

# **McKinney Independent School District**

## **Webb 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!

## Core 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
- Financial stewardship ensures a tomorrow for education

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

J. W. Webb Elementary is a designated Title 1 campus that provides instruction to approximately students within MISD. The ethnic distribution and social economic status of the students at Webb are as follows: Hispanic 57%, White 27%, and African American 12%. 30% of our students are classified as Limited English Proficiency and 60% are Economically Disadvantaged. In addition, we house the McKinney ISD elementary GT program, which serves more than 750 students from across the district on our campus.

### Demographics Strengths

- Diverse student population
- One bilingual class at each grade level
- Cultural diversity and awareness
- Smaller school population
- Multi-Generational Families
- Multiple Community & Business Sponsors

# Student Achievement

## Student Achievement Summary

After analyzing 2022-2023 STAAR data, we continue to note significant achievement gaps for At-Risk students. This includes students that are economically disadvantaged and those have Limited English Proficiency. For two consecutive years, students have performed well in third grade math and reading but have performed lower in fourth grade than they performed the previous year. Students performed at about the same level in fifth grade that they performed at in fourth grade. On 2022-2023 STAAR Reading, 65% of third graders met the passing standard, 66% of fourth graders met the passing standard, and 70% of fifth graders met the passing standing. On 2022-2023 Math STAAR, 65% of third graders met the passing standard, 34% of fourth graders met the passing standard, and 53% of fifth graders met the passing standing. This data demonstrates the need for an intense focus on fourth and fifth grade math instruction.

STAAR achievement data demonstrated a slight dip in Reading from 75% to 67% in third through fifth grades. Analysis reflects that a significant contributing factor was the addition of, and poor performance on, the Extended Constructed Response. Teacher teams will engage in professional learning during the 2023-2024 school year to address this skill.

## Student Achievement Strengths

According to 2022-2023 STAAR data, students served in special education made significant gains and performed at levels similar to their peers who did not receive special education services.

# School Culture and Climate

## School Culture and Climate Summary

J. W. Webb Elementary has a strong sense of family as well as a rich history in the community. We celebrate the diversity of our students and actively seek to hire dynamic teachers who reflect our student population and whom are highly qualified and ESL certified. To improve and strengthen our school culture and climate, we utilize various surveys completed by employees as part of our organizational assessment. We also use data obtained from administrative walkthroughs, formal classroom observations, parent surveys and data from multiple sources.

## School Culture and Climate Strengths

- Character education program campus wide
- Campus needs assessment indicated that J.W. Webb has a strong sense of community
- Positive student/teacher relationships
- Regular evening events for families: Open Gyms, music performances, Meet the Teacher, Math Game Night, Trunk-or-Treat, Glow Dance, Open House, etc.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

J.W. Webb Elementary staff will be recruited, developed and retained at high levels. Our campus actively seeks out only the best and brightest to work with and nurture our students. We continue to hire highly qualified teachers in accordance with the district goal to remain 100% highly qualified. J.W Webb Elementary has 61 full-time staff members. Webb is continually aware of the need for our teaching staff to be reflective of our student population. Currently, 33% of staff are Hispanic and 61% are White. Classroom teachers at Webb Elementary have varying years of experience. Webb has 41 teachers. Twenty-two percent of classroom teachers have 0-4 years of experience, 22% of teachers have 5-9 years experience, and 56% of teachers have 10 or more years experience. Webb has 6 teachers who serve our bilingual population and 12 who serve our Gifted & Talented (GT) program. Forty of the forty-one teachers are ESL certified. Additionally, all of our teachers are highly qualified.

## Staff Quality, Recruitment, and Retention Strengths

- Staff all meet Highly Qualified NCBL status
- 98% of classroom teachers are ESL Certified
- Approximately 90% of teachers have earned their 30 hours of GT certification
- Our teachers vary in their years of teaching experience with 56% having 10 or more years of experience.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Our teachers use the curriculum and resources located in Eduphoria, provided by the district, to teach the required TEKS. Five of our staff members are involved in writing curriculum for MISD in Language Arts, Math and Science. Teachers implement district initiatives for instruction including Number Talks, Guided Reading, and Grammar Talks. In order to track our students' progress, as well as target instruction, our teachers use common formative assessments, MAP, mClass, and DRA2.

