF 1 CSF 5 2) Sugar Loaf administration and office staff will coordinate efforts with attendance officer to address attendance issues in a timely fashion. To promote attendance, Sugar Loaf will celebrate student perfect attendance each semester by providing an ATTEN-Dance.	Campus leadership Office personnel Classroom teachers	Decrease in numbers of absences or tardies as reported by classroom teachers.				
3) Students will be given various student recognition awards during the 22018-2019 school year.	Campus Leadership, Classroom Teachers, Counselor	Student Award Logs				
4) Discipline Data will be reviewed by the Campus Conduct Committee and through PLC on a monthly basis to identify students who are at risk and need behavior intervention plan developed or revised and the results of students with such plans.	Classroom teachers Campus Conduct Committee Campus Administration	Decrease in behaviors resulting in behavioral referrals.				

<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6</p> <p>5) An assistant principal will attend the Trainer of Trainers model for Restorative Justice, behavioral support aide will also be trained and this model will be used initially by selected teachers and then campus wide.</p>	Campus leadership	Decrease in behaviors resulting in behavior referrals.				
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# Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

**Performance Objective 1:** By May 2019, Sugar Loaf Leadership will effectively manage campus resources to maximize learning for all students and staff.

## Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Sugar Loaf staff will report needs for work orders and work order will be placed within two days of receiving notification.	Campus Leadership, Leadership Support	Increase in teacher teacher satisfaction as measured by quarterly surveys.				
2) Sugar Loaf uses a schedule that maximizes classroom teachers' abilities to utilize all district and campus provided intervention programs and protect instructional time for all students.	Campus Leadership	Increase in teacher teacher satisfaction as measured by quarterly surveys.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue						