

McKinney Independent School District

Glen Oaks Elementary

2023-2024 Improvement Plan



Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

We invest in our future by providing a safe environment to engage, educate and empower every student, every day.

Vision

EVERY STUDENT, EVERY DAY!

Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment
- Learning is an active process involving students and parents to ensure that every student has an excellent education
- Every student needs an avenue to be engaged with their campus activities
- In recruiting and retaining the best staff for our students
- Staff is our greatest resource
- All staff should focus on student outcomes
- In creating an environment that fosters authentic partnerships with the whole community
- In providing open and honest two-way communication that builds trust toward creating a thriving learning environment

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Financial stewardship ensures a tomorrow for education

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Glen Oaks Elementary is privileged to serve 507 future leaders in grades Kindergarten through Fifth Grade. Our campus enrollment by ethnicity is: African American—6%, Hispanic—14%, White—67%, Asian—6%, and Two or More Races—7%. 8% of students are classified as economically-disadvantaged based on free/reduced lunch status.

Glen Oaks has a variety of programs to support the needs of our diverse learners. These programs support learners that require enrichment, acceleration, and additional academic assistance.

- ALPHA- 19% of Glen Oaks students are served in the MISD ALPHA program. ALPHA is McKinney's specialized program for identified gifted and talented students.
- Special Education- 18% of Glen Oaks students are currently served throughout the special education department. For students with identified eligibilities, we provide a full range of special education services including speech, resource, inclusion, Structured Teach Classroom (STC) and Functional Academics Classroom (FAC).
- Student Support- Glen Oaks has 4% of students that have English as a Second Language (ESL) services.

Demographics Strengths

Glen Oaks serves a stable community with a low mobility rate. The Glen Oaks staff, along with support from administration, work consistently to narrow achievement gaps. As evidenced in our MAP (Measures of Academic Progress) scores, a large majority of our students score at or above the national norm for both reading and mathematics. Data analysis of local and state assessments is done on a frequent basis in order to determine where additional support and intervention is required in order to ensure all of our students are highly successful.

Glen Oaks teachers are all ESL (English as a Second Language) certified.

Student Achievement

Student Achievement Summary

Glen Oaks Elementary met standard on all four performance indices of STAAR.

Third Grade Reading STAAR success showed 94% of students achieved the passing standard, and 48% achieved the masters standard.

Third Grade Math STAAR success showed 90% of students achieved the passing standard, and 34% achieved the masters standard.

Fourth Grade Reading STAAR success showed 95% of students achieved the passing standard, and 42% achieved the masters standard.

Fourth Grade Math STAAR success showed 98% of students achieved the passing standard, and 45% achieved the masters standard.

Fifth Grade Reading STAAR success showed 94% of students achieved the passing standard, and 59% achieved the masters standard.

Fifth Grade Math STAAR success showed 95% of students achieved the passing standard, and 48% achieved the masters standard.

Fifth Grade Science STAAR success showed 92% of students achieved the passing standard, and 38% achieved the masters standard.

Student Achievement Strengths

Our 4th grade math scores were an area of strength, as well as our 5th grade reading masters percentage of students. An area of need has been to continue to grow our average to high average students, therefore we will be implementing flexible grouping in all grade levels, in order to meet the academic needs more specifically through small group instruction. We have also implemented a comprehensive vocabulary program so all students will gain a stronger understanding of vocabulary that is often embedded in test questions. There was also a notable increase in our special education population achieving a passing standard on STAAR math and reading. Teachers are identifying strengths and weaknesses in the STAAR data in order to drive small group intervention. Lastly, masters rates in reading and math continue to be high campus-wide.

School Culture and Climate

School Culture and Climate Summary

A culture of high expectations and mutual respect is very important to the Glen Oaks school community. Students, parents, and staff are frequently given opportunities to share their input so that the needs of all and the diverse perspectives within the community are heard and considered in the decision-making process.