## Curriculum, Instruction, and Assessment Strengths

- Instructional Leadership Team meets weekly.
- The Guiding Coalition meets monthly.
- Daily What I Need (WIN) time provides targeted intervention and extension of knowledge and skills for every student.
- Weekly collaborative team planning is supported by instructional coaches.
- Collaborative Team Time every other week supports the Professional Learning Community
- Beginning, middle and end of year Data Meetings are held to monitor student progress and create targeted plans of action for every student.
- Data is analyzed from multiple assessment sources ( MAP, mClass, DRA2, and common formative assessments).
- Campus-level instructional resources include an extensive literacy library and professional library.
- Technology integration, interactive displays, and 1-to-1 devices (iPads/MacBooks) are present in all classrooms.
- The campus has additional professional support staff including three instructional coaches and an interventionist.
- The campus has additional bilingual support staff (three bilingual instructional aides).



# Parent and Community Engagement

## Parent and Community Engagement Summary

Effective schools are a result of families and school staff working together to ensure that children are successful in school. The staff at Webb Elementary has high expectations for themselves and for the students attending our school. We invite all parents and members of the community to join in this partnership with our school. We have made concerted efforts to integrate the family and community into our campus. In addition, we have held an Open House Showcase to draw in families and community members to see student work. Through our partnership with Reach and Communities in Schools, members of our community are recruited to mentor students and support teachers to enhance the learning within our school. This year, Webb Elementary will host a math game night to provide a model of math practice that can be incorporated at home in fun ways.

## Parent and Community Engagement Strengths

- Community partnerships with Christ Fellowship Church and Preston Trail Community Church
- Business partnerships with Emerson & Subaru
- School Messenger communication system
- Communities In Schools
- REACH Mentors
- PALS (Students from two high schools mentor students)

## School Context and Organization

### School Context and Organization Summary

The goals of J.W. Webb are aligned to, and support, the goals of the district. Webb is committed to ensuring a safe and secure campus, using data to inform instructional decisions in order to ensure student growth, developing and retaining highly qualified teachers, creating and maintaining an inclusive culture, and accurate and timely communication.

# Technology

## Technology Summary

J.W. Webb Elementary has a strong focus on technology. All classrooms are equipped with one-to-one student iPads (K-1) or MacBooks (2-5). In addition, every classroom contains a Vivitek or BenQ interactive display, which is used by the teacher and also by the students. We continue to improve the quality of learning on the campus by purchasing, upgrading, and piloting innovative technology for our campus.

## Technology Strengths

- Vivitek/BenQ interactive displays in all core content classrooms
- 1-to-1 student devices in all core content classrooms (iPads/MacBooks)

# Goals





**Goal 1:** J.W. Webb Elementary will ensure that the school is safe and secure.

**Performance Objective 1:** J.W. Webb Elementary will increase attention to safety and security in order to promote an environment in which students, parents, and staff feel safe.

**Evaluation Data Sources:** Safety survey of students, parents & staff

Weekly Door Audit





After Actions Reports from monthly drills

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Enhance the existing safety protocols and continue to train staff to ensure that all students, parents and staff feel safe. <b>Strategy's Expected Result/Impact:</b> All campus staff will be trained in security measures and campus drills. All students and staff will participate in drills as required by the state. <b>Staff Responsible for Monitoring:</b> Principal & Assistant Principal, office staff	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> J.W. Webb Elementary will increase safety and security by locking 100% of campus doors, all exterior doors, occupied classroom doors with a magnet in place, and unoccupied classroom doors. Weekly campus door checks will be reported to MISD Safety and Security office. <b>Strategy's Expected Result/Impact:</b> J.W. Webb will receive 100% passing rate from state external door audits. <b>Staff Responsible for Monitoring:</b> Principal & Assistant Principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 1:** J.W. Webb Elementary will ensure that the school is safe and secure.

**Performance Objective 2:** J.W. Webb Elementary will provide tiered prosocial supports and character education.

**Evaluation Data Sources:** Annual report detailing implementation and evaluation of comprehensive school counseling program  
Data reports detailing services provided (Trusted World, Food for Kids, etc.)  
Regular contact/collaboration with CIS

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> J.W. Webb Elementary will plan and execute a comprehensive school counseling program that conforms to the Texas Model and relevant Texas Code. <b>Strategy's Expected Result/Impact:</b> An annual report will detail the implementation and success of the comprehensive school counseling program. <b>Staff Responsible for Monitoring:</b> Counselor, Principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> J.W. Webb Elementary will maintain partnerships with community organizations to meet specific student needs. <b>Strategy's Expected Result/Impact:</b> Regular contact/meetings with community partners including CIS, Christ Fellowship Church, and Preston Trail Community Church. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> J.W. Webb Elementary will monitor campus coordinated health. <b>Strategy's Expected Result/Impact:</b> Minutes from quarterly SHAC meetings <b>Staff Responsible for Monitoring:</b> School Nurse, SHAC	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> J.W. Webb Elementary will implement the Live Kind initiative. <b>Strategy's Expected Result/Impact:</b> Documentation of Live Kind activities <b>Staff Responsible for Monitoring:</b> Counselor, Principal, Assistant Principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			





**Goal 2:** Teachers and staff at J.W. Webb Elementary will use data driven decisions to engage students in learning experiences that ensure growth for every student.

