

Fort Bend Independent School District
Elkins High School
2023-2024 Formative Review with Notes



Mission Statement

EHS Mission: Elkins High School, a supportive learning environment, provides students with the knowledge and skills necessary to become productive, responsible and successful members of society.

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

Vision

EHS Vision: Elkins High School will be a community of actively involved, motivated learners. It will be a school in which every student feels pride, respect, and a sense of belonging. All students will be successful, and all individuals will work together toward a standard of academic excellence.

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

Table of Contents




Goals	4
Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students	4
Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working	7
Goal 3: FBISD will recruit, develop and retain high quality teachers and staff.	9
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	11
Goal 5: FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.	13




Goals



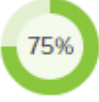




Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

Performance Objective 1: By June 2024, we will increase the implementation of systems for developing teacher clarity by focusing on PLC practices that allow for planning lessons completely aligned to the FBISD curriculum and scope/sequence as demonstrated in multiple sources of evidence.

Indicators of Success: We expect to increase the use of the PLC agenda that facilitates alignment to the curriculum and across the teacher team from 0% to 50% by June 2024 as evidenced by classroom observation. We expect to increase by at least 10% at each quarterly formative check in October, December, and February.

Strategy 1 Details	Reviews
<p>Strategy 1: All teachers will begin by completing a team assessment to indicate where their team is on the PLC Progression of Practice. Each team will submit three action steps they will work on this year in order to move up one level in the progression.</p> <p>Strategy's Expected Result/Impact: Increased teacher clarity and alignment to the FBISD curriculum.</p> <p>Staff Responsible for Monitoring: Administrators, Department Heads, Team Leaders</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	<div> <div>Oct</div> <div>  70% </div> <div>October Evidence of Progress</div> <div>Most teams completed the BOY assessment and submitted 3 goals. We will do a check in on these goals in December.</div> </div> <div> <div>Dec</div> <div>  80% </div> <div>December Evidence of Progress</div> <div>100% of the PLC teams completed the BOY assessment. In December PLC meetings, teams revisited their goals, and reported to T-TESS Supervisor about their progress.</div> </div> <div> <div>Feb</div> <div>  80% </div> <div>February Evidence of Progress</div> <div>PLC teams continue to work on their 3 goals to move forward in the progression of practices. T-TESS supervisors attend PLCS frequently and provide feedback to the teams.</div> </div> <div> <div>June</div> <div></div> <div>June Evidence of Progress</div> <div></div> </div>

Strategy 2 Details	Reviews
<p>Strategy 2: PLCs will have protected time together for their professional learning community process.</p> <p>Strategy's Expected Result/Impact: Time devoted to PLC lesson planning, checking for alignment to the FBISD curriculum, assessment design, and data review</p> <p>Staff Responsible for Monitoring: Principal and Associate Principal</p> <p>TEA Priorities: Build a foundation of reading and math</p>	<div> <div>Oct</div> <div>  <div>85%</div> </div> <div>October Evidence of Progress</div> <div>For the most part, our PLCs have the protected planning time. There are some instances where a team member has to go to Athletics, so we are working on an alternate PLC schedule for those teams.</div> </div> <div> <div>Dec</div> <div>  <div>100%</div> </div> <div>December Evidence of Progress</div> <div>All PLCs have protected planning time.</div> </div> <div> <div>Feb</div> <div>  <div>100%</div> </div> <div>February Evidence of Progress</div> <div>All PLCs have protected planning time.</div> </div> <div> <div>June</div> <div></div> <div>June Evidence of Progress</div> </div>