Discipline expectations have been developed and are implemented each school year to create consistency within classroom and non-classroom settings. A positive impact from these efforts has continued to be evidenced in our low discipline referral rate and minimal disruptions to instructional time. These school-wide systems were revisited at the start of the school year in order to revise and continue to commit to the standards of excellence.

Glen Oaks will continue in its 11th year as a "Leader in Me" campus. The seven habits (Be Proactive, Begin with the End in Mind, Put First Things First, Think Win-Win, Seek First to Understand and Then to be Understood, Synergize, Sharpen the Saw) have a positive impact on students in the areas of responsibility, empathy, team work, planning, organizing, goal-setting, and much more!

In 2018, our staff was trained in Restorative Practices, which continues to be implemented school-wide. In 2023, we began a Conscious Discipline book study as a need arose for social-emotional support with students. The entire staff is putting into practice a culture of learning based on safety, connection/relationships, and problem-solving, to help students self-regulate and advance in their social-skills behaviors.

Glen Oaks will continue to practice "Living Kind", with a special emphasis on empathy, diversity, and equity. We have added a Kindness Award for students to earn each month.

Lastly, through Marzano's High Reliability Schools, Glen Oaks is Level I certified in "Safe and Collaborative Culture," as well as Level II certified in "Highly Effective Teaching in Every Classroom". This school year we will be working towards certification in Level III, "Guaranteed and Viable Curriculum", with a strong emphasis on creating student goals, assessing student learning, and ensuring a comprehensive vocabulary program.

School Culture and Climate Strengths

Students of various grade levels are given leadership opportunities throughout the year. The Student Lighthouse team continues to serve as the school's student council and is available to 4th and 5th grade students. Students can also participate on the school announcements, safety patrol, or join the choir.

Recognition systems continue to be implemented each school year. These include, but are not limited to, GO-Getter Awards, Habit Hero Awards, Kindness Award, Golden-Heart Award, student brags/shout-outs, postcards home, positive office referral & phone calls, and grade-specific recognition avenues. Similarly to the school-wide expectations mentioned earlier, recognition systems were revisited this school year in order to ensure recognition for kindness and to emphasize social-emotional advancements in students.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The Glen Oaks staff is comprised of individuals committed to the well-being of our students. All teachers are highly qualified. The teaching staff is diverse and well-blended in terms of teaching experience. All teachers are ESL (English as a Second Language). All teachers are also GT (gifted and talented) certified and receive an annual training update in order to best meet the needs of our ALPHA students. Para-professional staff members provide quality support to the workings of our school and have a positive impact on student achievement.

When a teaching position becomes available, a team of professionals is used to select the most highly-qualified candidates. The time and commitment to the interview process is an integral part of our success in hiring highly-qualified teachers. The MISD mentor program is utilized to aide in the induction and support process.

Staff Quality, Recruitment, and Retention Strengths

All teachers at Glen Oaks are highly qualified. Glen Oaks has a low turnover rate. Staff members display a growth mindset and strive to be well-versed in current best teaching practices and philosophies that align with 21st Century skills thinking. All are compliant with MISD Professional Development expectations, and most have hours that exceed the requirements. Staff members serve as leaders among their peers through a variety of formal and informal professional development. For example, Learning Walks and teacher-led professional development will continue to be implemented so teachers can learn from one another. Lastly, we have a Mentor/Mentee structure to ensure our new staff members have abundant support at timely opportunities throughout the year.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The state standards, Texas Essential Knowledge and Skills/Student Expectations (TEKS/SE) are the basis for curriculum, instruction, and assessment at Glen Oaks. A clear focus on standards is achieved through the PLC (Professional Learning Community) process. This planning process allows each teacher to become an instructional leader. Through lesson design, teachers identify standards and student expectations, promote student engagement, utilize best-teaching practices and MISD curriculum documents to deliver instruction, assess student progress, and utilize assessment data to determine next teaching steps. Alignment between what is written, taught, and tested should insure accurate data. Frequent monitoring of student progress, with the use of formal and informal assessment practices, will show each students' strengths and areas for growth and enable them to progress along a continuum of skills. Immediate and precise interventions are provided to move all students forward in their learning, whether that involves intervening when skills have yet to be mastered or providing challenges to promote additional growth.