**Performance Objective 1:** J.W. Webb Elementary will implement data systems and monitoring practices to ensure student growth and continuous improvement in school performance.

**Evaluation Data Sources:** MAP, STAAR, MTSS Data, Attendance Reports

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> School leaders will engage in professional learning opportunities provided by Region 10 focused on 2023 TEA accountability measures and will share this information with teachers. <b>Strategy's Expected Result/Impact:</b> Teacher feedback will reflect an increased understanding of the TEA accountability system. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, and Instructional Coaches	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Instructional Coaches will lead teachers in the implementation of the PLC model during Collaborative Team Time every other week. <b>Strategy's Expected Result/Impact:</b> Teachers will identify and unpack essential standards, create common formative assessments, analyze the results, and plan subsequent instruction to address the four essential questions of the PLC process. <b>Staff Responsible for Monitoring:</b> Instructional coaches	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Teachers will implement the MISD assessment plan for K-5. <b>Strategy's Expected Result/Impact:</b> Full implementation of MISD assessment calendar. <b>Staff Responsible for Monitoring:</b> Teachers, Campus Test Coordinator, Instructional Coaches	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Webb teachers and instructional coaches will engage in data meetings to analyze MAP, mClass and STAAR data and monitor growth for every student. <b>Strategy's Expected Result/Impact:</b> At least 60% of students will meet the projected growth measure on the reading and math MAP assessment on the middle and end of year assessments. <b>Staff Responsible for Monitoring:</b> Teachers and instructional coaches	Formative		Summative
	Nov	Feb	June

Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Webb will implement tiered support structures (MTSS) to increase student achievement for students who are performing below grade level in reading and math and will provide targeted intervention during What I Need (WIN) time daily. <b>Strategy's Expected Result/Impact:</b> Students receiving targeted intervention support will master MTSS goals as evidenced by progress monitoring data and will meet the expected growth measure on middle and end of year district assessments. <b>Staff Responsible for Monitoring:</b> Teachers, MTSS coordinator	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
<b>Strategy 6:</b> Third through fifth grade RLA teachers will engage in professional learning to support increased student performance on Extended Constructed Response. <b>Strategy's Expected Result/Impact:</b> Third through fifth grade student performance on Extended Constructed Response will increase from an average of 1.9 to an average of at least 6.0 on STAAR Reading. <b>Staff Responsible for Monitoring:</b> 3rd-5th grade RLA teachers, Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
<b>Strategy 7:</b> Sixty percent or more of 1st-5th grade students will meet or exceed the growth measure on MAP Reading by June 2024. <b>Strategy's Expected Result/Impact:</b> MAP Reading <b>Staff Responsible for Monitoring:</b> 1st-5th Grade Teachers, Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 8 Details	Reviews		
<b>Strategy 8:</b> Sixty percent or more of 1st-5th grade students will meet or exceed the growth measure on MAP Math by June 2024. <b>Strategy's Expected Result/Impact:</b> MAP Math <b>Staff Responsible for Monitoring:</b> 1st-5th Grade Teachers, Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 9 Details	Reviews		
<b>Strategy 9:</b> The number of 3rd-5th grade students who score at Meets or above on STAAR Reading will increase from 36% to 45% on STAAR Reading by May 2024. <b>Strategy's Expected Result/Impact:</b> STAAR <b>Staff Responsible for Monitoring:</b> 3rd-5th Grade Teachers, Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 10 Details	Reviews		
<b>Strategy 10:</b> The number of 3rd-5th grade students who score at Meets or above on STAAR Math will increase from 23% to 40% on STAAR Math by May 2024. <b>Strategy's Expected Result/Impact:</b> STAAR <b>Staff Responsible for Monitoring:</b> 3rd-5th Grade Teachers, Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June

Strategy 11 Details	Reviews		
<b>Strategy 11:</b> Webb students will improve attendance rates to 97% by May of 2024. <b>Staff Responsible for Monitoring:</b> Attendance Committee: Assistant Principal, Registrar, Counselor & Communities In Schools Coordinator	Formative		Summative
	Nov	Feb	June
<div> <div>  No Progress           </div> <div>  Accomplished           </div> <div>  Continue/Modify           </div> <div>  Discontinue           </div> </div>			







**Goal 2:** Teachers and staff at J.W. Webb Elementary will use data driven decisions to engage students in learning experiences that ensure growth for every student.