Strategy 3 Details	Reviews
<p>Strategy 3: PLC Time will be used to plan intervention tutorials for EOC tested areas.</p> <p>Strategy's Expected Result/Impact: Teachers will disaggregate data to determine students at-risk of failing one or more EOC exams and will provide targeted intervention for these students in after school tutorials. The percentage of at-risk students who pass their EOC exam will increase by 3%</p> <p>Staff Responsible for Monitoring: Teachers of EOC tested areas, Administrators, CAC, Counselors</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<div> <div> <div>Oct</div> <div>  <div>50%</div> </div> </div> <div> <div>October Evidence of Progress</div> <div> <p>We are using Noble Knight Wednesdays for intervention tutorials. This has been a bit of a slow start due to beginning of the year procedures that needed kinks worked out. We now have about 50% of our students in need of intervention attending these sessions. We are working toward a system for increasing attendance.</p> </div> </div> </div> <div> <div> <div>Dec</div> <div>  <div>70%</div> </div> </div> <div> <div>December Evidence of Progress</div> <div> <p>As we refined our systems for interventions on Noble Knight Wednesdays, we worked out a way to get students into their sessions in a more timely manner. We also assisted teachers with planning of intervention lessons. More accurate record keeping is showing us that about 70% of our students in need of intervention are attending on a regular basis.</p> </div> </div> </div> <div> <div> <div>Feb</div> <div>  <div>75%</div> </div> </div> <div> <div>February Evidence of Progress</div> <div> <p>We added after school tutorials and are focusing on students who did not pass the December EOC. As the spring semester progresses, we will work to add other students into the groups who have not yet attempted an EOC and may need intervention.</p> </div> </div> </div> <div> <div> <div>June</div> </div> <div> <div>June Evidence of Progress</div> </div> </div>
<div> <div>  <div>0%</div> </div> <div>No Progress</div> </div> <div> <div>  <div>100%</div> </div> <div>Accomplished</div> </div> <div> <div>  </div> <div>Continue/Modify</div> </div> <div> <div>  </div> <div>Discontinue</div> </div>	

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 2024, we will increase the implementation of Positive Behavior Intervention Support (PBIS) practices across the campus by focusing on professional development to train teachers and student lessons implemented through Advisory/Knight Time.

Indicators of Success: We expect to see PBIS implementation go from 0% to 50% as evidenced by campus based and district based PBIS observations (BoQ, SAS, campus PBIS walks, district PBIS walks).

Strategy 1 Details	Reviews
<p>Strategy 1: We will plan time to introduce PBIS protocols to our staff during August PD and will revisit this topic during monthly Faculty Meetings and campus professional development days throughout the 2023-24 school year.</p> <p>Strategy's Expected Result/Impact: Staff will have knowledge of PBIS strategies, and will understand the campus expectations for behavior management.</p> <p>Staff Responsible for Monitoring: All Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	<div><div>Oct</div><div><div><div></div><div>30%</div></div></div><div>October Evidence of Progress</div><p>After introducing protocols in August, we continued our work with PBIS strategies in September PD and during faculty meetings. We did Alpha Split expectation talks, and teachers developed respect agreements with their classes.</p></div> <div><div>Dec</div><div><div><div></div><div>50%</div></div></div><div>December Evidence of Progress</div><p>We continue to remind students of expectations, and we constantly refer to our Noble Knight standards. A PBIS walk occurred on our campus in November. The data showed that many of our students and staff knew what it means to be a Noble Knight.</p></div> <div><div>Feb</div><div><div><div></div><div>70%</div></div></div><div>February Evidence of Progress</div><p>We began working on ways to provide rewards and incentives to students who are making good choices consistently. The PBIS committee is planning a reward for students who have minimal tardies and absences at the end of T3.</p></div> <div><div>June</div><div></div><div>June Evidence of Progress</div></div>









