

Killeen Independent School District
Brookhaven Elementary School
2017-2018 Formative Review Quick Update

Accountability Rating: Met Standard



Mission Statement

Brookhaven staff will work together so that each student is a confident learner
and is challenged to achieve his or her highest potential.

Vision

The faculty and staff of Brookhaven Elementary School will provide high quality instruction and engaging learning activities
in a positive school environment, so that each student develops a lifelong love of learning.

Value Statement

Each student is unique and can learn more and at higher levels.

Students will give their attention and commitment when provided engaging experiences.

Each member of the school has the responsibility to ensure quality learning experiences for students.

We can achieve more by working together.

Every teacher is a leader and every leader a teacher.

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Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: By the end of the 2017-2018 school year, we expect a minimum of a 10% increase on the EOY Universal Screeners (MAP & CIRCLE) in each area for grades PK-5 including special education, ELL, GT, At-Risk and 504 students.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) GT students will be provided small group differentiated instruction to address their unique needs as well as projected-based learning. Teachers will be provided ongoing PD on how to meet the unique needs of the G/T students in order to increase the number of students that meet the expected growth in reading and math. In addition to engaging in project based learning using technology, GT students will be provided research materials to nurture their particular interests.	Cluster teachers, CIS, Admin	STAAR performance--Index 4 Increase in identified Gifted and Talented students by 10% by the end of the school year. Increase in the percentage of Gifted and Talented students that meet the expected growth. Student Progress monitoring.				
2) Temp employees will work with students in small groups focusing on skills that students are lacking in reading to close gaps in their learning. The temp employees will work collaboratively with classroom teachers studying the IFD/standards, planning lessons, sharing teaching strategies, reviewing common formative/summative assessment data, and implementing research based strategies to meet individual student's academic needs.	Admin, CIS, Temp employee (interventionist)	Student progress on state assessments, benchmark assessments, progress reports and report card.				

System Safeguard Strategy PBMAS 3) All students will be invited to participate in an after school club. The clubs will have a hands on approach to academic goals and aligned with the TEKS. The clubs will be used to practice content already taught. For example, the Home Ec Club will use reading and math TEKS as a basis for the club.	All staff	Brookhaven will maintain or increase the number of campus clubs and show an increase in student enrollment in clubs based on club rosters. Student growth and progress on common assessments and benchmark assessments. A charter for all clubs will have a clear connection to grade level TEKS.				
4) Teachers will be provided an opportunity to plan for a full day every nine weeks. During this planning, teachers will be involved in a deep study of the IFD,YAG,TAG and VAD to include studying the standards using the TEK Resource System, methodical review of the unit assessments, performance indicators, and development of common lessons and assessments. Teachers will plan for and provide learning experiences for students using hands-on activities and real-life objects based on review of common formative/summative assessment data.	Teachers, Admin team, CIS, Support personnel	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				
5) Grade levels will have PLC to collaboratively share strategies for teaching upcoming units. Teachers will also engage in a deep study of Rigor and Webb's Depth of Knowledge using Hess's Cognitive Rigor Matrix and review data from formatives, summatives and universal screeners. Teachers will also be engaged in learning new instructional strategies to implement in their classrooms based on need as well as district directives such as the Gradual Release of Responsibility.	All teachers	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring. Teacher growth and development in producing more rigorous work. Increase in teacher efficacy.				

System Safeguard Strategy PBMAS 6) An intervention time will be blocked out for each grade level called Bronco Time. Additional staff will push in to classrooms to offer assistance to struggling students in the areas of math, reading, writing, and science. 4.5 Instructional Aides funded by State Comp Ed and Title 1 funds will also work with students in small group to help close achievement gaps.	Admin CIS Classroom Teacher	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				
System Safeguard Strategy PBMAS 7) Using formative assessments of learning, common unit assessments and collected intervention data, grade level team members will respond to the needs of students in a timely manner and, if needed, RtI will be implemented for students not meeting grade level expectations. In addition, ESL students and the African American sub-group will be closely monitored through RtI to develop individual plans for students struggling in any of the content areas to close achievement gaps. ESL teachers will provide ESL students with research-based instructional strategies and tools needed to meet the individual need of these students. Additionally, Home-School Connections Newsletters will be purchased for ESL parents to provide tips and ideas to extend the learning at home.						

System Safeguard Strategy PBMAS 8) Teachers (SPED, Regular, Dyslexic, and ESL) will collaboratively review assessment data and student achievement weekly to identify specific student needs and use/identify research-based strategies to implement in the learning process for individual students in the content areas. A monthly meeting will be held with the Administration team, SPED teachers, and the Regular Ed teachers to review student growth and student services.						
PBMAS 9) Field-based instructional experiences will be provided for all students--Regular Ed, ELL, SPED, 504, and At-Risk students--to provide and enhance background knowledge and experiences.	Admin Team	Student data on related Unit Assessments, BOY, MOY, and EOY state and district assessments, as well as student results on STAAR.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: By the end of the 2017-2018 school year, 70% of all 3rd grade students, 80% of all 4th grade students, and 86% of all 5th grade students will meet the achievement standard (index 1) on STAAR Reading. By the end of the 2017-2018 school year, 75% of the 4th -5th grade students will achieve 1 year growth as measured by MAP Reading.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
PBMAS 1) Students will be provided opportunities for independent reading during the day. High interest non-fiction reading materials will be made available for students to choose from during this time to include e-Books through MyOn. This will be used as an Accelerated Reading Program with incentives. To improve reading achievement, all teachers at Brookhaven will participate in professional development geared towards teaching expository text and comprehension strategies across genres for all struggling readers to include Balanced Literacy Professional Development. Students reading below grade level will receive daily intensive small group instruction using various research-based strategies and websites.	All staff	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				

System Safeguard Strategy 2) A Title 1 Reading Coach will collaborate with classroom teachers to clarify what students must learn, review student assessments, identify teaching strategies to improve student achievement in reading, model Balanced Literacy, and plan collaboratively with the grade level teams to ensure all components of Balanced Literacy are implemented.	Classroom teachers CIS ELL teacher Title 1 Teacher (Reading Coach) Administration	There will be increased collaboration between the Title 1 teachers, ESL teacher and grade level team members as evidenced by an increase in individual student reading levels based on the MAP.				
System Safeguard Strategy PBMAS 3) The ELL teacher will work collaboratively with grade level team members to plan lessons that focus on modifying high leverage TEKS to teach reading. These teachers will review assessment data collaboratively, use research-based strategies such as guided reading and word study to teach students struggling in reading. The ELL teacher in collaboration with the parent liaison will contact parents, meet with them, and provide strategies and materials they can use at home to assist their student.	ELL Teacher SPED teachers Classroom teacher Parent Liason	Increased collaboration between the ELL, SPED, and classroom teachers will result in the following: Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				
4) Temp employees will be hired to work with students in small groups focusing on reading skills that students are lacking. Temp employees will work collaboratively with classroom teachers in studying the IFD/standards, planning lessons, sharing teaching strategies, reviewing common formative/summative assessment data, and implementing research based strategies to meet individual students' academic needs.	Temp employees CIS Admin team Classroom teachers	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				