**Performance Objective 2:** J.W. Webb Elementary will ensure a guaranteed and viable curriculum to provide high quality learning experiences and improve student learning outcomes.

**Evaluation Data Sources:** HRS & Solution Tree materials, MISD Curriculum Documents, Walk Through Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implement the 2023-2024 MISD curriculum plan for academic and cognitive vocabulary instruction and monitoring tools embedded in curriculum resource documents in alignment with HRS Level III. <b>Strategy's Expected Result/Impact:</b> Lesson plans, student vocabulary documents, walk through data <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> K-5 teacher teams and Instructional Coaches will engage in Collaborative Team Time to identify and unpack essential standards, create common formative assessments, analyze results of common formative assessments, and plan for subsequent instruction to ensure mastery of the essential standards for every student. <b>Staff Responsible for Monitoring:</b> K-5 Teachers, Instructional Coaches	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Grade level teachers and instructional coaches will engage in weekly collaborative planning to identify HOW essential standards will be taught. <b>Staff Responsible for Monitoring:</b> K-5 Teachers & Instructional Coaches	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Webb will achieve HRS Level III certification by May, 2024. <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Teachers will adhere to the MISD Model of Instruction. <b>Strategy's Expected Result/Impact:</b> Walkthrough Data <b>Staff Responsible for Monitoring:</b> Instructional Coaches & Administrators	Formative		Summative
	Nov	Feb	June





Strategy 6 Details		Reviews		
<b>Strategy 6:</b> Webb will ensure effective teaching strategies are in place to meet the needs of diverse learners, specifically those of students who are economically disadvantaged and have Limited English Proficiency. <b>Strategy's Expected Result/Impact:</b> MAP & STAAR Data <b>Staff Responsible for Monitoring:</b> K-5 Teachers, Instructional Coaches, Administrators		Formative		Summative
		Nov	Feb	June
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>				

**Goal 2:** Teachers and staff at J.W. Webb Elementary will use data driven decisions to engage students in learning experiences that ensure growth for every student.

**Performance Objective 3:** J.W. Webb will implement a systematic approach to professional learning that provides real-time, relevant learning to improve teaching and student learning outcomes.

**Evaluation Data Sources:** Collaborative Team Time Agendas, Lesson Plans, Student Growth Data from MAP and STAAR





Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Instructional Coaches will deliver job embedded professional development on instruction of essential standards through Collaborative Team Time and weekly Collaborative Planning. <b>Strategy's Expected Result/Impact:</b> Collaborative Team Time every other week Collaborative Planning with ICs weekly <b>Staff Responsible for Monitoring:</b> Instructional Coaches & Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> The Webb Leadership Team will meet weekly to ensure progress on campus initiatives, including positive discipline, student goal setting and progress monitoring, and explicit vocabulary instruction, are monitored and support is adjusted as needed. <b>Strategy's Expected Result/Impact:</b> Leadership Team Agendas <b>Staff Responsible for Monitoring:</b> Instructional Coaches and Administrators	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> School leaders will engage in professional learning aligned to HRS during Learning and Leading sessions. <b>Staff Responsible for Monitoring:</b> Administrators & Instructional Coaches	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Instructional Coaches will engage in professional learning provided by MISD 5 during the school year. <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Teachers will engage in professional learning provided by MISD three times during the school year. <b>Staff Responsible for Monitoring:</b> Teachers, Administrators	Formative		Summative
	Nov	Feb	June

Strategy 6 Details	Reviews		
<b>Strategy 6:</b> Teachers will engage in on-campus professional development on student goal setting and progress and monitoring, and will implement the learned strategies with students. <b>Strategy's Expected Result/Impact:</b> Student Data Notebooks for all students containing student goals, action plans, and progress monitoring <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators, K-5 Teachers	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
<b>Strategy 7:</b> Teachers will engage in on-campus professional development on Positive Behavior Principles and implement the learned strategies. <b>Staff Responsible for Monitoring:</b> Administrators, Counselor, Instructional Coaches, Teachers	Formative		Summative
	Nov	Feb	June
<div> <div>  No Progress           </div> <div>  Accomplished           </div> <div>  Continue/Modify           </div> <div>  Discontinue           </div> </div>			

**Goal 2:** Teachers and staff at J.W. Webb Elementary will use data driven decisions to engage students in learning experiences that ensure growth for every student.

