

Fort Bend Independent School District

Pecan Grove Elementary

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

FBISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

Pecan Grove Elementary exists to inspire a community of learners who are safe, respectful, and responsible in a compassionate and inclusive environment.

Vision

Fort Bend ISD will graduate students who exhibit the attributes of the District’s [Profile of a Graduate](#).

Core Beliefs

We believe our students:
are the center of everything we do, and our practice should reflect their best interest.
are valued individuals with unique physical, social, emotional and intellectual needs.
learn in diverse ways and require a variety of teaching strategies.
must learn how to be respectful, responsible, and build positive relationships.

We believe our classrooms:
should have characteristics of a learning environment that inspires innovative thinking, voice, choice, time for reflection, opportunities for innovation and critical thinking.

We believe our school personnel, students, parents and the community:
must have positive relationships which are essential for school success.
will recognize ethnic and cultural diversity and encourage an understanding and awareness of differences.
work in partnership and demonstrate an active commitment to education

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Goals

Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

Performance Objective 1: By May 2025, PGE will assure all students are on grade level in reading through implementation of the aligned curriculum and target intervention.

HB3 Goal

Indicators of Success: Lag Measures/Formative Data:

PreK: From BOY to MOY, increase percentage of on track from 65% to 75%.

Learning Walks (K-5)

By October, December and February, increase the alignment to the Rigor from 89% to 90%.

By October, December and February, maintain the alignment to Scope and Sequence at 94% or above.

By October, December and February, increase the alignment to the Instructional Model from 89% to 90%.

MAP

From BOY to MOY, increase percentage on MAP.

Lag Measures/Summative Data:

(PreK) By May 2025, CIRCLE results will show an increase on rapid naming from 88% to 90%, Vocabulary from 74% to 78% and phonological awareness from 92% to 94%.

By May 2025, all students will make at least 1.5 years growth in reading.







By June 2025, increase overall meets and masters on STAAR 3-5 Reading from 53.3% to 58%.











3rd: at least 55% and Increase AA meets or masters on STAAR to ensure we are closing the gaps for the sub population (increase 20% to 34%)

4th: 52.5% to 57.5%

5th: 60.36% to 65.36%

Increase 2 or more races percentage from 54% to 55%.

Strategy 1 Details		Reviews			
Strategy 1: Use Curriculum to plan strong tier 1 instruction activities. (Walk throughs, Learning Walks, Lesson Planning, Exemplars) Strategy's Expected Result/Impact: Admin: Complete at least 2 walkthroughs each month to look for exemplars and CERs- followed with feedback, conversation, and action for all R (and PK) teachers Conduct monthly learning walks to check for rigor, alignment to scope/sequence and instructional model - Use CST Tool and Phonics Tool (Grades 2-4 only) conduct 1:1 meeting with MCLS, TRTs, TRs (OC Teams) - analyzing data, identify needs Teachers: K-2 Teachers Use Curriculum to model different components of the phonics curriculum to ensure alignment. 3-5 ELAR Teachers will use Curriculum to plan learner experiences that use success criteria and exemplars (CER) for each unit Provide small group lesson plans that include students, targeted skill and data Create SLO goals connected to Phonological Awareness & CERs. Specilaists: MCL- Plan and deliver at least two full coaching cycles each semester for each TRT LIT- Plan and support 5th grade ELAR team during PLC Staff Responsible for Monitoring: Teachers, Admin ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Supplemental Pay for Tutorials, Instructional Materials - 199 General Fund SCE		Formative			Summative
		Oct	Dec	Feb	June
					
Strategy 2 Details		Reviews			
Strategy 2: Professional Learning Community Practices and Protocols - Aligned Curriculum and Student Ownership Practices Strategy's Expected Result/Impact: 3-5 teachers (PLC) Conduct an EAA on a IER/ECR each grading period Hold five PLC meetings every 9-week grading period (Data, EAA, Learning Walk, SST) Staff Responsible for Monitoring: Teachers, LIT, Admin ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Supplemental Pay for Tutorials, Instructional Materials - 199 General Fund SCE		Formative			Summative
		Oct	Dec	Feb	June
					

Strategy 3 Details		Reviews			
Strategy 3: Targeted Intervention - Cougar Cub Academy (Focused Lesson Planning, Monitoring and Inspection) Use data to create flexible groups for intervention and enrichment, targeted skills, data, LIT will pull tier 3 groups with fidelity Strategy's Expected Result/Impact: Admin will conduct at least one Cougar Academy WT each month followed by feedback and trends Teachers Use data to create flexible groups for intervention and enrichment, targeted skills, data LIT will pull Tier 3 students with fidelity Staff Responsible for Monitoring: Teachers, LIT, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Oct	Dec	Feb	June
					
Strategy 4 Details		Reviews			
Strategy 4: Communicate with parents and staff regarding GT referral processes. Strategy's Expected Result/Impact: By September 2024, 100% of GT teachers will have received professional learning on developing individualized GT Learning Plans. By October 2024, 100% of identified GT students will have an academic and affective co-constructed SMART goal in their GT Learning Plan. By February 2025 100% of the GT teachers will have identified and began implementing from 2 to 10 individualized instructional interventions using the Gifted Learning Plan Programming Services/Instructional Intervention Rubric Staff Responsible for Monitoring: GT Teachers, COGAT, Admin ESF Levers: Lever 5: Effective Instruction		Formative			Summative
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Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

Performance Objective 2: By May 2025, PGE will improve student achievement in math through the implementation of aligned curriculum, student ownership of learning and targeted intervention as evidence through the indicators of success.