PBMAS 5) All teachers teaching ELAR will use a balanced literacy approach to teach reading. Comprehension at the Core lessons will be included in weekly lesson plans. Teachers will use TRS to commonly implement balanced literacy across all grade levels.	All teachers teaching ELAR CIS Admin team	Classroom evidence of balanced literacy implementation as documented through walkthroughs and TTESS. Improved student achievement in Reading as measured by MAP, State STAAR test and formative/summative common assessments.				
6) Systematic and continuous monitoring will be implemented to ensure that instructional materials align with the standards, the curriculum, research-based practices, high level authentic student work that includes components of balanced literacy, Tool Kit lessons, use of performance indicators and TRS unit assessments.	Admin team CIS all Team members	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring. Instructional Rounds data (campus and district), as well as walk-throughs.				
PBMAS 7) Teachers needing assistance in the balanced literacy process will be provided professional development through the district PD department and the campus instructional specialist. Additional assistance will be given by the Reading Coach. The professional development will include and not be limited to: 1. Using strategies that increase student discourse and justification 2. Providing a framework where students consistently monitor their own understanding Teachers will map each unit using the IFD, VAD, YAG, and TAG to ensure that essential skills are taught in a timely manner. The maps will also be used to plan lessons.	Classroom teachers, CIS, admin team	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				

System Safeguard Strategy 8) The grade level team members will increase the use of hands-on activities and project based learning in ELAR. To improve comprehension and vocabulary in all grade levels to include ESL students, students will be provided guided reading, small group instruction, and individual student reading. A Title 1 teacher (Interventionist) will work with Tier II and III struggling readers in grades K-5 to improve comprehension of both fiction and non-fiction text, as well as fluency and vocabulary using LLI and other research based strategies. (Staff member left district. Position closed Aug. 2018)	Teachers CIS Admin	Student Achievement and growth as measured by campus level common assessments, MAP, CIRCLE, and STAAR through progress monitoring.				
9) The librarian will facilitate and foster the love of reading across genres and content areas by implementing a reading program such as AR or MyOn. The librarian will plan and provide lessons in the library based on grade level or class academic needs. Incentives will be purchased for students. They will have the opportunity to purchase items quarterly based on the number of points they have earned through reading and testing.	Admin Librarian	Student growth and progress on unit common assessments and benchmark assessments.				
PBMAS 10) Saturday Camps will be implemented this year to offer tutoring for our STAAR testing grade levels to work on specific student needs based on disaggregated data from benchmarks including MAP assessments, formal assessments, benchmarks, and previous STAAR scores.	Admin Teachers	Student growth based on pre and post assessments and student success on the STAAR assessment.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: By the end of 2017-2018 school year, 70% of 5th grade students will meet the achievement standard (index 1) on STAAR Science.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
System Safeguard Strategy PBMAS 1) An instructional aide will work with teachers in preparing science labs for all students. This will maximize instruction time while enhancing the hands-on experience which is particularly helpful for the African-American sub-group and ESL students.	All classroom teachers	All students will document proficiency based on STAAR, end of unit assessments and student work samples. Increase in the number of students achieving mastery at Level II on the STAAR Science test to include the African-American subgroup and ESL students.				
System Safeguard Strategy 2) Grades K-5 will use hands-on science investigations to enhance/ relate science concepts to the real world. Connections will be made to classroom instruction and the real-world which will deepen the learning for all students to include ESL students and the African-American subgroup. StemScopes will be purchased as an additional tool to strengthen comprehension of the science TEKS for both the teachers and the students. Materials will be purchased to support the StemScopes activities and hands-on experiences.	Classroom Teachers, Campus Instructional Specialist, Lab Assistant	Student Science Journals should show evidence of discovery process and scientific method, including purpose, tools, and conclusion Students will be able to make connections from lab to classroom instruction, including vocabulary. Rubrics should be used to gauge student efficacy during lab process.				

System Safeguard Strategy 3) Students will complete a mini science project at the end of each nine weeks based on the 4 reporting categories. One nine weeks will focus on Matter & Energy. The next will focus on Force , Motion, and Energy. The other will focus on Earth & Space. The last will focus on Organisms and Environments. This will help to culminate and deepen the learning throughout the grade levels.	All staff	Student growth and progress as measured by common unit assessments and STAAR Science.				
System Safeguard Strategy PBMAS 4) Students will create interactive notebooks throughout the year. The students will use the interactive notebooks for recording and analyzing data. Students will use the interactive notebooks as a tool to enhance vocabulary and knowledge of targeted topics.	Admin CIS Teachers	Student growth and progress as measured on common unit assessments, projects, and STAAR Science.				
5) Family Science night will provide hands-on experiences for students and parents that are aligned to grade level expectations. These experiences will help reinforce student to understanding of the concepts. Parents will leave with tips on how to assist their child at home for extended practice. Supplies and materials will be purchased.	Admin Teachers	Student growth and progress as measured on common unit assessments, projects, and STAAR Science Family Participation				