**Performance Objective 4:** J.W. Webb Elementary will provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.





**Evaluation Data Sources:** MTSS Data

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Teachers will implement MISD MTSS procedures to ensure students receive appropriate supports, interventions and accommodations based on educational needs. <b>Staff Responsible for Monitoring:</b> MTSS Coordinator, Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Teachers will extend the learning for students who have mastered standards during What I Need (WIN) time. <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coaches	Formative		Summative
	Nov	Feb	June
<div>  0% No Progress            100% Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Teachers and staff at J.W. Webb Elementary will use data driven decisions to engage students in learning experiences that ensure growth for every student.





**Performance Objective 5:** Webb 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:** Sheltered Instruction walk through data, TELPAS

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> All 2nd-5th grade teachers will be trained and receive support in Sheltered Instruction. <b>Staff Responsible for Monitoring:</b> 2nd-5th grade teachers, Administrators, Bilingual Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Job embedded professional development and continued support will be provided for teachers on how to utilize ELLevation strategies to provide differentiated instruction for English Learners. <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide teachers with resources and support for effective student TELPAS preparation. <b>Staff Responsible for Monitoring:</b> Instructional Coaches, Administrators	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			





**Goal 3:** J.W. Webb Elementary will recruit, recognize, develop and retain high quality and effective staff.

**Performance Objective 1:** J.W. Webb Elementary will establish innovative recruitment and retention practices that support the development of all employees and grow high quality staff.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> J.W. Webb Elementary will partner with universities to mentor student teachers. <b>Strategy's Expected Result/Impact:</b> J.W. Webb will hire successful student teachers when openings arise. <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> J.W. Webb Elementary will support new MISD teachers by ensuring attendance at all MISD first and second year teacher academies. <b>Strategy's Expected Result/Impact:</b> First and second year teachers will attend all new teacher academy sessions. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal and Campus Secretary.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> J.W. Webb Elementary will support new teachers by providing them with campus mentors and facilitating regular quarterly meetings with administrators. <b>Strategy's Expected Result/Impact:</b> Retention of new teachers <b>Staff Responsible for Monitoring:</b> Principal & Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** J.W. Webb Elementary will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.





**Performance Objective 1:** J.W. Webb Elementary will improve engagement and outreach connecting the community, parents, and staff to achieve our mission.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Develop collaboration and trust among members of the leadership team so that everyone can work together efficiently. <b>Strategy's Expected Result/Impact:</b> Weekly Leadership Team Meetings, Values, Norms, and Agendas <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Instructional Coaches, & Library Media Specialist	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Provide parents, staff, students, and other stakeholders opportunities to participate in a school-based decision making processes. <b>Strategy's Expected Result/Impact:</b> Monthly Guiding Coalition Meetings & Agendas Site-Based Decision Making Team meeting each semester & agendas SHAC <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Nurse	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide varied opportunities for parent education and involvement. <b>Strategy's Expected Result/Impact:</b> Family events: Meet the Teacher Night, Math Game Night, Trunk or Treat, Glow Dance, Open House <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			







**Goal 5:** J.W. Webb Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

**Performance Objective 1:** J.W. Webb will engage families in an ongoing effort to support and communicate school successes.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Produce both written and visual content Webb's website and social media. <b>Strategy's Expected Result/Impact:</b> School website, increased posts on Facebook page and X (formerly known as Twitter), and the creation of an Instagram page <b>Staff Responsible for Monitoring:</b> Library Media Specialist, Principal & Assistant Principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Share the positive stories across happening at Webb. <b>Strategy's Expected Result/Impact:</b> Increased posts on the Webb Facebook page and X (formerly known as Twitter) <b>Staff Responsible for Monitoring:</b> Library Media Specialist, Principal, Assistant Principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 5:** J.W. Webb Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

**Performance Objective 2:** J.W. Webb Elementary will foster a culture of trust by proactively sharing campus processes, decisions, events, and information in a transparent and timely manner.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Enhance internal communication to build employee trust and morale. <b>Strategy's Expected Result/Impact:</b> Webb Weekly (weekly staff information Google site) <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Library Media Specialist, Instructional Coaches	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Enhance external communication to build trust with parents and families. <b>Strategy's Expected Result/Impact:</b> Cub Courier (family newsletter) every other week Grade Level Newsletters every week Call Outs for events and important information <b>Staff Responsible for Monitoring:</b> Principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 6:** J.W. Webb will continue to be fiscally responsible and efficient with campus resources.

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

**Evaluation Data Sources:** Campus budget

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Analyze Expenditures for budget recommendations. <b>Strategy's Expected Result/Impact:</b> Expenditures are analyzed to determine effect on student outcomes and campus operations <b>Staff Responsible for Monitoring:</b> Principal, Campus Secretary		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>				