Curriculum, Instruction, and Assessment Strengths

Teachers continue to be provided with information related to High Reliability School indicators to ensure our school environment is safe & collaborative; that there is effective teaching in every classroom; and that the curriculum we teach is guaranteed and viable. Teacher teams are given time implement the PLC (Professional Learning Community) process in the area of lesson design. Extended planning structures will continue to be in place to provide teachers the time to discuss student learning objectives, assessment data, and next steps for lesson design.

Parent and Community Engagement

Parent and Community Engagement Summary

Glen Oaks boasts a high level of family and community involvement. Parents are invited to be active participants in their child's education through a variety of PTA and school opportunities. A variety of communication methods are used to keep parents informed of school events and curricular expectations including a weekly school newsletter, classroom newsletters, the school website, individual teacher websites, and various social media outlets. The school marquee is also utilized to share upcoming events.

Parent and Community Engagement Strengths

Glen Oaks is fortunate to have many dedicated volunteers. Events such as Carnival, Movie night, Multicultural night, and Family Fitness events involve families from Glen Oaks and beyond, and engage the cooperation of the community. Local businesses support our mission in a variety of ways.

A Principal's Coffee is offered at the beginning of the school year in order to share campus goals with the community. A Site-Based Decision Making Committee is also invited to look at our Campus Improvement Plan, in order to gain a deeper understanding of our commitments as a campus, as well as to provide community input. Surveys are also used throughout the school year in order to gain input from our parent community. This year, we will have a survey concerning the safety of our school. There will also be a mid-year parent survey shared with all parents in order to gain data regarding student learning and communication needs. This data will be used to systematically meet the needs of our students and families.

School Context and Organization

School Context and Organization Summary

Glen Oaks is a K-5th grade campus with 43 professional staff and 10 para-professional staff members. Teamwork is essential at Glen Oaks! Nine teams - one team per grade level, one special education team, one specials team, and one office team - function in harmony to deliver quality educational experiences for students. A Leadership Team, comprised of administrators and a representative from each team, meets monthly to discuss campus upcoming events, initiatives, etc. The MTSS committee is a problem-solving entity that provides interventions and support for struggling students in the areas of academics, behavior, and social-emotional well being. A Teacher Lighthouse Team meets monthly to oversee school wide implementation of the leadership model with students, staff, parents, and community members. The PTA is a group of parents and teachers working together to serve students. Lastly, our SHAC, or School Health Advisory Committee, will continue to analyze and implement structures to support the healthy development of our students, staff, and families.

School Context and Organization Strengths

Glen Oaks teams are collaborative, valuing each others strengths and learning from one another. The Special Education team works seamlessly with grade level teams to deliver quality instruction and inclusion opportunities to the students they serve. Glen Oaks is a school that promotes student leadership using "The Leader in Me" process.

Technology

Technology Summary

As of the 2020-2021 school year, there is a 1:1 device initiative for all elementary students. All students, 2nd-5th grade, have access to a laptop and K-1 grade students have access to iPads. Teachers each have a Mac Book Pro and iPad for planning and assessment recording. Every classroom is equipped with a digital board and document camera, in order to enhance learning opportunities for the entire class.

We will continue to capitalize on various technology platforms in order to support digital learning.

Technology Strengths

Glen Oaks is a technology-rich environment. Teachers are eager to incorporate technology into daily instruction. Most students have technology readily available to them in their home as well as in their classroom, and we are working to provide a smooth transition between the two. Technology integration is progressing, as students are beginning to use technology to produce (demonstrate understanding of) knowledge as well as consume knowledge.

Numerous formative assessment tools, production tools, and ideas for meaningfully integrating technology into everyday instruction are continuously being learned and implemented each school year.