System Safeguard Strategy 6) Science instruction will include a minimum of 1 hands-on science experiment based on grade level TEKS each week. It will be supported by vocabulary development and written response to understanding to further enhance comprehension for all students, but especially ESL and the African American subgroup. A Science Interactive Vocabulary Word Wall will also be created for 3rd-5th grade as an additional support for vocabulary development.						
7) Brookhaven students (1st-5th) will participate in a Science Fair. They will use the Scientific Method to design an experiment and presentation based on one of the four reporting categories.						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: By the end of 2017-2018 school year, 75% of 4th grade students will meet the achievement standard (index 1) on the STAAR Writing and 20% will meet the post secondary readiness target (index 4).

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Interactive notebooks/journals will be used in every classroom specifically for writing (integrated across content areas). Students exhibiting continued struggles in this subject will receive additional assistance during intervention time. Other instructional writing supplies will be purchased as needed. This will include, but not limited to Kamico and Measuring Up.	Grade level team members Admin staff	Improved writing as evidenced by end of unit common formative and/or summative assessments. Increase from 68% on STAAR writing test in 4th grade by at least 7%.				
2) Teachers will implement and use Empowering Writers' strategies across all subject areas as a part of the lesson to improve classroom instructional practices in writing. Teachers having difficulties implementing the writing workshop model will be required to observe experts teaching writing, and document use of strategies observed in their classrooms	K-5 Teachers CIS	4th grade students will demonstrate proficiency in writing on all common formative and/or summative assessments and the STAAR test. K-5 students will show growth and progress as evidenced by common unit assessments.				

3) All classroom teachers will use a Balanced Literacy approach in ELAR that includes a strong emphasis in writing daily across the curriculum through Word Study.	Teachers CIS	Students will be able to write sentences/paragraphs using conventions correctly, word choice, etc as evidenced by writing scores of at least 75 or higher for at least 70 percent of the students in each grade level.				
4) All PreK- 1st grade classroom teachers will incorporate the usage of a word wall to encourage students to label items in their writing journals or in their drawings, as well as to strengthen their word development and vocabulary.	PK-1st Teachers CIS Admin	Students will show an increase in growth on the MAP & CIRCLE assessment in the Phonological Awareness and Vocabulary Development section.				
PBMAS 5) Fourth grade teachers will meet during PLC and grade level planning to collaboratively review student work, student progress towards learning goals and results of assessments in writing, editing and revising. Specific interventions and engaging activities will be designed based on the collected data and specific needs of each student.	Admin 4th grade teachers.	Student Achievement and growth should increase as measured by the 4th grade STAAR Writing and through progress monitoring.				
PBMAS 6) Teachers will integrate writing across all content areas to enhance student writing and understanding of the writing process. The students will write 1-5 sentence(s) responses reflective of the standard of grammatical conventions for their grade level daily.	Teachers Admin CIS	Improved writing as evidenced by end of unit common formative and/or summative assessments and the STAAR writing test in grade four.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Killeen ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: By the end of the 2017-2018 school year, 70% of all 3rd graders, 87% of all 4th graders, and 97% of all 5th graders will meet the achievement standard (index 1) on STAAR Math. By the end of the 2017-2018 school year, 80% of the 4th - 5th grade students will achieve 1 year growth as measured by MAP Math and STAAR.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will follow the TEKS Resource System and will utilize strategies from Math Misconceptions, Comprehending Math and Investigations in daily lessons. This will apply to all students to include ELL, Special Education, 504, G/T, and At-Risk. This will include incorporating aligned math vocabulary from the TEKS based on the grade level curriculum and problem solving into daily lessons.	Teachers Admin CIS	Student progress Monitoring through common unit assessments, MAP assessments, CIRCLE and STAAR.				
System Safeguard Strategy 2) A problem of the week will be given to the students and an application of skills grade will be issued. All students PK-5th, with a deeper focus on 3rd grade, will participate including ELL, 504, At-Risk, G/T, and Special Education.	Admin Teachers CIS	A continuous improvement in the application of skills as evidenced by grades improving weekly to ultimately having 75%-80% of all students successfully solving the problems.				
3) In all grade levels, ST Math will be incorporated as a curriculum supplement. It will be utilized not only as a computer-based program, but it will also be incorporated into the math class lessons.	Teachers Admin CIS Campus Tech	85% of the students will reach the EOY goals for ST Math. Student growth and progress will be accomplished on all unit assessments, MAP, CIRCLE and STAAR.				

