

Killeen Independent School District
Trimmier Elementary School
2018-2019 Formative and Summative Reviews



Mission Statement

Our mission at Trimmier Elementary School is to ensure that all students are ready for the world which awaits them. Our goal is to provide for the needs of each child, so that each one grows socially, emotionally, physically and academically. When students leave Trimmier, they will be well prepared for the next chapter in their educational career.

Vision

If We Believe It We Can Achieve It.

As a family, the Trimmier Staff consistently supports each other by
being respectful toward students and staff,
modeling professionalism,
being responsible for all of our students,
holding high standards for ourselves, peers, and students,
providing a safe, positive, caring environment that empowers and inspires success.

Value Statement

The values of Trimmier are aligned with the district's values which are:

Teamwork
Quality
Integrity
Caring
Attitude
Maximum Effort
Innovation

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

Performance Objective 1: According to the MAP growth summary report, the percentage of students in EACH grade level (K-5) that show at least a year of growth in reading and math will increase by 3% by the end of the 2018-19 school year. The EOY Circle data will increase by 3% in the area of phonemic awareness and math by the end of the 2018-19 school year. As measured by Tejas Lee for our bilingual students, comprehension will increase by 3% by the end of the 2018-19 school year. STAAR reading, math, and science will increase by 3% by the end of the 2018-19 school year in each grade level. Students identified as SPED will be tracked on their process to meet the state standard for the PBMAS indicator.

Summative Evaluation 1:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| <p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) The CIS will facilitate purposeful planning with a focus on giving the teachers the opportunity to practice designing engaging and rigorous experiences, according to grade level TEKS.</p> | Principal and CIS | Teachers will prepare rigorous and engaging lessons based on desegregated data and according to state standards. | | | | |
| <p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) Systematic targeted interventions will be provided by intervention aides.</p> | CISs | Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) A .5 CIS will support teachers in the instructional process.</p> | Principal | The CIS will work with teachers to increase their knowledge and awareness of pedagogical delivery, best practices, and effective use of instructional resources on campus. | | | | |

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| <p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) A bilingual aide will provide additional support to our Kindergarten and 1st grade bilingual students.</p> | Principal and CISs | The percentage of students who master each skill as assessed on Tejas Lee will increase by 3%. |  |  |  | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Staff development opportunities will be available for teachers in core curriculum areas to support at-risk and struggling students. The new learning will be shared in PLCs and followed up during walkthroughs and observations.</p> | Principal, CIS | Staff professional development will increase teachers' knowledge of instructional and pedagogical practices and lead to increase students' success in the academic areas and with student behavior. |  |  |  | |
| <p>6) The principal, assistant principals and campus instructional specialists will attend the Instructional Coaching Conference to support teachers and their instruction.</p> | Principal | Teachers' knowledge of instructional and pedagogical practices will lead to an increase in students' success in the academic areas and with student behavior. |  |  |  | |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div> | | | | | | |

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

Performance Objective 2: By May 2019, 50% of the LEP cohort groups moving from one grade level to another will progress so that the number of students who raise their English proficiency by one proficiency level will increase by 3% .

Summative Evaluation 2:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Formative | | | Summative |
| | | | Nov | Jan | Mar | June |
| <p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Teachers of ELL/Bilingual students will design lessons and activities that address the ELPS in addition to TEK based comprehension and vocabulary skills across content areas. Teachers who work with LEP students will also have the opportunity to attend PD to improve lesson design and delivery.</p> | Principal, Assistant Principal, CIS | Students will have a more accurate conceptual understanding of the content specific vocabulary and be able to comprehend at deeper levels to include cognitively rigorous comprehension as the standards in Figure 19. | | | | |
| <p>Critical Success Factors CSF 1 CSF 5</p> <p>2) Sessions will be offered for parents of ELL students about how to help their children academically at home. There will be a library of take home materials that can be checked out by parents to support LEP students at home and involve parents in the learning process. iPads will be available for parents to use during parent session training on campus.</p> | Principal | The materials that students can check out will support LEP students' learning and parental academic involvement at home. | | | | |
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Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

Performance Objective 3: STAAR Writing scores will increase from 52% to 60% in 2018-2019 and to 70% in 2019-2020.