An emphasis on the SAMR model will continue to be an area that we revisit for professional growth each year.

Goals

Goal 1: Glen Oaks will ensure the the school is safe and secure.

Performance Objective 1: Glen Oaks will increase attention on safety and security in order to promote an environment in which students, parents, and staff feel safe.

Evaluation Data Sources: Formal and informal survey data collected throughout the school year. Documentation of how data is used.





Strategy 1 Details	Reviews		
Strategy 1: Enhance the existing safety protocols for Glen Oaks Elementary. Strategy's Expected Result/Impact: 100% of staff and students will be trained in all drills as required by the state. Staff Responsible for Monitoring: Administrative team & MERT team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: During the 2023-24 school year we will increase safety and security by locking 100% of campus doors, exterior doors, occupied classroom doors with magnets in place, and unoccupied classroom doors. Weekly campus checks will be reported to safety and security office. Strategy's Expected Result/Impact: Glen Oaks will achieve 100% passing rate from state external door audits Staff Responsible for Monitoring: Administrative Team & School Secretary	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Glen Oaks will ensure the the school is safe and secure.

Performance Objective 2: Teachers, staff, students, and parents have formal roles in the decision-making process regarding school initiatives and optimal functioning of the school.

Evaluation Data Sources: Formal and informal survey data collected throughout the school year. Documentation of how data is used.

Strategy 1 Details	Reviews		
Strategy 1: Plan a comprehensive school counseling program (CSCP) that conforms to the Texas Model and the other relevant Texas Education Code. Strategy's Expected Result/Impact: Glen Oaks will submit an annual report detailing their implementation and evaluation of the comprehensive school counseling program. Staff Responsible for Monitoring: Administrators Counselor	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Maintain partnerships with community organizations to meet specific student needs. Strategy's Expected Result/Impact: Services/resources provided to families. Staff Responsible for Monitoring: Principal Assistant Principal	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Design professional learning around coordinated health & monitor campus coordinated implementation. Strategy's Expected Result/Impact: We will ensure quarterly coordinated health team meetings occur. Staff Responsible for Monitoring: Campus Nurse Principal Assistant Principal	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: The campus will ensure that the MISD Lives Kind initiative is implemented systematically through the planning and coordination of the school counselor, the coordinated health team, instructional leaders, and campus administration. Strategy's Expected Result/Impact: We will document participation in MISD Lives Kind as a part of HRS Level 1 activities.	Formative		Summative
	Nov	Feb	June

Staff Responsible for Monitoring: Principal Assistant Principal Nurse Instructional Leaders			
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

Goal 2: Glen Oaks will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 1: We will implement data systems and monitoring practices to ensure student growth and continuous improvement in district performance.

Evaluation Data Sources: Principal feedback and data analysis.

Strategy 1 Details	Reviews		
Strategy 1: Provide professional learning opportunities focused on 2023 TEA accountability measures at all relevant levels of the organization. Strategy's Expected Result/Impact: Guide instructional practices in the classroom. Staff Responsible for Monitoring: Campus Administration Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Implement campus PLC model to collaborate on the goals and outcomes of common assessments. Strategy's Expected Result/Impact: Student achievement data to show areas for improvement and growth. Staff Responsible for Monitoring: Administrative Team Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Implement the MISD assessment plan for PK-5 Strategy's Expected Result/Impact: Data to inform instruction. Staff Responsible for Monitoring: All Staff	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Recognize academic success across the campus. Strategy's Expected Result/Impact: Students feel valued and supported, which leads to greater student achievement. Staff Responsible for Monitoring: Kristi Andrews Katie Ponce	Formative		Summative
	Nov	Feb	June