System Safeguard Strategy 4) Hands-on activities and the use of manipulatives will be embedded in the lesson design to offer a visual for students to make a deeper connection, especially for ELL students, the African-American subgroup, and 3rd grade. Do the Math kits and small group instructions will be used to help struggling students close achievement gaps. This will include station activities.	Teachers Admin	Students will show growth and progress on common unit assessments, MAP and CIRCLE assessments and STAAR.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: Killeen ISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 1: By the end of 2016-2017 school year, 100% of all professional staff members will participate in a minimum of four district or campus professional development sessions covering a variety of research based learning to build teacher capacity to be more effective in interventions and instruction to include through PLC's.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers will be provided Professional Development to help support the diverse learning needs of the students by fostering non-cognitive traits that improve student achievement. Staff participating in professional development during the summer will share the new research based learning strategies with staff members on campus during staff meetings, PLC meetings, and special after school sessions. Follow through to the PDs will include but not be limited to classroom observations and model teaching.	All staff CIS Admin team	Increased student performance in all content areas as evidenced by End of unit summative assessments and state STAAR tests for students in grades 3-5.				
2) The CIS will be in charge of the mentoring program. In that capacity, the CIS will ensure that each first year teacher is provided a mentor. The CIS will meet with mentors and proteges to discuss progress and needs. New teachers will be provided ongoing professional development at the campus level on research based instructional practices.	CIS Admin Team	Increase in the number of new teachers wanting to remain at Brookhaven at EOY.				

3) Teachers needing help in content will be given an opportunity to observe team members teaching using the Pineapple Chart and technology chart system. The CIS and Reading Coach will demonstrate research based, high level instructional practices that meet the needs of all students.	CS All teachers	Increased student performance in all content areas as measured by Common formative and summative assessments quarterly				
4) The CIS, admin team, and teacher experts will ensure the implementation of Restorative Discipline practices. Teachers struggling in classroom management will receive modeling of the Restorative practices strategies.	CIS Teachers Admin	Improved instructional delivery that includes high level discourse, questioning, and student work. This will be evident and documented during targeted walkthroughs. Decrease in the number of students sent to the office with minor offenses every quarter.				
System Safeguard Strategy PBMAS 5) PLC learning for teachers will include a focus on Webb's Depth of Knowledge, Hess's Cognitive Rigor Matrix, and research based strategies such as the Gradual Release of Responsibility. Teachers will also discuss best practices for instructing and questioning ELL and SPED students, as well as increased hands-on activities for our African American Subgroup.	Teachers Admin	A decrease in the number of students identified as At-Risk, Increased student performance in all content areas as evidenced by End of unit summative assessments fo all grades and state STAAR tests for students in grades 3-5 An increase in ELL students receiving Mastery of standards at Level II on the STAAR assessments.				
6) The CIS will work with teachers to continue awareness of the characteristics of gifted and talented students. Time will be made available for cluster teachers to meet and collaborate on lesson planning, share strategies on enriching the curriculum to meet the needs of the gifted learners, and discuss the vertical alignment of the required TPSP project. Each cluster teacher will be required to plan and provide enrichment opportunities for our students daily.	CIS Teachers	An increase in the number of students identified as Gifted and Talented.				

