

# **McKinney Independent School District**

## **Wolford Elementary**

### **2023-2024 Improvement Plan**



# 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

Wolford Elementary opened in the year 2000 and is now in its 21st year of operation. Our community is made up of active learners with teachers who design engaging lessons. Wolford Elementary is located in the McKinney Independent School District (MISD) in McKinney, Texas. Named after Earl and Lottie Wolford, longtime McKinney educators, our school is located within the Stonebridge Ranch community. Currently, our campus serves approximately 400 students in grades K-5.

Wolford has the following ethnic makeup in the 2021-2022 school year:

Currently, our campus serves approximately 393 students in grades K-5. Wolford has the following ethnic makeup: White 57%, Hispanic/Latino 15%, Black/African American 12%, Asian 4%, Indian/Alaskan .003%, .003% Native Hawaiian/Pacific Islanders and students of two or more races equals 7% of our population. Students of Limited English Proficiency make up 4% of the total population, and 13% of students are Economically Disadvantaged. Ten percent of Wolford students are considered to be At-Risk. Roughly 20% of Wolford students receive special education support, including students served in a centralized Structured Teach and Development Social Skills Classroom Programs housed at Wolford. Approximately 18% of our school population is coded as Gifted and Talented and approximately 10% of Wolford students receive 504 accommodations.

# Student Learning

## Student Learning Summary

Although our STAAR data at the end of the 2021-2022 school year highlighted strengths in many areas, there remains areas for significant improvement. We completed a year and a half of pandemic schooling with many students being instructed virtually, which undoubtedly affected student learning and performance.

Our fifth grade scores across all tested subjects (reading, science, and math) were our weakest area across the board. A deep dive into our STAAR data indicates that we will continue to focus on these fifth grade subjects. In reading 90% approached the standard; in math 81% approached the standard and in science, 81% approached the standard.

## Student Learning Strengths

STAAR scores in grades 3 and 4 were our strongest overall.

Third grade STAAR scores in reading showed that 90% of students approached the standard; 74% met the standard and 49% mastered. Third grade STAAR scores in math showed that 84% of students approached the standard; 70% met the standard and 40% mastered.

In fifth-grade, STAAR scores in reading showed that 93% of students approached the standard; 80% met the standard and 47% mastered. STAAR scores in math showed that 91% of students approached the standard; 61% met the standard and 36% mastered.

# Perceptions

## Perceptions Summary

The Wolford Elementary community is dedicated to inspiring life long learners. Our Wolford creed states: " We foster hearts that care, hands that serve, and minds that dream and grow." Wolford will implement the LIVE KIND initiative developed by MISD to ensure that our culture and climate is a positive one, with an end result of less overall discipline referrals school wide. Restorative Practices and Character Strong will be a part of this kindness model as our counselor implements and teaches guidance lessons. Developing strong relationships with our students and encouraging the "heart" is equally as important as academics. Making these connections allows special bonds to develop between the child and teacher, and is one key factor to achieving excellence and success in our school community. All students use the zones of regulation model to communicate their social emotional needs to teachers. As our educators bond with their students, these connections help foster mutual respect, and children understand that the adults in our school care deeply for every child.

Our counselor has developed a Character Strong calendar for Homeroom Huddles. Each day, teachers will have an opportunity to spend about 5-7 minutes developing relationships and promoting a strong climate for their children. During August Academy week, stem questions for discussion were provided to teachers so that they could implement their daily Homeroom Huddles during their Community Circle times. Teachers were all trained and updated on the Character Counts model during Academy in August, 2022.

In our learning community, our staff ensures a successful learning experience for all students by embracing individual student needs. Wolford educators also strive to provide an integrated, differentiated, and relevant curriculum, which focuses on real-life, inquiry based instruction utilizing higher-order thinking skills. Student work is displayed throughout our school, emphasizing and valuing the importance of "student thinking patterns." An integrated curriculum extends into physical education, art, and music classrooms and students have reflective journals in their classrooms to extend and record their thoughts and learning.

Within a safe and accepting learning environment, teachers plan for, teach, and assess each student by engaging them in meaningful and connected learning experiences. Each child will have the knowledge, problem-solving skills, and the resiliency necessary for a strong foundation of lifelong learning.

Within our school a highly motivating and challenging curriculum is offered, with a main focus upon mutual respect for every member of our school community. Our Wolford Agreements revolve around the following attributes; mutual respect, no put-downs, and attentive listening. Our students have also been exposed to their "rights" - the right to be safe and the right to learn and their "responsibilities"- the responsibility to be polite, to use their time wisely and to demonstrate respect. At Wolford, we also have students exposed to the Restorative Practices philosophy.

In a nurturing and family-oriented environment, students not only have an opportunity to grow academically, but also they learn to be caring and cooperative students of the future. The foundation of shared purpose among teachers, parents, and community members encourages collaborative decision-making and innovative instruction for the benefit of all children. Our school is an alliance of parents, staff, and students, which strives to assist others in need.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data

## Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

## Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-PESS data

## Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

## Support Systems and Other Data

- Organizational structure data







# Goals

**Goal 1:** Wolford Elementary will ensure the school is safe and secure.

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





**Evaluation Data Sources:** Wolford will comply with all required monthly drills, abide by MISD Safety Response Protocols and Wolford's Campus Emergency Operations Plan, and provide documentation to district officials.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Wolford staff and students will practice MISD's Safety Response Protocols through monthly safety drills.</p> <p><b>Strategy's Expected Result/Impact:</b> Knowledge of Safety Response Protocols and Campus Emergency Operation Plan. Record of monthly drills, Wolford's Campus Emergency Operation Plan.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, staff, district safety personnel, and students.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Wolford will follow the Campus Emergency Operation Plan created with MISD safety guidelines to build upon the safe and collaborative culture.</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford Campus Emergency Operation Plan will be followed by staff members.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Team Leaders, Office Staff, Counselor, Staff.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Wolford will increase safety and security by locking 100% of campus interior and exterior doors. Weekly campus checks will be reported to MISD safety and security department.</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford will achieve 100% passing rate of the state external door audits.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Safety &amp; Security Department, Wolford staff.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** Wolford Elementary will ensure the school is safe and secure.

**Performance Objective 2:** Wolford will provide tiered Positive Behavior Intervention Supports and character education.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Wolford will follow our classroom, non-classroom, individual, and campus expectations established by our safety and behavior committees. Positive Behavioral Interventions and Supports (PBIS) and community building strategies will be applied to all areas of the school for safety and security of students, staff, and learning community.</p> <p><b>Strategy's Expected Result/Impact:</b> Students demonstrate knowledge of Guidelines for Success and is shown through their daily actions. Guidelines for Success lessons, discipline documentation, PRIDE Matrix, displayed in common areas and all classrooms, tickets given in classrooms, Principal's 200 Club, and community circles.</p> <p><b>Staff Responsible for Monitoring:</b> Staff, students, parents, PBIS Team, Administration, Counselor.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Wolford will utilize strategies from the Positive Behavioral Interventions and Supports, TBSI, CPI, MultiTiered System of Supports (MTSS), and community building to reduce the number of discipline referrals and to promote a positive learning environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduction in discipline referrals. Office referral data, Safety Response Protocols, and attendance data.</p> <p><b>Staff Responsible for Monitoring:</b> PBIS Team, MTSS Team, Administration, Teachers, Counselor.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Wolford will ensure that the MISD Lives Kind initiative is implemented systematically through the planning and coordination of the school counselor and the coordinated health team. Character lessons, student recognition, and community outreach will promote and support this Live Kind culture.</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford will interact and demonstrate acts of kindness, empathy, and acceptance as a whole learning community.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, School Health Advisory Committee, Administration, Safety/Behavior Committee, Staff, and Students.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> Wolford will support character education learning of students by implementing Character Strong curriculum. Character Strong follows the competencies: Self-Awareness, Self-Management, Social Awareness, Relationship Skills, Responsible Decision-Making; and Character Development: Patience, Kindness, Honesty, Respect, Selflessness, Forgiveness, Commitment, Humility.</p> <p><b>Strategy's Expected Result/Impact:</b> Character Strong curricula is focused on fostering the Whole Child with vertically-aligned lessons that teach social emotional learning and character, side-by-side. Students demonstrate knowledge of the competencies and character development.</p> <p><b>Staff Responsible for Monitoring:</b> Staff, Counselor, Administration, PBIS Team, parents.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> Wolford will have a comprehensive school counseling program (CSCP) in place that conforms to the Texas Model and the other relevant Texas Education Codes.</p> <p><b>Strategy's Expected Result/Impact:</b> Impact on student needs through a comprehensive developmental school counseling programs in order to organize resources to meet the priority needs of students through guidance lessons, responsive services, system support, and individual planning.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Administration, Staff, District Administration.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 0% No Progress</div> <div style="text-align: center;"> 100% Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			