Indicators of Success: * Formative Data:

(PreK) From BOY to MOY, increase percentage of on track math overall from 83% to 85%.

By October, December and February, increase the alignment to the Instructional Model from 81% to 85%.

By October, December and February, increase the alignment to the Rigor from 63% to 75%.

By October, December and February, increase the alignment to Scope and Sequence from 81% to 85%.

MAP

From BOY to MOY, increase percentage on MAP.

* Summative Data:

(PreK) From BOY to EOY, increase percentage of on track math overall from 83% to 85%.

MAP

From BOY to EOY, all students will make at least 1.5 years growth in math.

By May 2025, increase overall meets and masters on STAAR Math from 48% to 53%.

3rd: 54%

4th: 49.17% to 54%

5th: 48.18% to 53%

By May 2025, 50% of all 3-5 students will meet grade level or above on STAAR Math (Closing the Gaps)

3rd: Increase ED sts meets or masters on STAAR to ensure we are closing the gaps for the sub population (increase 30% to 42%)







4th:











-Increase ED sts meets or masters on STAAR to ensure we are closing the gaps for the sub population (increase 37.03% to 42%)

-Increase Hispanics meets or masters on STAAR to ensure we are closing the gaps for the sub population (increase 40% to 44%)

5th: Increase Hispanics meets or masters on STAAR to ensure we are closing the gaps for the sub population (increase 33.33% to 44%)

Increase two or more races (all students) from 38% to 55%.

Strategy 1 Details		Reviews			
Strategy 1: Use Curriculum to plan strong tier 1 instruction activities - Teachers will provide small group lesson plans that include students, targeted skill and data Strategy's Expected Result/Impact: Admin: WTs- Complete at least 2 walkthroughs each month to look for exemplars- followed with feedback, conversation, and action for all R (and PK) teachers. Conduct monthly learning walks to check for rigor, alignment to scope/sequence and instructional model - Use CST Tool Conduct 1:1 meeting with MCLS, TRTs, TRs (OC Teams) - analyzing data, identify needs Purchase Education Galaxy- Math Teachers: Use Curriculum to plan learner experiences that use success criteria and exemplars for each unit Provide small group lesson plans that include students, targeted skill and data Use Education Galaxy as a resource to support skills MCL- Plan and deliver at least two full coaching cycles each semester for each TRT Staff Responsible for Monitoring: Teachers, LIT, Admin ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Supplemental Pay for Tutorials, Instructional Materials - 199 General Fund SCE		Formative			Summative
		Oct	Dec	Feb	June
					
Strategy 2 Details		Reviews			
Strategy 2: Professional Learning Community Practices and Protocols - Aligned Curriculum and Student Ownership Practices, Fidelity of implementing the Math Curriculum and instructional model Strategy's Expected Result/Impact: T- Hold five PLC meetings every 9-week grading period (Data, EAA, Learning Walk, SST) Staff Responsible for Monitoring: Teachers, LIT, Admin ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Supplemental Pay for Tutorials, Instructional Materials - 199 General Fund SCE		Formative			Summative
		Oct	Dec	Feb	June
					

Strategy 3 Details		Reviews			
Strategy 3: Targeted Intervention - Cougar Cub Academy (Focused Lesson Planning, Monitoring and Inspection) Use data to create flexible groups for intervention and enrichment, targeted skills, data, LIT will pull tier 3 groups with fidelity Strategy's Expected Result/Impact: Admin will conduct at least one Cougar Academy WT each month followed by feedback and trends Teachers-Use data to create flexible groups for intervention and enrichment, targeted skills, data MS will pull Tier 3 students with fidelity-Number Worlds Staff Responsible for Monitoring: Teachers, LIT, Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Oct	Dec	Feb	June
					
Strategy 4 Details		Reviews			
Strategy 4: Students will use Progress Learning and Dreambox to increase targeted math skills (Grades 3-5) Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Admin, Teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments		Formative			Summative
		Oct	Dec	Feb	June
					
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Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

Performance Objective 3: By May 2025, PGE will assure all science instruction is aligned to the rigor, scope/sequence, and instructional model.

HB3 Goal

Indicators of Success: Lag Measures/Formative Data:








Learning Walks (all grades)

By October, December and February, increase the alignment to the Rigor, Scope and Sequence and alignment to the Instructional Model.

District Learning Assessments - increase % of at level

Lag Measures/Summative Data:

By May 2025, increase overall approaches or more on STAAR Science from 65.57% to 70%.

