

Grapevine-Colleyville ISD

Heritage Elementary

2018-2019 Goals/Performance Objectives/Strategies



Mission Statement

Heritage Elementary School's mission is to focus on the unique characteristics of each student to create self-directed learners who are empowered to collaborate in a risk-free environment through purposeful learning to achieve improved performance in all student groups.

Vision

In partnership with the community, Heritage Elementary School will promote a climate of academic excellence while developing the social and emotional potential of every child.

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Goals

Goal 1: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 1: Kinder- 5th grade students will have the opportunity to participate in schoolwide enrichment clusters based on GCISD portrait of a graduate skills.

Evaluation Data Source(s) 1: Student and parent feedback

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Enrichment Clusters are small group learning opportunities for all students to create, explore and pursue interests. Students will refine GCISD portrait of a graduate skills such as problem solving, collaboration, communication and global citizenship.	Principal and Assistant Principal	Increased student engagement				

Goal 1: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 2: 100% of Heritage Elementary School instructional staff will be engaged participants in Professional Learning Communities and professional development to increase student achievement and engagement.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) PLCs will use qualitative and quantitative data to analyze student performance and differentiate instruction.	Principal, Assistant Principal, Learning Liaison, Teachers	PLC Minutes, Common Formative Assessments, Curriculum Based Assessments, Lesson Plans, Student Work				
2) Each PLC will utilize the four critical questions: What is it we expect students to learn?; How will we know when students have learned it?; How will we respond when students don't learn?; How will we respond when students already know it?.	Principal, Assistant Principal, Learning Liaison, Gifted Specialist, Teachers	Sign-in Sheet from Training, Staff Transcripts, Eduphoria Staff Report				
3) Teachers will identify and implement ways to incorporate student voice to increase engagement.	Principal, Assistant Principal					
4) Through the use of writer's workshop all Heritage students will participate in writing activities to increase the level of achievement and engagement.	Principal, Assistant Principal, LL and teachers	4th grade writing will increase mastery from 38% to 50%.				
5) 100% of teachers will participate in a schoolwide book study that focuses on student engagement called, "Kids Deserve it."	Principal, Assistant Principal, Teachers	Increased student engagement and test scores				

Goal 1: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 3: 100% of Heritage Elementary School students will receive differentiated instruction through personalized learning time.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will utilize Best Instructional Practices such as curriculum based assessments, differentiated instruction, math and reading workshop.	Principal, Assistant Principal, Learning Liaison, Teachers	Grades K-5 iStation Results (Beginning, Middle, and End of Year) as well as prior year Data, Student Goal Sheets, Lesson Plans				
2) Teachers in Grades K-5 will provide curriculum extension opportunities and RTI to students during daily personalized learning time.	Principal, Assistant Principal, Learning Liaison, Gifted Specialist, Librarian, Teachers	Minutes from PLC Meetings, Lesson Plans				
						

Goal 1: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 4: 100% of Heritage Elementary School teachers will participate in professional learning through PLCs, workshops, and other opportunities that support the instruction of gifted students.

Evaluation Data Source(s) 4:

Summative Evaluation 4:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Gifted Specialist will provide job-embedded professional learning through PLCs and E2: Enrichment and Extension support to assist teachers in designing and facilitating rigorous and differentiated instruction for all students needing additional challenge in the classrooms.	Principal, Assistant Principal, Learning Liaison, Teachers	PLC Minutes, Lesson Plans, Student Work				
2) Heritage Elementary School teachers who provide instruction and services as part of the program for gifted students will meet the Texas State Plan for the Gifted Professional Learning requirements as determined by 19 TAC 89.2.	GT LEAD, Administration	Professional Development Sign in Sheets				
Funding Sources: 199 - General Fund - 0.00						
3) The Gifted Specialist will increase awareness of opportunities for gifted and talented identification and services.	GT Lead, Administration	Parent Meeting in Fall and Spring, Communication through newsletters				
						