**Goal 2:** Wolford Elementary will use data 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.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Teachers will deepen learning of the professional learning community cycle and continue to develop skills using the established collaborative processes, structures, and norms.</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford's Professional Learning Community will focus on student learning for all and results. Collaborative team goals, norms, agendas/minutes, surveys, collaborative team schedule, data protocols, and the 4 PLC Critical Questions.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Team Leaders, Teachers, LMS</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Teachers will utilize the MISD Collaborative Team Cycle to design for student learning needs. Teachers will collaborate around questions: What do we want students to learn?, How will we know if they learned it?, What if they didn't learn it?, and What if they already know it?</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford's Professional Learning Community will focus on student growth and learning for all while monitoring results. Use of TEKS/standards, SMART goals, data analysis protocols, intervention and enrichment plans, common formative assessments, and collaborative team norms/goals/agendas/minutes.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Grade Level Teams, Instructional Coach, LMS, and Administration.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Teachers will use the Multi-Tiered System of Supports (MTSS) protocols and process to accurately identify students needing interventions, collaboration on student needs, and designing interventions based on individual students to increase student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Individual student growth based on needs. MTSS data, MTSS Intervention logs, student MTSS goal progress, student achievement data, MTSS agenda and minutes, MAP growth from BOY to MOY to EOY and growth on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administration, MTSS Coordinator.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Reviews		
<b>Strategy 4:</b> The percentage of 3rd grade students that achieve meets grade level or above on STAAR Reading will increase from 69% to 75% by June 2024. (HB3) <b>Strategy's Expected Result/Impact:</b> Individual student growth on STAAR; tracking student growth on MAP at beginning, middle, and end of year. <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Wolford teachers.	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> The percentage of 3rd grade students that achieve meets grade level or above on STAAR Mathematics will increase from 55% to 62% by June 2024. (HB3) <b>Strategy's Expected Result/Impact:</b> Individual student growth on STAAR; tracking student growth on MAP at beginning, middle, and end of year. <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Wolford teachers.	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
<b>Strategy 6:</b> Wolford will improve attendance rates to 97% by May of 2024. <b>Strategy's Expected Result/Impact:</b> Increase in attendance will increase student achievement; monitoring monthly attendance reports. <b>Staff Responsible for Monitoring:</b> Administrators, Registrar, Wolford teachers.	Formative		Summative
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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





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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Wolford will implement the academic and cognitive vocabulary instructional plan and monitoring tools embedded in curriculum resource documents that are aligned with High Reliability Schools Level III.</p> <p><b>Strategy's Expected Result/Impact:</b> Vocabulary instruction will provide essential background knowledge to students resulting in an increase of academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Library Media Specialist, Wolford teachers.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Wolford will align assessment practices on essential standards in alignment with High Reliability Schools Level III.</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford PLC cycle will be supported with the alignment of assessments and proficiency scales on essential content to improve student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Library Media Specialist, Wolford teachers.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Wolford will achieve High Reliability Schools Level III certification.</p> <p><b>Strategy's Expected Result/Impact:</b> Improving student learning outcomes and growth by continually monitoring curriculum, instruction, and assessment alignment - with a focus on a guaranteed &amp; viable curriculum.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Library Media Specialist, Wolford teachers.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> Wolford will ensure implementation of the MISD Model of Instruction in each classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> TTESS observations, walkthrough observations along with the implementation data on the MISD Model of Instruction will guide professional learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, and Library Media Specialist.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> Teachers will implement daily W.I.N. Time (what I need) to support data-driven small group instruction that targets specific skill areas that support proficiency/enrichment in math and reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Individual student growth and academic achievement based on individual student need.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Administration, Library Media Specialist, Counselor.</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

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





**Performance Objective 3:** Wolford will design and implement a systematic approach to professional learning that addresses support at all levels of the organization and provides real-time, relevant learning to improve teaching and student learning outcomes.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Collaborative grade level team meetings will be held each week to promote a focus on learning for all: collaboration of standards, instructional strategies, data analysis, lesson design, and a commitment for continuous improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> The staff engages in ongoing collaboration and collective inquiry to achieve better results for all students.</p> <p><b>Staff Responsible for Monitoring:</b> Team Leaders, Grade level teams, Instructional Coach, Library Media Specialist, Special Ed teachers, Administration.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Vertical teams will identify and collaborate on the vertical needs for student learning and the function of the school based on data outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation of effective practices based on vertical team outcomes and student achievement data. Meeting agendas/minutes, information from curriculum InSync meetings, and vertical team outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administrators, Instructional Coach, Vertical Teams, Library Media Specialist</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Wolford teachers will engage in professional learning designed to utilize best practices for effective instruction in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase effective instruction to ensure high levels of student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Staff Responsible for Monitoring: Administrators, Instructional Coach, Library Media Specialist, Curriculum Coordinators, Wolford Teachers.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			