Strategy 1 Details	Reviews			
Strategy 1: Use Curriculum to plan strong tier 1 instruction. Strategy's Expected Result/Impact: Admin: Conduct at least 2 science learning walks and check for alignment to rigor, scope & sequence, instructional model (5E) Conduct monthly learning walks to check for rigor, alignment to scope/sequence and instructional model (5E) Purchase science materials, organize science lab and get parent volunteers Teachers: Use Curriculum to plan learner experiences that use success criteria and exemplars for each unit- 5E Model K-1 Teachers Use science lab to fulfill requirements at least 80% of instructional time 2-3 teachers use science lab to fulfill requirements at least 60% of instructional time 4-5 teachers use science lab to fulfill requirements at least 50% of instructional time T- Utilize teacher created CER and implement one per unit Staff Responsible for Monitoring: Teachers, Admin ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Funding Sources: Supplemental Pay for Tutorials, Instructional Materials - 199 General Fund SCE	Formative			Summative
	Oct	Dec	Feb	June
	 25%	 50%	 60%	
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

Performance Objective 4: By June 2025, PGE will implement measures to increase daily student attendance.

Indicators of Success: By May 2025, increase overall average daily attendance from 94.83% to 95.83%.

ECSE: 82.27% to 83.27%

ABC/Sails: 87.35% to 88.35%

PreK: 92.8% to 93.8%

K:95.73 to 96.73








1: 94.64% to 95.64%

2: 95.2 to 96.2

3: 95.07 to 96.07

4: 95.1 to 96.1

5: 95.89 to 96.89




Strategy 1 Details	Reviews			
Strategy 1: Parent Communication and student incentives Strategy's Expected Result/Impact: Admin: Increase parent communication regarding attendance Increase student incentives - No tardies/No absences each grading period Create a nine week or monthly incentive for perfect attendance and no tardies Teachers: Communicate importance of attendance with parents Follow up with Families when students miss more than 2 days Alert Attendance Clerk of Attendance issues Broadcast Sponsor: Communicate Attendance Scoreboard on Announcements (Broadcast Sponsor) ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Dec	Feb	June
				
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Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

Performance Objective 1: By June 2025, PGE will improve student behavior and decreased discipline referrals through the implementation of PBIS and professional learning as evidence through the indicators of success.

Indicators of Success: By August, have expectations/beginning of year assemblies with each grade level to review discipline, code of conduct and schoolwide expectations. Each nine weeks, meet with teams regarding behavior and discipline concerns. Follow up with PBIS committee.
By October, have 3 PBIS Cougar Cub recognitions.
By January, have 6 PBIS Cougar Cub recognitions.

By May 2025, decrease the following discipline referral: inappropriate physical contact from 18 to 15 and disrupting the educational environment from 10 to 8.
Increase student welfare checks from 2 to 3 for each student struggling with these two actions.

Strategy 1 Details	Reviews			
Strategy 1: PBIS Strategies, Professional Learning-Continue using the Schoolwide expectations, Cub Cash and Level One forms Strategy's Expected Result/Impact: Admin: Increase parent communication regarding behaviors Increase student incentives - Cub Cash, Positive Referrals, Student of the Month Schedule BOY & MOY Grade Level Assemblies Schedule frequent lunchroom check-ins with grade levels - remind of expectations Teachers: Communicate behavior expectations frequently Monitor and supervise unstructured times Counselor: Increase guidance lessons on dealing with peer conflict Broadcast Sponsor: Communicate expectations regularly - Broadcast Staff Responsible for Monitoring: Teachers, Admin, Counselor ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Oct	Dec	Feb	June
				

Strategy 2 Details	Reviews			
Strategy 2: Wellness Committee to improve health and wellness Strategy's Expected Result/Impact: Increase wellness activities and participation in well-being and health & wellness activities Staff Responsible for Monitoring: Administration, Wellness Committee	Formative			Summative
	Oct	Dec	Feb	June
				
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Goal 3: FBISD will recruit, develop, and retain high quality teachers and staff

Performance Objective 1: By June 2024, PGE will increase teacher retention by providing opportunities for teacher support, collaboration and leadership as evidence by the indicators of success.

- Indicators of Success:** Teacher Retention:
- Grade 2: 4 of 4, 100%
 - Grade 3: 4 of 5 80% (1 teacher resigned to stay home)
 - Grade 4: 5 of 6, 83% (1 teacher lost due to low enrollment projections)
- Number of Teacher Residents securing full time teaching positions in the district: 3 of 4

Strategy 1 Details	Reviews			
Strategy 1: Multi classroom leaders in grades 2-3-4 will coach Team Reach Teachers in ELAR classrooms to improve instructional practices and increase student achievement Strategy's Expected Result/Impact: Admin: Hold 1:1s with MCLS biweekly Hold MCL Huddles 1x month Hold 1:1s with TRTs mid year and end of year Allow Teacher residents to go on learning walks and observe other teachers MCL- Plan and deliver at least two full coaching cycles each semester for each TRT MCLs lead team planning meetings weekly that are data-driven Staff Responsible for Monitoring: Admin, MCLs TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Oct	Dec	Feb	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

Goal 5: FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement