

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



Mission Statement

Richard E. Cavazos Elementary School is a diverse community of learners who strives for excellence, values individuality, fosters a passion for learning, promotes the balanced development of mind, body, and character, encourages service, and instills a respect for others.

Vision

Richard E. Cavazos Elementary School will strive to continue to develop life-long learners in a global community. Here, our students will be challenged and taught to their maximum potential for the development of their success.

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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: By the end of the 2018-2019 school year, Cavazos's writing scores will increase by 15% from 56% to 71%.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Cavazos Elementary will plan and deliver instruction in the Empowering Writers: Powerful Models Initiative in Grades 2-5 to include an emphasis on revising and editing.	Administration and CIS	Writing Samples Increase in 4th grade STAAR writing scores Lesson Plans Walk-throughs				
2) Administer benchmarks and common assessments throughout the school year in state assessed subject areas using a variety of resources.	Administration CIS Grade level teams	Increased scores from initial benchmark to final benchmark.				
3) In order to increase student vocabulary and background experiences, common areas within the campus will have displays of vocabulary words with visual representations, being studied each grading period for all core content areas. The complexity of vocabulary on display will range from Pre-K to 5th grade.	Administration, CIS, Content Committees	Increased scores on local and state assessments.				
4) Cavazos Elementary will use instructional mapping in the subjects of Reading, Math, and Writing to provide teacher clarity on the curriculum expectations and includes real world connections and enrichment activities.	Administration All Staff Members	Curriculum Maps for each grade level.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 2: By the end of the 2018-2019 school year, Cavazos's reading scores will increase by 5% from 80% to 85%.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement the components of balanced literacy and comprehension at the core at all grade levels. Implement research based strategies for reading.	Administration CIS	Increased scores on local and state assessment.				
2) Administer benchmarks and common assessments throughout the school year in state assessed subject areas using a variety of resources.	Administration CIS Grade level teams	Increased scores from initial benchmark to final benchmark				
3) Running records are completed with fidelity and used to guide instructional groupings for guided reading and reviewed during PLC meetings.	Administration CIS Teachers	STAAR Results MAPS Running Records				
4) Conduct regular classroom walk-through observations to monitor fidelity of balanced literacy.	Administration	Walk-through Evidence				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 3: By the end of the 2018-2019 school year, Cavazos's math special education scores will increase by 5% from 81% to 86%.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Administer benchmarks and common assessments throughout the school year in state assessed subject areas using a variety of resources.	Administration CIS Grade level teams	Increased scores from initial benchmark to final benchmark				
2) Cavazos Elementary will employ ST Math with fidelity to support the math program in Grades PK - 5.	Administration CIT CIS Classroom Teachers	ST Math Reports STAAR Results in Grades 3-5				
3) Staff providing inclusion services will maintain a student contact and progress log to facilitate communication and collaboration among all personnel providing services to special education students.	Administration CIS General education teachers Special education teachers	Inclusion binders a kept in each general education classroom to document services.				
4) Monthly meetings with special education staff and administration to provide training and support for special education teachers on writing and implementing goals in the classroom to increase the rigor of instruction.	Administration	Sign in sheets Increased passing rate for STAAR and STAAR Alt.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 4: By the end of the 2018-2019 school year, Cavazos's science scores will increase by 12% from 78% to 90%.



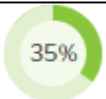
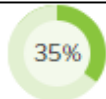
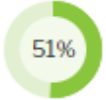

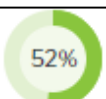
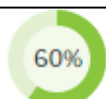


Summative Evaluation 4:



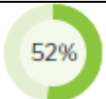
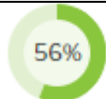






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Administer benchmarks and common assessments throughout the school year in state assessed subject areas using a variety of resources.	Administration CIS Grade level teams	Increased scores from initial benchmark to final benchmark				
2) Cavazos Elementary will provide hands on experiments in science to support the TEKS in Grades PK-5.	Administration and Science Committee	Participation in Science Olympiad Event and increased science scores on STAAR				
3) Increase science engagement by providing "No Child Left Inside" science activities that engage students in the scientific process.	Administration CIS Teachers	STAAR science scores Increased student interest in science.				
4) Host a Campus wide Science Fair.	Administration CIS Science Committee	STAAR Scores				
= Accomplished = Continue/Modify = No Progress = Discontinue						

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

Performance Objective 5: By the end of the 2018-2019 school year, Cavazos's special education, and ELL student scores will increase by 5% a year over the next 3 years.

Summative Evaluation 5:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide Tier I, II, and III interventions during Cheetah Pride Time for Kinder to 5th grade students identified as in need of assistance in all content areas.	Administration , AMI, ARI, RICA, ELL teacher,(iTeam) Classroom Teachers	Tracking Sheets and intervention folders				
2) Offer after-school tutoring for students who are At-Risk and in need of additional assistance in all core subjects	Administration CIS Teacher Aides	Increased scores on local and state assessments.				
3) The RtI team will meet to design intervention plans, monitor progress, and implement the RtI continuum of interventions.	Administration CIS Counselor Intervention Team Teachers	SSP documentation				
4) AMI/ARI teacher and Aides will provide intervention services for at-risk students under the direct supervision of a certified teacher.	Administration CIS AMI/ARI Teacher Intervention Aides	Increased MAPS scores and STAAR scores.				
5) ELL teacher will assist classroom teachers in the full implementation of the ELPS while providing students with English language learning opportunities. As ELL students learn to speak, read and write English, the ELL teacher will assist classroom teachers to increase the rigor of student work.	Administration CIS ELL teacher	Increased local and state assessment scores. (MAPS, TELPAS, STAAR)				

6) ELL students will be provided small group instruction to include guided reading, vocabulary building, reading comprehension, and math.	Administration ELL teacher	Increased scores on local and state assessments.				
7) Intervention and special education teams will meet in PLC's to monitor student progress and provide feedback to teachers.	Administration, CIS, intervention staff, and special education staff.	Increased student progress as documented in intervention folders.				
8) Hold classes for parents of ELL students that provide them with the skills needed to help their students succeed academically.	Administration ESL Teachers Parent Liaison	Increase in ESL progress toward state curriculum.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

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

Performance Objective 6: By the end of the 2018-2019 school year, Cavazos's GT students will maintain a score 100% on the Math and Science STAAR tests and increase reading and writing STAAR scores to 100% mastery.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Talented and gifted students will be taught by certified TAG teachers and participate in activities which align with district expectations. Provide funds for Staff and Administration to attend staff development on the latest strategies in gifted education.	Administration, CIS, and TAG certified teachers.	Percentage of students who score a Level 3 on the STAAR assessments	 50%	 63%		
 = 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 1: By the end of the school year 2018-2019, 100% of the professional staff will attend a minimum of three off-campus professional development sessions.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Increase instructional capacity of staff by attending professional development activities that focus on ELAR, ELPS, Math, Science, Social Studies, and Technology.	Principal CIS AP SBDM	Professional learners will present their learning on the benefit of attending professional development at the staff meetings following their professional training.				
= 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: 100% of classroom teachers in grades PK to 5th will design lessons that are tightly aligned to the TEKS

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The display and reference of learning targets and objectives throughout TEKS based lessons.	Administration CIS Teachers	Lesson plans, walkthroughs, instructional rounds, Throwback Thursdays				
= 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: By the end of school year 2018-2019, technology integration will be evident in 100% of the classrooms.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Professional training on the use of technology for teachers from the campus technologist to assist the reinforcement, enrichment, and expansion of student learning.	Administration CIT Teachers	Increased effective use of technology by teachers and students				
= 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 4: By the end of the school year 2018-2019, 100% of the professional staff will participate in campus professional learning through PLCs, after-school specials, and campus professional development days.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize Instructional Rounds model to support student articulation of the learning goal, student interaction a high cognitive levels (Blooms) with the learning taks that are aligned to the goal, and track their progress toward the learning goal.	Administration CIS	Increased student performance as evidenced by local and state assessments.				
2) Campus wide training on Blooms II/DOK and the instructional implementations of students asking and being asked high level questions.	Administration CIS	PLC Agendas				
3) A momentum plan will be developed collaboratively and will outline a cohesive year-long professional development plan to address the district wide problem of practice. The focus of our momentum plan learning for this year will be digging deeper into tight alignment, gradual release of responsibility model, and Webb's DOK.	Principal SBDM Assistant Principals	Momentum plan developed and documented in meetings and trainings throughout the year.				
= 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 5: Increase student engagement through a variety of school-wide activities.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Schedule a school-wide "No Child Left Inside Day" at which students will participate in hands-on academic activities involving the 4 core subjects. A majority of instruction will take place outside of the school.	Administration Counselors CIS Teachers Instructional aides	Student survey				
2) Schedule school-wide Throw-Back Thursday's once a month to address TEKS in need of assistance at each grade level. Starting October 2018.	Administration CIS Teachers	Increased STAAR results on previous years red line TEKS				

= 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 6: Increase staff morale and attendance by regular and consistent recognition throughout the year.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop a teacher/staff member of the month recognition program for job performance and attendance.	Principal AP	Climate survey of the staff at the end of the year.				
= 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: Increase the parents' perceptions of our school's effectiveness as measured by a parent survey measuring friendliness, effective customer service, and opportunities for involvement.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create a Cavazos Family Involvement and Insight survey to administer to families of Richard E. Cavazos.	Administration Parent Liaison	Likert-Like scores will reflect positive scores in friendliness, customer service, and opportunities for involvement.				
2) Recognize students for Character Traits and invite parents to attend.	Administration Counselors Parent liaison	Sign-in Sheets				
3) Encourage 100% attendance at parent/teacher conferences.	Administration CIS Teachers	Sign-in sheets				
= 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 2: Engage non-school age children in weekly early literacy classes (Cavazos Cheetah Cub Club) for children who are 2 to 4 years of age to increase their ability to transition from the home to school in future years.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Deliver instruction and plan activities that develop early literacy skills for 2 to 4 year old children and their parents in our weekly Cheetah Cub Club.	Administration Parent Liaison	Student growth will be measured by a Pre Literacy assessment completed at the beginning of the year and a Post Literacy Assessment at the end of the year.				
= 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 3: By the end of the school year 2018-2019, the number of parent volunteers and the number of volunteer hours will increase from 3000+ hours to 5000+ hours.








Summative Evaluation 3:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Maintain a volunteer log at the sign-in desk in the front office.	Administration Parent Liaison	Maintain monthly log calculations.				
2) Provide a Volunteer Appreciation Luncheon honoring the volunteers with certificates of volunteer hours completed.	Administration Parent Liaison	Celebrating the efforts of volunteers will promote and encourage continued support.				
= 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 4: Richard E. Cavazos will increase parents' awareness of state and local academic expectations and ways to support their child's learning.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct parent information meetings for prek-5th grade parents designed to provide information about available resources and study strategies for use at home.	Administration CIS Teachers	Increased access to online resources by students and parents. Increased scores on local and state assessments				
2) Host subject specific family nights to include math night, science night, and reading night.	Administration CIS Teachers Committee members	Increased attendance as evidenced by sign in sheets.				
3) 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.	Administration	Parents and family members will have a role in developing, reviewing/revising PAFE & Home-School Compact.				

<p>4) 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.</p>	<p>Administration</p>	<p>Parents and family members will have a better understanding of Title I and will provide feedback about Title I programs.</p>				
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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 5: Increase parent participation by providing early childhood program, parenting training, and facilitate communication between school and community.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) "Hugs and Kisses" Station in the school lobby as a parent greeting and communication station.	Administration	Parent survey				
2) Coordinate with PTO board to plan and implement parent involvement activities throughout the year.	Administration CIS PTO	Parent survey				
3) The school will coordinate "Mom" and "Watch Dog" events, which will incorporate parenting training.	Administration	Parent survey				
= 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 6: Increase the amount of information about outside support organizations to parents with an economic need.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Counselors will provide a flyer of outside resources to share with families that need assistance to help with specific situations.	Counselors	Binder of resources				
= 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: Increase students feeling of wellbeing and hope.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide weekly grade level guidance classes to increase student hope from 58%, and engagement from 73%.	Administration CIS Teachers Counselors	GALLUP Student Poll Survey				
= 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 2: By the end of the 2018-2019 school year, 90% of the Cavazos students will report that they feel physically and emotionally safe at school as measured by student survey.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct safety exercises throughout the year to include lock down, shelter in place, tornado, and fire drills as mandated by district policy.	Administration, CIS, Counselors, Teachers, Instructional Staff	Percentage of students feeling safe on the end of the year survey.				
2) Plan master schedule with mandatory recess for pre-k through 5th grade.	Administration CIS Teachers	student survey				
= 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 3: In the 2018-2019 student, attendance will increase .5%.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) At the end of each quarter, students who achieve perfect attendance for the quarter will be invited to attend a celebration.	Attendance secretary, administration, CIS, school counselors, and classroom teachers.	The number of students attending the celebration will increase each quarter. Attendance is for students who earn "Perfect Attendance" quarterly throughout the year.				
= 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 4: Reduce the number of discipline referrals for 1st grade to under 100 for the 2016-2017 school year

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide student training on proper behavior in the pre-kindergarten to 5th grade classrooms through social skills lesson provided by the counselors.	Administration Counselors	Number of discipline reduced from 230 to under 175 by the end of the school year.				
2) Professional development on bullying, child abuse, suicide will be provided for and completed by all staff members. HB 1942	All Staff	Training Logs				
= 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 5: Increase the fitness level of the students in Pre-K to 5th Grade by providing the required physical activity as outlined in SB 892.

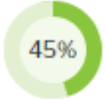





Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will participate in physical activity weekly, Jump Rope for the Heart, Run Club, Bike Club, and Field Day activities.	PE Teachers Club Sponsors	Fitness Gram Club Participation				
= 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: Increase teacher perception in regards to technology as measured by the BrightBytes survey for the 2018-2019 school year.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) We will provide professional development for teachers on the use of interactive whiteboards, online resources, iPods, and iPads etc.	Administration, CIS	Walkthrough data -Student Assessment Data STAAR Scores				
 = 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 2: Increase the use of the library by providing a full-time Librarian that sparks student interest through the use of library resources and MakerSpace resources.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop a maker-space in the library where students can explore their ideas and thoughts.	Administration Librarian Teachers	Increase the number of students scoring mastery on the STAAR test				
= 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 3: By June 2019, Cavazos will effectively manage resources and operations 100% of the time so that student and staff learning is maximized.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Through monthly scheduled meetings, our SBDM team will be provided a transparent view of campus goals and funding issues by being stakeholders in creating and monitoring campus goals and the allocation of campus funds. This includes monitoring discipline referrals and adjusting the CIP as needed.	Principal SBDM	STAAR Scores Favorable Audit				
2) Develop and follow a checks and balances process to ensure efficient and accurate accountability of campus activity fund procedures.	Principal Principal Secretary	Favorable Audit				
= Accomplished = Continue/Modify = No Progress = Discontinue						