7) A campus momentum plan will be developed collaboratively and will outline a cohesive year-long professional development plan to address the district wide problem of practice as well as specific needs identified for the campus.	All staff	Best practices taught are observed in the classrooms during walk-throughs and formal observations. Staff journals will display anchor charts representing the learning. Students ability to restate their learning in their own words. Student discourse increased by 40%. Students' ability to respond correctly to higher level questions and justify their thinking increased by 40%. Target and task alignment 100% of the time.				
PBMAS 8) The campus leadership team and the trained cadre of teacher leaders will lead campus-based Instructional Rounds in the Fall, Winter and Spring that will focus on the district problem of practice and essential questions identified in the campus momentum plan which also reflect specific needs of the campus.	Cadre of teachers Administration team classroom teachers	1. Students are doing what they were asked to do. 2. Students are interacting with the learning target and the learning task in various ways. 3. Student work, responses, discourse, questions, and language are at the application level or above in blooms taxonomy. 4. The goal and target are derived from the IFD. 5. The cognitive levels of the target, task, and student work are aligned to the cognitive level of the standard. All students will achieve a year's growth in all content areas by EOY				

9) Teachers will be provided an opportunity to plan for a full day every nine weeks. Subs will be hired to cover the classes during this time. During this planning, teachers will be involved in a deep study of the IFD, YAG, TAG and VAD to include studying the standards using the TEK Resource System, methodical review of the unit assessments, performance indicators, and development of common lessons and assessments. Teachers will plan for and provide learning experiences for students using hands on activities and real life objects based on review of common formative/summative assessment data. This will help to ensure Teacher Clarity and time to collaborate collectively to identify research-based strategies to implement in the classroom.						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: All Killeen ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 1: Through our parent outreach program, weekly communication, Family Nights, Parent grade level meetings, and various other activities designed to equip our parents with the strategies and materials needed to assist students at home, there will be a continual 10% increase in parental involvement over the next three years to reach a minimum of 90% of our parents participating in school organized activities by 2019-2020 school year.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) To promote student achievement, school staff, including the Parent Liaison, will organize and encourage parents and students to participate in math, reading/writing, family game night, and science nights. These activities will have a strong emphasis on educating parents on ways to help their students with school work at home. Parents will be given a one time tardy pass for attending after school events. One will be given per family.	Parent liaison and campus admin	Increased student achievement in all subject areas as evidenced by summative and state assessments. Increased participation as evidenced by sign in sheets, pre and post parent surveys				
2) The Parent Liaison will plan activities related to increased community participation as follows: Early Literacy Community Out Reach Program and parenting classes. The Parent Liaison will also provide classes which promote parenting skills and homework help. Monthly newsletters will be sent home to inform parents or community activities and events. Additionally, the Parent Liaison will be present at all after school events to recruit volunteers and give volunteer information.	Parent Liaison admin team	Increased student achievement in all subject areas as evidenced by benchmark, summative and state assessments. Increased participation as evidenced by sign in sheets, pre and post parent survey				