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 1: 100% of Heritage Elementary School staff will support the social and emotional growth of students.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Monthly character trait focus will be implemented throughout the year and will be highlighted each month on the morning show, circle up, mystery readers and newsletters.	Principal, Assistant Principal, Counselor, Teachers, Staff	Less office referrals, feedback from student and parents				
2) Staff will promote Rachel's Challenge and the GCISD Honor Code to train staff on the campus and district expectations of the programs.	Principal, Assistant Principal, Counselor, Teachers, Staff	Sign-in sheet from Training, Pictures of School and District Events, Record of Counselor Lessons, KC Club Events				
3) All staff will be trained to identify bullying as defined in FFI (LOCAL) and then respond/conduct investigations as well as summarize findings including action taken.	Principal, Assistant Principal, Counselor, Teachers, Staff	Sign-in Sheet from Training, Counselor Lessons, Newsletters				
4) All staff will implement Restorative Practices to reduce misbehavior, bullying and violence among students, and improve the overall climate of learning.	Principal, Assistant Principal, Counselor, Teachers, Staff	Sign-in sheet from Training, Lesson Plans, Counselor Lessons, Documentation from Teachers and Staff, Stakeholder Feedback				
5) All staff will have the opportunity to utilize the new multi purpose room as a cool down/redirection spot fo students.	Administrators, SPED staff, teachers	Students will be able to regulate their emotions and return back to class sooner.				
						

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 2: Heritage Elementary School students in Grades PK-5 will have the opportunity to participate in one or more campus activities.

Evaluation Data Source(s) 2: We are creating a baseline of number of clubs and enrollment, Student Sign Up Sheet

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will promote participation in all campus activities with informational meetings with students and parents.	Principal, Assistant Principal, Counselor, Teachers, PTA	Student/Teacher Feedback				
2) A calendar of campus activities will be published through Schoolwires and teacher/parent communication to encourage student participation.	Principal, Assistant Principal, Campus Website Liaison, Teachers, PTA	Student/Teacher Feedback, Parent Survey				
3) Heritage elementary will increase the number and variety of afterschool clubs. (Garden, Kindness Counts, Spanish, Art. Sports)	Administrators, Counselor	This is a baseline year for HES as we are adding additional afterschool clubs.				
						

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 3: 100% of Heritage Elementary School staff will monitor individual student progress through procedures outlined in RtI documents.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will collect universal screening data using iStation and other assessments so PLC and RtI committees can review students, collaborate on additional strategies, and monitor students with skill deficits and provide enrichment to those who need it.	Principal, Assistant Principal, Counselor, Literacy Intervention Specialist, Teachers, Staff	Assessment Data, PLC Minutes, RtI Committee Meeting Minutes				

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 4: We will follow all dyslexia screening and assessment procedures according to district guidelines.

Evaluation Data Source(s) 4:

Summative Evaluation 4:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The RtI Committee will consider dyslexia characteristics and make referrals for screening and assessments.	Principal, Assistant Principal, Counselor, Literacy Intervention Teacher, Teachers, Staff	Assessment Data, RtI Committee Meeting Minutes				
2) The Campus 504 Coordinator will work with the GCISD Dyslexia Assessment Coordinator to ensure proper timelines and procedures are followed.	Principal, Assistant Principal, Counselor, Literacy Intervention Teacher, Teachers, Staff	RtI Committee Meeting Minutes, Staff Feedback				
						

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 5: The Literacy Intervention Teacher (LIT) will provide support to students according to the spectrum of dyslexia needs.

Evaluation Data Source(s) 5:

Summative Evaluation 5:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Literacy Intervention Teacher schedule will be designed in such a way that all identified students receive the services they need.	Principal, Assistant Principal, Counselor, Literacy Intervention Teacher, Teachers, Staff	Lesson Plans, Staff Schedules, Staff Feedback				
2) The Literacy Intervention Teacher will participate in comprehensive professional learning that takes place both centrally and in certain campus-based activities.	Principal, Assistant Principal, Literacy Intervention Teacher	Sign-in Sheet from Training, Staff Transcript				
3) The Literacy Intervention Teacher will communicate with parents about student progress on a nine week basis.	Principal, Assistant Principal, Literacy Intervention Teacher	Report Cards, Staff Feedback, Parent Feedback				
4) The Literacy Intervention Teacher will support the transition of students from dyslexia intervention and regular classroom instruction.	Principal, Assistant Principal, Counselor, Literacy Intervention Teacher, Teachers, Staff	Parent Feedback, Student Feedback, Staff Feedback				
						

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 6: Heritage Elementary School students will be actively involved in a community and/or service project.