Strategy 5 Details	Reviews		
Strategy 5: Develop tiered support structures (MTSS) to help increase student achievement. Strategy's Expected Result/Impact: Student growth Staff Responsible for Monitoring: Administrative Team Instructional Coach Teachers Counselor	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 79% to 84% by June 2024. (HB3) Strategy's Expected Result/Impact: Increase in student reading achievement through STAAR. Staff Responsible for Monitoring: Kristi Andrews and 3rd grade teachers	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
Strategy 7: The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 66% to 72% by June 2024. (HB3) Strategy's Expected Result/Impact: Increase in student math achievement through STAAR. Staff Responsible for Monitoring: Admin 3rd Grade teachers	Formative		Summative
	Nov	Feb	June
Strategy 8 Details	Reviews		
Strategy 8: Glen Oaks students will improve attendance rates to 97% by May of 2024 Strategy's Expected Result/Impact: Research shows that academic achievement is tied to student attendance. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

Goal 2: Glen Oaks will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 2: Glen Oaks will ensure a guaranteed and viable curriculum to support teachers in providing high quality learning experiences and improve student learning outcomes.

Evaluation Data Sources: District Curriculum; CFA's

Strategy 1 Details	Reviews		
Strategy 1: Develop a 2023-2024 plan for academic and cognitive vocabulary instruction and monitoring tools embedded in curriculum resource documents in alignment with HRS Level III. Strategy's Expected Result/Impact: Student vocabulary will increase. HRS III Certification. Staff Responsible for Monitoring: Administrators and Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Grade levels will establish content area goals aligned to content specific initiative, in an effort to improve teaching and student learning outcomes. Strategy's Expected Result/Impact: Increase in student learning outcomes. Staff Responsible for Monitoring: Administrators & Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Grade levels will create Common Formative Assessments based on standards and curriculum that are in alignment with HRS Level III Strategy's Expected Result/Impact: CFA data will inform instructional practice, to improve student learning Staff Responsible for Monitoring: Administrators & Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Achieve HRS Level III certification. Strategy's Expected Result/Impact: Improve student achievement through intentional strategies connected to HRS III. Staff Responsible for Monitoring: Administrators & A-Team	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Ensure implementation of the MISD Model of Instruction. Strategy's Expected Result/Impact: Quality instruction in every classroom. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June

Strategy 6 Details	Reviews		
Strategy 6: Ensure effective teaching strategies are in place to meet the needs of diverse learners. Strategy's Expected Result/Impact: Student achievement growth with our sub-population groups (ESL; Sped; Economically disadvantaged; GT; At-Risk; and 504) Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

Goal 2: Glen Oaks will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 3: Glen Oaks will design and implement a systematic approach to professional learning that addresses support and provides real-time, relevant learning to improve teaching and student learning outcomes.

Evaluation Data Sources: Campus Professional Development feedback and staff surveys.





Strategy 1 Details	Reviews		
Strategy 1: Based on student data and teaching needs, timely professional learning will be developed for teachers . Strategy's Expected Result/Impact: Teaching strategies are gained and adjustments made for quality instruction.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Teachers will perform Learning Walks and/or Co-Teach to enhance teaching strategies. Strategy's Expected Result/Impact: Implementation of new strategies that positively impact student learning outcomes. Staff Responsible for Monitoring: Administrators Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Design professional learning aligned to High Reliability Schools levels for continuous improvement. Strategy's Expected Result/Impact: Artifact evidence will show HRS implementation with fidelity. Staff Responsible for Monitoring: Administrators & A-Team	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Teachers will collaborate in vertical teams to enhance instructional strategies for reading language arts, math, and science. Strategy's Expected Result/Impact: Due to vertical alignment in instruction, student learning experiences and achievement outcomes will increase. Staff Responsible for Monitoring: Administrators Instructional Coach Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Glen Oaks teachers will participate in three district professional learning days. Strategy's Expected Result/Impact: Impact on innovative teaching strategies to increase student learning outcomes. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June

<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>						

Goal 2: Glen Oaks will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 4: Glen Oaks will provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.

Evaluation Data Sources: Programs with the district and on-campus to serve a variety of student needs.