3) Brookhaven staff, teachers, and administration will use agendas, email, Connect-Ed calls, phone calls, newsletters, and parent/teacher conferences to communicate with parents weekly.	All staff	95% of our parents will communicate satisfaction with the timely communication between that teachers and parents as measured by the EOY parent survey.				
4) Team members will include parent communication as part of the team behavior management plan when students are doing well, not just misbehaviors.	All staff	95% of our parents will communicate satisfaction with the timely communication between the teachers and parents as measured by the EOY parent survey.				
5) The admin team and the parent liaison will continue to encourage parent participation by engaging parents through parent informational sessions. Each grade level will have a parent information night at the beginning of the year. STAAR testing grades will have another information night prior to STAAR testing night. The intent is to equip parents with tools to use at home to help their child be more successful. Newsletters will be sent home weekly or biweekly with curriculum content focus for week/month. They will also contain tips and strategies for parents to use at home to help their students be more successful.	Parent liaison Admin team	A marked increase (80%) in the number of parents participating in school activities by EOY				
6) All staff sponsoring a club will ensure that parents are kept informed on matters related to the club including cancellations of meetings in a timely manner.	Club sponsors	There will be a 95% satisfaction rate on parent post surveys in regards to the school's communication about extra curricular activities at EOY.				
7) The parent liaison will work with volunteers to ensure that the work they are engaged in is meaningful and will contribute to an increase in student performance. Parent Liaison will conduct Volunteer orientation sessions on a regular basis.	Parent Liaison Campus administration	There will be an increase in the number of volunteers who rate time spent at Brookhaven as meaningful as documented in the post parent survey.				

8) The PTA has been re-established at Brookhaven to strengthen the Parental Involvement and support while also increasing community involvement. Active parents will be identified.	Admin Team Parent Liason	There will be an increase in parent involvement and volunteers supporting various events and programs.				
9) School supplies will be purchased to support students and families due to our high percentage of Economically Disadvantaged population.	Admin Team Teachers	All students will have their needed supplies which will result in an increase in homework completion and increase in passing percentage on classwork and assessments.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 1: Brookhaven will recognize the achievement of students that display character traits of a good role model, modeling good behavior and choices, as measured by Bronco of the Month nominations and decreased number of student conduct referrals. In addition, we will promote a healthy, secure, and orderly environment for students, staff, families, and the community by implementing a uniformed set of procedures and discipline management strategies.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The Counselors at Brookhaven will recognize those students who exemplify character traits of the month (Bronco of the Month). Staff members will continue to recognize all students for academic performance, grades, behavior and attendance through incentives such as (but not limited to) block parties, Attend-Dances, Movie Night, and recognition through Awards Ceremonies.	All staff	Increased number of students nominated to participate in Bronco of the month as evidenced by the sign-in sheets				
2) The staff at Brookhaven will implement the Bully Reporter program. Parents, students, and staff will be given information on the system and how to use it responsibly and appropriately .	Counselors	A decrease in the number of students being bullied or bullying others as verified by the number of bully cases. An increase in the number of students being good, positive role models.				
3) Students not receiving a disciplinary referral will earn an incentive reward such as an extra recess and posted on the Discipline Wall of Fame each four and a half weeks.	Teachers and administrators	Decreased number of office referrals and office visits.				

4) Incentives for students who have made a difference at Brookhaven through: exemplary academic work, volunteerism, helped others etc.. will include but not be limited to: 1. Mention in the morning announcements 2. Name on the wall outside the library (MyOn point Leaders) 3. Free time on the computer 4. Opportunity to volunteer as a reading buddy in the lower grade levels 5. Participation in pride time (Fridays) 6. Tangible rewards in the library	Teachers Admin Counselors Librarian	Increase in student achievement. More students completing classwork				
5) The administration team will continue to systematically recognize and reward individuals and teams for contributions toward campus goals. Incentives used will continue to be: 1. Jean day 2. Gift of time 3. written notes 4. Mention in the principal's weekly staff email 5. recognition on the Bright wall	Admin team	Documented increase in teacher satisfaction rate on the pre and post surveys.				
6) The counselors will support new/and returning teachers by providing professional development on Restorative Discipline. To further work with teachers on this, counselors will provide guidance to students exhibiting difficulties in academics and behavior especially in the area of conduct towards others.	Counselors All staff	A decrease in the number of students referred to the office for discipline. A decrease in the number of students assigned to DAEP from 4 to 2 by EOY.				