Strategy 2 Details	Reviews
<p>Strategy 2: A PBIS committee will be formed and led by two Assistant Principals. The committee will include representatives from all departments on the campus as well as student representation.</p> <p>Strategy's Expected Result/Impact: The committee will meet monthly to review the campus' implementation of PBIS and will make adjustments, brainstorm new ideas to present/share with staff and students, and check for alignment to the district expectations around PBIS implementation.</p> <p>Staff Responsible for Monitoring: Assistant Principals over PBIS</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	<div> <div> <div>Oct</div> <div>  <div>60%</div> </div> </div> <div> <div>October Evidence of Progress</div> <div>The committee was formed and had their first two meetings. They brainstormed ways to incentivize the staff for better attendance.</div> </div> </div> <div> <div> <div>Dec</div> <div>  <div>65%</div> </div> </div> <div> <div>December Evidence of Progress</div> <div>Due to November and December being short months, the committee met to discuss plans for the Spring semester.</div> </div> </div> <div> <div> <div>Feb</div> <div>  <div>70%</div> </div> </div> <div> <div>February Evidence of Progress</div> <div>In January, we revisited our campus wide expectations, and teachers revisited respect agreements. In February PD, we are having a session at our Ed Camp to discuss more PBIS incentives that we can do campus wide. The committee will review the suggestions and make plans for T4.</div> </div> </div> <div> <div> <div>June</div> </div> <div> <div>June Evidence of Progress</div> </div> </div>
<div> <div>  <div>0%</div> </div> <div>No Progress</div> </div> <div> <div>  <div>100%</div> </div> <div>Accomplished</div> </div> <div> <div>  </div> <div>Continue/Modify</div> </div> <div> <div>  </div> <div>Discontinue</div> </div>	

Goal 3: FBISD will recruit, develop and retain high quality teachers and staff.

Performance Objective 1: By June 2024, we will increase implementation of a system for staff retention and positive climate and culture by streamlining communication efforts from campus leadership to staff as well as implement collaborative opportunities among staff as demonstrated in multiple sources of evidence.

Indicators of Success: We expect our campus based staff survey data to indicate an increase in the staff's feelings centered around connectedness and communication. We will increase leadership team collaboration in an effort to be communicating the same messages to all stakeholders. We will survey staff using a Microsoft form at the beginning, middle, and end of year to gauge how they are responding to our efforts.

Strategy 1 Details	Reviews
<p>Strategy 1: Admin Team meetings will be held weekly and Department Head meetings will be held monthly. The meetings will start with discussions centered on campus calendar items and plans for executing upcoming events. By the end of the meeting, all campus leaders will have a strong understanding of the upcoming plans for the campus. We will all then be able to communicate the same message to staff.</p> <p>Strategy's Expected Result/Impact: Improve the staff's feelings around consistency and leadership team alignment</p> <p>Staff Responsible for Monitoring: Administrators and Department Heads</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	<div><div>Oct</div><div>October Evidence of Progress</div><div><div>30%</div><div>We have started our meetings for the school year. The Admin team is working on building a foundation of trust and strong communication. We are carefully reviewing the calendar every week. We are making sure duties are divided equitably, and we are collaborating on campus needs.</div></div></div> <div><div>Dec</div><div>December Evidence of Progress</div><div><div>45%</div><div>As we built consistency in our leadership meetings, we have begun to be more in sync as a team. We continuously communicate to be sure that we are being consistent. We selected a book study for the Spring semester.</div></div></div> <div><div>Feb</div><div>February Evidence of Progress</div><div><div>70%</div><div>In January and February, we have discussed chapters from our book, "The Self-Aware Leader." We have begun to collaborate with the Department Heads on revamping our hiring process to be sure we are getting right fit people to work at EHS.</div></div></div> <div><div>June</div><div>June Evidence of Progress</div></div>