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





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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Utilize the Wolford Innovation Team to help define school wide instructional technology needs and initiatives.  <b>Strategy's Expected Result/Impact:</b> Seamless integration of instructional technology use in all content areas.  <b>Staff Responsible for Monitoring:</b> Library Media Specialist, Innovation Team, Teachers, Administration.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Wolford staff will utilize digital platforms such as Canvas, Google Apps for Education, SeeSaw and other resources as collaborative learning tools. Implementation of instructional technology to promote digital citizenship and provide student learning opportunities in a blended digital learning environment.  <b>Strategy's Expected Result/Impact:</b> Student producers of technology tools for communicating and learning. Implement digital platforms where staff and students show mastery of digital fluency to support learning. Evidence of effective program use in online collaborative learning  <b>Staff Responsible for Monitoring:</b> Library Media Specialist, Innovation Team, Teachers, Administration, Instructional Coach, District Instructional Technology Coordinators.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
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**Goal 3:** Wolford Elementary will continue to recruit, recognize, develop, and retain high quality and effective staff.

**Performance Objective 1:** Wolford will recruit, select, place, mentor, and retain highly effective teachers and staff.





**Evaluation Data Sources:** Create a cohesive diverse learning community providing engaging learning experiences for all students.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Wolford will implement a mentor/mentee program for new hires. <b>Strategy's Expected Result/Impact:</b> Increase support for new staff as well as retaining new teachers. <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Teacher Mentors, Wolford New Teachers.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Wolford will use the Wolford Hiring Process and framework to recruit and retain highly effective staff. <b>Strategy's Expected Result/Impact:</b> Improve recruitment by having an inviting school culture and retention by providing detailed processes and support that results in a cohesive work environment. <b>Staff Responsible for Monitoring:</b> Administrators, Wolford staff, Human Resources Department.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

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





**Performance Objective 1:** Wolford will offer both parent and student opportunities for involvement in the school community.

**Evaluation Data Sources:** Wolford will partner with students, parents, and the community by providing opportunities that promote involvement in various aspects of the school learning environment.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Wolford will promote the following family involvement opportunities: PTA, Meet the Teacher, Bike Safety Day, Open House, STEM Night, Career Day, Field Day, Adventure Dash Fun Run, Living Museum, Art Show, field trips, family movie night, volunteer opportunities on campus, Veterans Rally, Theme Dress Up Days, Kinder and 5th grade end of year celebrations, and parent conferences.</p> <p><b>Strategy's Expected Result/Impact:</b> Promote a partnership with families while enriching the students' learning experiences. Handouts, sign-in sheets/attendance, newsletters and feedback.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers, Library Media Specialist, Counselor, Nurse, PTA.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Wolford will provide the following student program opportunities: PACK leaders, Broadcast Team, Safety Patrol, Council, PALS, monthly guidance lessons, and Positive Behavioral Interventions and Supports incentives and recognition.</p> <p><b>Strategy's Expected Result/Impact:</b> Promote a positive culture centered around students that promotes student involvement and leadership. Program schedule, Student participation data.</p> <p><b>Staff Responsible for Monitoring:</b> Safety/Behavior Committee, Teachers, Counselor, Administration, Library Media Specialist.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Wolford will provide opportunities for the school community to be representatives and participate on campus and district committees- Site-Based Decision Making Committee, McKinney CAN.</p> <p><b>Strategy's Expected Result/Impact:</b> Partnership with school community to involve all stakeholders.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Wolford Representatives</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			





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

**Performance Objective 1:** Communication and collaboration with the learning community through the use of newsletters, social networks and digital media to involve students, parents, and community.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Wolford staff will model and guide students' learning of good digital citizenship by being ethical, respectful and safe using digital tools and resources. Classroom teachers, Library Media Specialist, and Counselor will instruct students on Digital Citizenship, Cyber Safety, the MISD Acceptable Use Policy, and how to appropriately use social networking technologies to increase collaboration with the learning community.</p> <p><b>Strategy's Expected Result/Impact:</b> Wolford learning community demonstrates knowledge of and interacts with technology in a safe and productive way.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Library Media Specialist, Administration, Counselor, Innovation Team, and Central Office communication teams.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Wolford teachers will maintain communication through various digital platforms, Canvas and SeeSaw, with all Wolford stakeholders.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase transparent communication and collaboration opportunities with students, parents, and staff.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administration, Library Media Specialist.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 6:** Wolford Elementary will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 1:** Wolford will strategically and equitably manage resources to align resource allocation with campus goals.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Wolford will adhere to the McKinney ISD budget policies and approved vendors. <b>Strategy's Expected Result/Impact:</b> Compliance with MISD budget timelines. <b>Staff Responsible for Monitoring:</b> Administration, Office Manager, Wolford Teachers.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Wolford will analyze campus 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> Administration, Office Manager, Wolford Teachers.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			