7) Each grade level will develop a discipline management plan/ norms, consistent with Restorative Practices that will work for the team. The management plan/norms will include contact with parents weekly to discuss student progress in identified areas of need. Each grade level will also document positive contact with parents weekly.	All staff	A decrease in the number of students referred to the office for discipline. A documented increase in parent teacher communication.				
8) To encourage and improve attendance, the NBA (Never Been Absent) program will be implemented and students with perfect attendance will be given: 1. Certificates during the semester award ceremonies. 2. Honorary mention in morning announcements every 4.5 weeks. 3. Tangible rewards for students with perfect attendance for the year. 4. A basketball each semester for perfect attendance. 5. Name added to the NBA wall each nine weeks.	Classroom teachers Admin staff	Improve student attendance rate from 93% to 98% by EOY				
9) Students will meet the state's required time in PE. Students will also participate in Hoops for Hearts, fitness gram, and the after school fitness club.	PE teachers All staff	Fitness gram will document an increase in student wellness. There will be an increase in the number of students participating in the after school fitness club.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: Killeen ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 2: By the end of the 2017-2018 school year, attendance will improve by 2%.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Brookhaven will continue the Never Been Absent (NBA) All-Stars Program as an incentive to increase student attendance. They will receive a basketball at the end of each Semester that they meet the criteria. We will also have "AttendDances" for students with perfect attendance each nine weeks. Students will also be recognized and displayed on a wall in the hallway.						
2) Brookhaven students will be recognized for perfect attendance each nine weeks and honored through academic awards ceremonies.						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: Throughout the 2017-2018 school year, Brookhaven will increase student learning and instructional management by empowering teachers at Brookhaven with strategies on implementing and embedding the use of technology that will increase their use of technology in the classroom by 75%.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
PBMAS 1) We will continue to increase the use of technology to engage students and improve academic performance. Staff development will be provided during PLC and after-school sessions on how to use the technology and ways to integrate the technology with the curriculum. We will also implement a "Technology Geeks" chart for teachers to sign-up to observe "guru" teachers using technology during instruction.	Campus Tech Admin team	Increased student engagement as observed during walk-throughs.				
2) The Campus Instructional Technologist will work with other educational agencies and/or organizations to provide video conferencing and networking opportunities for all students (Pre-K -5).	Principal Campus technologist	Documented growth in use of technology on the pre and post technology use survey.				

3) The Campus Tech will provide ongoing professional development at the campus level to integrate technology with classroom instruction, and continue to provide training for staff on engaging students using technology.	Teachers Campus Tech	Documented growth in student engagement at EOY as evidenced by the EOY Survey. Documented growth in use of technology on the pre and post technology use survey.				
PBMAS 4) Students will utilize web-based science, math, and reading instruction sites to improve engagement, comprehension and concept visualization during focused instruction.	CIS Science lab teacher classroom teachers Campus Tech	90% mastery on the STAAR test at EOY for students in 5th grade and a 10% increase on the 3rd and 4th grade STAAR test. Online usage reports would reflect consistent usage. All students will document proficiency based on weekly quizzes, end of unit assessments, and student work samples.				
5) Brookhaven will begin implementing BYOD in grades 3-5. Parent notification, contracts, and rules will be sent home to ensure a smooth implementation. This will help increase the use of technology for research, visualization, and projects.						
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: Killeen ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 2: During the 2017-2018 school year, the master schedule will ensure protected instructional time and will provide teachers adequate time for collaboration, studying the curriculum, and planning for instruction and interventions to maximize learning for all students and staff.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
PBMAS 1) The staff at Brookhaven will utilize the RtI process to identify struggling students in need of intervention during Bronco Time (intervention block).	All staff	A documented decrease in the number of students who qualify for Tier 3 interventions. A documented decrease in the number of grade level failures.				
2) The master schedule will detail specific times set aside for grade level planning, PLCs, intervention block, and subject-specific instructional time.	All teachers Admin Staff	Walk-through data that indicates schedules are being followed and the teachers are consistent with instructional focus.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						