Summative Evaluation 3:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
|---|----------------|--|-----------|-----|-----|-----------|
| | | | Formative | | | Summative |
| | | | Nov | Jan | Mar | June |
| <p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Teachers will utilize Empowering Writers to enhance student writing.</p> | Admin and CISs | Increase the quality of student writing. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) Student will write two writing prompts each 9 weeks (PreK-5) that will be scored using a rubric created from the writing continuum. 1st - 5th grade students will also complete a revising and editing benchmark each 9 weeks.</p> | CISs | Students will become more proficient in the writing process. | | | | |
| <p>Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>3) Teachers will use the writers workshop approach to have students write daily (30 minutes PreK-1 and 45 minutes 2-5). and across the curriculum.</p> | Admin | Students will become more proficient in the writing process. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>4) The principal, two assistant principals and two CIS's will conduct short walks with a focus on reading and writing.</p> | Principal | Student learning will increase through focused instruction. | | | | |

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| <p>Critical Success Factors CSF 1 CSF 7</p> <p>5) Staff members will have the opportunity to attend professional development that focuses on effective strategies in writing (both composition and conventions).</p> | Principal | Teachers will learn various strategies to teach writing and help them feel more confident in teaching writing. Through this, ultimately student achievement in writing will increase. |  |  |  | |
| <p>Critical Success Factors CSF 1 CSF 7</p> <p>6) Teachers will utilize the Patterns of Power book to teach conventions in order to enhance student writing.</p> | Admin. and CISs | Increase the quality of student writing. |  |  |  | |
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Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

Performance Objective 4: STAAR Math scores will increase from 77% to 80% in 2018-2019 to 83% in 2019-2020.

Summative Evaluation 4:

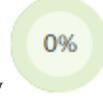
| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| <p>Critical Success Factors CSF 4 CSF 5 CSF 6</p> <p>1) Systematic targeted interventions will be provided by an accelerated math teacher.</p> | CISs | Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers. | | | | |
| <p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>2) Based on the results of the 2018 accountability report, additional targeted support will be provided to the white subgroup in math through before school tutoring in order to increase academic achievement</p> | Admin and CISs | Students who receive additional targeted instruction will increase their math levels as measured by MAP. This increase will reduce the gaps as compared to peers. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Data will be collected and utilized to monitor student growth in math for all grade levels and projected proficiency for grades 2-5. The data will be posted in the PLC room to drive instruction.</p> | Principal and CISs | Students will make a years growth as measured by MAP. | | | | |
| <p>4) Teachers will use the GRR model when designing their lessons. Guided math will be evident in their schedules and lesson plans beginning the second week of school.</p> | Principal, Assistant Principal, CISs | The percentage of students that show a years worth of growth according to the MAP math assessment will increase by 3%. | | | | |
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Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare all learners for graduation and post-secondary success.

Performance Objective 5: STAAR Reading scores will increase form 72% to 76% in 2018-2019 and to 80% in 2019-2020.

Summative Evaluation 5:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Formative | | | Summative |
| | | | Nov | Jan | Mar | June |
| 1) Teachers will use the Balanced Literacy Framework when designing their lessons. The Balance Literacy framework will be evident in their schedules and lesson plans beginning the second week of school. DISs will come within the first semester to model guided reading for 1st through 5th grade teachers. | Principal, Assistant Principal, CISs | The percentage of students that show a years worth of growth according to the MAP reading assessment, will increase by 3% | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) A part-time tutor will work with students struggling with reading for grades Kinder, 1st, and 2nd.</p> | Principal and CISs | Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Systematic targeted interventions will be provided by two accelerated reading teachers.</p> | CISs | Students who receive Tier 2 and Tier 3 interventions will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to their peers. | | | | |
| <p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>4) Based on the results of the 2018 accountability report, additional targeted support will be provided to the white subgroup in reading through before school tutoring in order to increase academic achievement.</p> | Admin and CISs | Students who receive additional targeted instruction will increase their reading levels as measured by MAP and Fountas and Pinnell assessments. This increase will reduce the gaps in reading levels as compared to peers. | | | | |

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| <p>Critical Success Factors CSF 1 CSF 2</p> <p>5) A data wall will be utilized to monitor student growth in reading for all grade levels and projected proficiency for grades 2-5.</p> | Principal, CISs | Students will make a years growth as measured by MAP. |  |  |  | |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div> | | | | | | |

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

Performance Objective 6: STAAR Science scores will increase from 73% to 76% in 2018-2019 and to 80% in 2019-2020.

Summative Evaluation 6:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Formative | | | Summative |
| | | | Nov | Jan | Mar | June |
| <p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Through weekly hands-on experiments in the science lab, students will become more familiar with the science process standards as an experimental unit.</p> | CISs | Students will become more proficient in the higher level of the scientific method process. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) The science committee will review historical and current data to identify problem areas for our campus. Professional development opportunities will be available for teachers to help improve student performance in science.</p> | Principal, Science Committee Chair | Effective and targeted science instruction will occur to increase student achievement in science. | | | | |
| <p>3) Teachers will use the GRR mode when designing their science lessons.</p> | Principal, Assistant Principal, CISs | 60% of students will show a years worth of growth according to the MAP science assessment. | | | | |
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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 the end of the 2018-2019 school year, the percentage of staff members who feel positive about the work environment at Trimmier Elementary will increase from 64% to 70%.