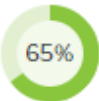





Strategy 2 Details	Reviews
<p>Strategy 2: The EHS weekly staff newsletter will contain all pertinent information that staff needs to know and will also highlight various staff members and the positive impact they are making on the campus. The staff newsletter will also contain information about optional opportunities for staff to come together at events, etc.</p> <p>Strategy's Expected Result/Impact: Based on current staff feedback, the staff does not feel connected to one another. This strategy should increase the knowledge of what their colleagues are doing to support the students and the campus.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	<div> <div> <div>Oct</div> <div>  <div>60%</div> </div> </div> <div> <div>October Evidence of Progress</div> <div>Weekly staff newsletter has been sent consistently. The Principal is taking feedback and tweaking the content to meet the needs of the staff.</div> </div> </div> <div> <div> <div>Dec</div> <div>  <div>80%</div> </div> </div> <div> <div>December Evidence of Progress</div> <div>Weekly staff newsletter has been sent consistently. The Principal is taking feedback and tweaking the content to meet the needs of the staff. In the spring semester, we will add more staff highlights and sharing of resources.</div> </div> </div> <div> <div> <div>Feb</div> <div>  <div>85%</div> </div> </div> <div> <div>February Evidence of Progress</div> <div>Weekly staff newsletter has been sent consistently. The Principal is taking feedback and tweaking the content to meet the needs of the staff.</div> </div> </div> <div> <div> <div>June</div> <div>  <div>0%</div> </div> </div> <div> <div>June Evidence of Progress</div> <div></div> </div> </div>
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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

Performance Objective 1: By June 2024, we will increase and streamline our communication to parents and community members to help these stakeholders feel connected to the campus.

Indicators of Success: We expect to see an increase in the informal parent survey the campus will give to parents at the beginning, middle, and end of the year as well as on the district's parent climate survey. We also expect to see more parent involvement in campus activities since the communication will given clearly and in a timely manner.

Strategy 1 Details	Reviews
<p>Strategy 1: Parents will receive a weekly parent newsletter on Sundays at 6:00 PM every week during the school year. The newsletter will contain timely, pertinent, and accurate information that parents need to know. The newsletter will also have a resources section for parent support.</p> <p>Strategy's Expected Result/Impact: Increase in parents feeling connected to the campus as evidenced on surveys and parent participation in activities</p> <p>Staff Responsible for Monitoring: Administrator over parent newsletter</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	<div><div><div>Oct</div><div><div></div><div>50%</div></div><div>October Evidence of Progress</div><div>Weekly parent newsletter has been sent consistently. The Asst. Principal is taking feedback and tweaking the content to meet the needs of the community.</div></div><div><div><div>Dec</div><div><div></div><div>70%</div></div><div>December Evidence of Progress</div><div>Weekly parent newsletter has been sent consistently. The Asst. Principal is taking feedback and tweaking the content to meet the needs of the community.</div></div><div><div><div>Feb</div><div><div></div><div>85%</div></div><div>February Evidence of Progress</div><div>Weekly parent newsletter has been sent consistently. The Asst. Principal is taking feedback and tweaking the content to meet the needs of the community.</div></div><div><div><div>June</div><div></div><div>June Evidence of Progress</div></div></div></div></div></div>

Strategy 2 Details	Reviews
<p>Strategy 2: All announcements that are given to students on a daily basis will also be posted on the school's Library Schoology page. Parents will receive a video walking them through how to easily access this page so they can read the announcements that are being given to the students daily.</p> <p>Strategy's Expected Result/Impact: Parents will have a better understanding of what is being communicated to their children and will have less questions about what is going on at Elkins HS.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	<div> <div> Oct  40% </div> <div> Dec  65% </div> <div> Feb  75% </div> <div> June </div> </div> <div> <p>October Evidence of Progress</p> <p>We started posting the daily announcement and made the students aware of where they can find them. We need to incorporate more parent interaction with this Schoology page.</p> <p>December Evidence of Progress</p> <p>We created a video to walk parents through how to access the written version of the daily announcements. We also began to alternate the administrators who are giving the announcements so that the students will get to know all of us and our roles.</p> <p>February Evidence of Progress</p> <p>We continue to tweak as needed. The next step will be to add more student involvement now that announcements are consistent and clear on a daily basis.</p> <p>June Evidence of Progress</p> </div>
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>	

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