Evaluation Data Source(s) 6:

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will promote participation in community and/or service projects through various forms of communication.	Principal, Assistant Principal, Counselor, Teachers, Staff, PTA	Student/Parent Feedback, Parent Survey				
2) Community and/or service projects will be featured on the HES Morning Show and Heritage Elementary School Yearbook to highlight and promote participation.	Principal, Assistant Principal, Counselor, Teachers, Staff, PTA	Student Participation, Student/Parent Feedback, Parent Survey				
						







Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 7: 100% of Heritage Elementary School staff will participate in professional development experiences to develop empathy about students with learning differences and gain skills in reading intervention.

Evaluation Data Source(s) 7:

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) New staff members will participate in the Shelton School Level I dyslexia simulations.	Principal, Assistant Principal, Literacy Intervention Teacher, Teachers, Staff	Sign-in Sheet from Training, Staff Transcripts				
2) All staff members will work with the Campus 504 Coordinator and Counselor to ensure specific accommodations are implemented.	Principal, Assistant Principal, Counselor, Literacy Intervention Teacher, Teachers, Staff	504 Meeting Agendas, 504 Meeting Minutes				
3) All staff members will communicate with students to create a safe atmosphere for self-advocacy related to learning needs and accommodations.	Principal, Assistant Principal, Counselor, Literacy Intervention Teacher, Teachers, Staff	Staff Feedback, Student Feedback				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 8: 100% of Heritage Elementary School students in Grade 5 will receive transition support designed to facilitate a successful transition to middle school.

Evaluation Data Source(s) 8:

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) A Grade 5 student support team will be created to help with the transition from elementary to middle school.	Teachers, Elementary and Middle School Counselors, Students, Parents/Guardians	Student/Parent Feedback				
2) Fifth grade students will participate in an informational meeting with middle school campuses counselors.	Principal, Assistant Principal, Counselor, Middle School Counselors, Fifth Grade Teachers	Student/Parent Feedback				
3) Staff will coordinate a meeting to complete information sheets for outgoing fifth grade students.	Fifth Grade Teachers, Counselor	Student Information Sheets				
4) Learning Platform Rubric Guiding Principle III: Fifth grade teachers will use AVID strategies with students to improve student achievement and align instruction with college readiness standards.	Principal, Assistant Principal, Learning Liaison, Counselor, Fifth Grade Teachers	Student Goal Sheets from Beginning, Middle, and End of Year, Lesson Plans, Feedback from Learning Liaison				

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 9: All students will be exposed to the different opportunities available through fine arts and athletics programs at the secondary level to increase participation in middle school.

Evaluation Data Source(s) 9:

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All students will experience performances from the secondary fine arts programs at various times during the year.	Principal, Assistant Principal, Counselor, Teachers, Staff	HES Master Calendar, Student/Parent Feedback				







Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 10: 100% of Heritage Elementary School students in Grades K-5 will write personalized goals using the Plan-Do-Study-Act (PDSA) model.

Evaluation Data Source(s) 10:

Summative Evaluation 10:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers and students will be trained on the goal setting process, including how to read, interpret, and use performance data as well as make improvements or enrichment in student success.	Principal, Assistant Principal, Learning Liaison, Teachers	Student Goal Sheets from Beginning, Middle, and End of Year				
2) Students will write personal learning goals using the Plan-Do-Study-Act model at the beginning, middle, and end of the school year.	Principal, Assistant Principal, Learning Liaison, Teachers	Student Goal Sheets from Beginning, Middle, and End of Year				
3) Teachers and students will conference with parents once during the fall and spring semester to explain their personal learning goals.	Principal, Assistant Principal, Teachers	Student Goal Sheets from Beginning, Middle and End of Year, Parent/Teacher Conference Documentation Forms				
4) Teachers and students will create e-portfolios for data collection and assistance with the goal-setting process.	Principal, Assistant Principal, Learning Liaison, Teachers	Student Goal Sheets from Beginning, Middle, and End of Year				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 2: LEAD 2021 Learning Plan Strategy - We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 11: Based on 2017-2018 STAAR data the exceeds mastery for 4th writing and 5th grade science will increase 50% or above.