Strategy 1 Details	Reviews		
Strategy 1: Glen Oaks serves identified gifted and talented students in grades K-5 in a pull-out program. Strategy's Expected Result/Impact: Program implementation data Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Implement MTSS procedures to ensure students receive appropriate supports, interventions, and accommodations based on educational needs. Strategy's Expected Result/Impact: Program implementation data for tier support. Staff Responsible for Monitoring: Administrators Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Partner with PTA to provide 2-4 in-house educational enrichment experiences for all students. Strategy's Expected Result/Impact: Experiences beyond classroom learning that will enhance student learning outcomes. Staff Responsible for Monitoring: Administrators Library Media Specialist Instructional Coach	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Glen Oaks will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 5: Glen Oaks will increase the percentage of English learners who progress at least one proficiency level by 5%, according to the Yearly Progress in TELPAS Composite Rating.

Evaluation Data Sources: 23-24 TELPAS Scores





Strategy 1 Details	Reviews		
Strategy 1: Provide sheltered instruction training and support for teachers. Strategy's Expected Result/Impact: Implementation of sheltered instruction strategies in grades 2-5 will increase academic achievement and language proficiency. Staff Responsible for Monitoring: District ESL/Bilingual Department Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Professional development and continued support for teachers on how to utilize ELLevation strategies to provide differentiated instruction for English Learners. Strategy's Expected Result/Impact: ELLevation strategies make content accessible and enable increased participation by English learners.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Provided targeted professional development and instructional resources aimed to equip teachers with the knowledge and tools to increase the academic language proficiency of English Learners. Strategy's Expected Result/Impact: Linguistic and academic growth for English learners as measured by district and state assessments. Staff Responsible for Monitoring: Administrators Instructional Coach Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: LPAC Campus Coordinator will collaborate with the campus registrar to ensure the accuracy of PEIMS coding for English learners. Strategy's Expected Result/Impact: Proper identification, participation, and assessment of English learners. Staff Responsible for Monitoring: Assistant Principal Campus Registrar	Formative		Summative
	Nov	Feb	June

Strategy 5 Details	Reviews		
Strategy 5: Ensure teachers are accessing ESL instructional strategies that are included in the general education curriculum. Strategy's Expected Result/Impact: Teacher walk-through data will indicate implementation for instructional strategies for English learners. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: Provide teachers with resources and support for effective student TELPAS preparation. Strategy's Expected Result/Impact: Linguistic growth for English learners as measured by TELPAS Staff Responsible for Monitoring: Assistant Principal Library Media Specialist	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Glen Oaks will continue to recruit, recognize, develop, and retain high-quality and effective staff.

Performance Objective 1: Glen Oaks will establish innovative recruitment and retention practices that support the development of all employees and grows high quality staff.





Evaluation Data Sources: Glen Oaks staff will have high quality educators to increase student learning outcomes for all students.

Strategy 1 Details	Reviews		
Strategy 1: Increase teacher pipeline through university partnerships. Strategy's Expected Result/Impact: Quality student teachers hired. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Utilize McKinney ISD substitutes as our teacher pipeline. Strategy's Expected Result/Impact: Subs hired as permanent employees. Staff Responsible for Monitoring: Administrators Campus Secretary	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: New teachers participate in the campus mentor/mentee program. Strategy's Expected Result/Impact: Real time support increases competency and retention of new teachers. Staff Responsible for Monitoring: Administrators Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: New teachers attend the district's new teacher program in their first and second year of teaching. Strategy's Expected Result/Impact: Increase retention of new teachers. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Glen Oaks will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.

Performance Objective 1: Glen Oaks will improve engagement and outreach connecting the community, parents, and staff to achieve our mission.





Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews		
Strategy 1: Provide parents, staff, students, and other stakeholders opportunities to participate in the decision making process. Strategy's Expected Result/Impact: Stronger connections and positive impact on student learning experiences. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Provide varied opportunities for parent education and collaboration. Strategy's Expected Result/Impact: Stronger partnership to enhance student supports. Staff Responsible for Monitoring: Administrators Counselor	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Collaborate with PTA to provide the community with educational experiences and/or events. Strategy's Expected Result/Impact: Builds more awareness of student needs and ways to make connections with others. Staff Responsible for Monitoring: Administrators PTA Board	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Glen Oaks will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Glen Oaks will engage the community in an ongoing effort to support and communicate campus successes.





Evaluation Data Sources: Amount of communication provided.

Strategy 1 Details	Reviews		
Strategy 1: Provide written and visual content for the school website and social media accounts. Strategy's Expected Result/Impact: Viewers gain information about school happenings and there is an increase in posts of Facebook and X (formally known as Twitter). Staff Responsible for Monitoring: Administrators Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Share the positive stories about our campus and happenings within classrooms. Strategy's Expected Result/Impact: An increase in stories on social media, to better understand the daily functioning and celebrations on our campus. Staff Responsible for Monitoring: Administrators Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Provide weekly updates through the campus newsletter, "From the Principal's Desk". Strategy's Expected Result/Impact: Viewers are more informed of the campus happenings. Staff Responsible for Monitoring: Administrators Secretary	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Provide the community time to meet with the principals at Principal's Coffee. Strategy's Expected Result/Impact: Parent & community participation increases awareness of campus celebrations and student experiences. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Glen Oaks will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 2: Glen Oaks will foster a culture of trust by proactively sharing campus processes, decisions, and information in a transparent and timely manner.

Evaluation Data Sources: Stakeholders functioning effectively with necessary information.

Strategy 1 Details	Reviews		
Strategy 1: Create a campus emergency plan that fosters consistency, collaboration, and transparency. Strategy's Expected Result/Impact: Emergency Operations Plan is accessible to all staff to utilize. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Update and share Glen Oaks Staff Handbook for clear and consistent protocols for the campus. Strategy's Expected Result/Impact: Strong regulations in place for a safe and collaborative environment. Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Enhance internal communication to build employee trust and morale. Strategy's Expected Result/Impact: Emails; monthly staff mtgs; team leader mtg & minutes; handwritten notes to staff; morning announcements Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Enhance external communication to build employee trust and morale. Strategy's Expected Result/Impact: Staff Newsletters; Web Ex; Emails; Call outs Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: Glen Oaks will continue to be fiscally responsible and efficient with district resources.

Performance Objective 1: Glen Oaks will strategically and equitably manage our resources to meet identified student needs and align resource allocation with campus goals.

Evaluation Data Sources: Appropriately allocated resources

Strategy 1 Details		Reviews		
Strategy 1: Analyze expenditures for budget recommendations. Strategy's Expected Result/Impact: Fiscal responsibility for campus and MISD Staff Responsible for Monitoring: Administrators Campus Secretary (Manager)		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 6: Glen Oaks will continue to be fiscally responsible and efficient with district resources.

Performance Objective 2: Glen Oaks will provide high quality maintenance to accelerate teaching and learning.

Evaluation Data Sources: System to collect and submit campus level work orders
Tracking of campus work orders at the district level

Strategy 1 Details	Reviews		
Strategy 1: Identify building systems (or in some cases specific items) that are in need of replacement. Strategy's Expected Result/Impact: Quality facilities conducive for teaching and learning. Staff Responsible for Monitoring: Campus Manager	Formative		Summative
	Nov	Feb	June
<div><div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div></div>			

Goal 6: Glen Oaks will continue to be fiscally responsible and efficient with district resources.

Performance Objective 3: Glen Oaks will provide an effective, integrated technology system for management, communication, and classroom instruction.

Evaluation Data Sources: Teacher feedback
Technology work order tickets submitted by campus
Technology work order tickets completed by district

Strategy 1 Details		Reviews		
Strategy 1: Submit technology support tickets within 2 business days of identifying a problem/issue for review and solution by the district team. Strategy's Expected Result/Impact: Effective teaching and learning Staff Responsible for Monitoring: All Staff on campus		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				