Summative Evaluation 1:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Nov | Jan | Mar | June |
| <p>Critical Success Factors CSF 3 CSF 6</p> <p>1) Communication and climate will be positively impacted through morale and team-building activities.</p> | Principal, Assistance Principals, CISs | Team building activities conducted at various staff training session throughout the year will contribute to a respectful and positive school climate. |  49% |  62% |  55% | |
|  = 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: To increase the level of parental involvement, an average of 275 parent and community members will attend monthly parent events by June 2019.

Summative Evaluation 1:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Nov | Jan | Mar | June |
| <p>Critical Success Factors CSF 5</p> <p>1) The Parent Liaison will build relationships with Trimmier parents through home visits and parenting sessions.</p> | Principal | The activities executed through the position of the Parent Liaison will lead to increased parental involvement and improvements for students' educational outcomes as parents are better equipped to assist them at home with academic tasks. | | | | |
| <p>Critical Success Factors CSF 1 CSF 5</p> <p>2) The Parent Liaison will facilitate an early literacy group targeting pre-school age children from our school community.</p> | Principal | Exposure to school routines and procedures for students not yet enrolled at school, will ease their transition when they begin in PK or KG. They should be familiar with simple routines and procedures and more successful in their daily routines. | | | | |
| <p>Critical Success Factors CSF 1 CSF 5</p> <p>3) In order to give the parents an insight into their child's academic day and provide strategies for them to extend their learning and provide support at home, we will host monthly family/community events such as: Hispanic Heritage Day, Science Night, Reading/Writing Night, Field Day, Talent Show, Math Night, Wellness Night, Music Programs, Patriot Day, Walk In My Shoe Day and Public Meeting/Information Night.</p> | Principal | Family and community events will connect students, their families with school and the outside community to build educational partnerships that support the campus and students in their educational experience. | | | | |
| <p> = Accomplished = Continue/Modify = No Progress = Discontinue </p> | | | | | | |

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

Performance Objective 1: By the end of the 2018-19 school year, the number of discipline referrals will decrease from 237 to 200.

Summative Evaluation 1:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| <p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6</p> <p>1) Trimmier staff will continue to follow a school-wide discipline plan that includes three basic principles (be respectful, responsible and safe) with consistent expectations in the common areas and classrooms of the school.</p> | Principal, Assistant Principals | The Trimmier school wide discipline plan and principles are posted in the classrooms and in the hallways. Teachers consistently reinforce the expectations and address infractions promptly. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) Professional development will be provided for all staff members by all administrators to clearly communicate the district/campus processes that will be enforced for consistency throughout the year. To continue the consistency, the admin team will have daily morning meetings and appraisers will have conversations with their teachers.</p> | Principal | Staff will receive training at the beginning of the school year in regard to student discipline and managing of behaviors for challenging students. Sign-in sheets will provide documentation of attendance. During the admin team meetings, student discipline issues will be addressed and strategies and approaches agreed upon to assist students and classroom teachers with behaviors of challenging students. | | | | |
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Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 2: Attendance will increase from 95% to 96% for the 2018-2019 school year.

Summative Evaluation 2:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Nov | Jan | Mar | June |
| Critical Success Factors CSF 1 CSF 4 1) Trimmier staff will follow the campus attendance policy as outlined in the student/parent handbook. | Assistance Principals and Attendance Secretary | Student achievement will increase as measured by the universal screens. |  45% |  69% |  90% | |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue | | | | | | |

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: The percentage of teachers that utilize technology to support instruction and increase student achievement will increase from 80% to 85% for the 2018-2019 school year.

Summative Evaluation 1:

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews | | | |
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| | | | Formative | | | Summative |
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| <p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Teachers will design lessons that incorporate both the content area and technology standards to prepare students for 21st century skills.</p> | Principal, CIS, Campus Technologist | Through the consistent use of technology, students increase their knowledge and skills on grade level relevant standards in the academic areas and with the technology standards. | | | | |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>2) Students will use technology skills to demonstrate their learning .</p> | Principal, Assistance Principals, Campus Technologist | Through the consistent use of technology, students will increase their knowledge and skills on grade level relevant standards in the academic areas and with the technology standards. | | | | |
| = Accomplished = Continue/Modify = No Progress = Discontinue | | | | | | |