Evaluation Data Source(s) 11: STAAR

Summative Evaluation 11:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All teachers will continue to refine the writers workshop model of instruction.	Administrators, LL, Teachers	Increased STAAR exceeds mastery				
2) Grades k -5 classroom teachers will increase the number of hands on opportunity science lessons.	Principal, AP, LL	Staff Lesson Plans, Faculty Meetings, Oct Professional Deve Days				


Goal 3: LEAD 2021 Personnel Strategy - We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

Goal 4: LEAD 2021 Communications Strategy: We will create a plan that customizes communication methods and messages for students, parents, teachers, administration, and community to communicate and support the GCISD mission and strategic objectives.

Performance Objective 1: 100% of parents representing all student populations will have access to timely and accurate information regarding Heritage Elementary School.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All teachers in Grades K-5 will develop an email group to send communication to parents and guardians during the year.	Principal, Assistant Principal, Teachers	Increased awareness from parents of classroom events.				
2) An HES Facebook page will be created and monitored to provide an additional form of communication for parents and guardians.	Principal, Assistant Principal, Teachers, Staff, PTA	Parent Feedback				
3) An HES Twitter account will be created and monitored to provide an additional form of communication for parents and guardians.	Principal, Assistant Principal, Teachers, Staff, PTA	Parent/Teacher Feedback				
4) The outside building marquee will display campus events for parents as well as the community to view on a weekly basis.	Principal, Assistant Principal, Administrative Assistant, Custodian	Increased participation at schoolwide events such as Family Nights, PTA meetings etc.				
						

Goal 4: LEAD 2021 Communications Strategy: We will create a plan that customizes communication methods and messages for students, parents, teachers, administration, and community to communicate and support the GCISD mission and strategic objectives.

Performance Objective 2: 100% of Heritage Elementary School staff will design a personal website that meets the district requirements.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) A Campus Website Liaison will be appointed to design and maintain the HES campus website.	Principal, Assistant Principal, Librarian	Parent Feedback, Staff Feedback				
2) The HES Campus Website and HES Staff Websites will be updated on an ongoing basis to provide accurate and timely information to parents and the community.	Principal, Assistant Principal, Librarian, Teachers, Staff	Parent Feedback, Staff Feedback				
						

Goal 4: LEAD 2021 Communications Strategy: We will create a plan that customizes communication methods and messages for students, parents, teachers, administration, and community to communicate and support the GCISD mission and strategic objectives.

Performance Objective 3: All parents will be provided the opportunity to participate as stakeholders in campus activities.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will create and/or support opportunities for parental involvement such as Curriculum Night, Book Fair Family Night, PTA Family Activities, etc.	Principal, Assistant Principal, Teachers, Staff, PTA	Sign-in Sheets, Agendas				
2) Parents will be provided information regarding school activities utilizing a variety of media.	Principal, Assistant Principal, Teachers, PTA	Parent Survey, Parent Feedback				

Goal 5: LEAD 2021 Technology Strategy: We will integrate technology, including student mobile wireless computing devices, into every aspect of the student academic experience to support the GCISD mission and strategic objectives.

Performance Objective 1: 100% of Heritage Elementary School Teachers and staff will incorporate technology during classroom instruction.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will participate in ongoing monthly professional development during PLC's (Digital PLC).	Principal, Assistant Principal, Learning Liaison, Digital Coaches	Agendas, Lesson Plans, Walk Through Data				

Goal 5: LEAD 2021 Technology Strategy: We will integrate technology, including student mobile wireless computing devices, into every aspect of the student academic experience to support the GCISD mission and strategic objectives.

Performance Objective 2: All PK-5th grade teachers will participate in 4 digital PLC's in order to continue the SAMR technology integration.

Evaluation Data Source(s) 2: Instructional Walk throughs

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) District technology instructional coach will attend 4 PLC's or faculty meetings in order to provide teachers with current programs and applications in order to increase meaningful application with technology.	Principal, Assistant Principal, LL	Lessons integrated with technology; Student technology know-how as evidenced by technology survey; Student content knowledge and understanding as evidenced by formative and summative assessments				