

Fort Bend Independent School District

Rosa Parks Elementary

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

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

Vision

District Vision: Fort Bend ISD will graduate students who exhibit the attributes of the District's Profile of a Graduate.

Value Statement

Core Belief 1: All students can reach their full potential.

Commitment: FBISD will provide an educational system that will enable all students to reach their full potential.

Core Belief 2: We believe student success is best achieved...

...through effective teachers that inspire learning.

Commitment: FBISD will recruit, develop and retain effective teachers.

...in a supportive climate and safe environment.

Commitment: FBISD will provide a supportive climate and a safe learning/ working environment.

...by empowered and effective leaders throughout the system.

Commitment: FBISD will provide and promote leadership development at all levels.

...in a well-functioning, high-performing community of learners.

Commitment: FBISD will be a collaborative, efficient and effective learning community.

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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, RPE will improve the effectiveness of tiered instruction through the implementation of aligned curriculum and targeted interventions as evidence through the the growth measure of 1.5 year of Reading, Math, and Science according to MAP Growth Assessment.

HB3 Goal

Indicators of Success: 1.5 year growth according to NWEA Map Growth Assessment in Reading, Math, and Science.

Increase the number of classrooms aligned to the curriculum to 80% evidenced in data from RPE campus walks.

Increase the number of targeted interventions provided by teachers to 80% as measured by RPE campus walks.

Strategy 1 Details		Reviews			
Strategy 1: Ensure all ELAR, Math, and Science teachers receive adequate trainings and materials to enhance instruction to all students including special education, EL's, students identified at risk, GT, etc. Strategy's Expected Result/Impact: Ongoing professional development thru PLC's. Daily instruction will be consistent with district curriculum and instructional models. Staff Responsible for Monitoring: Campus Administrators will monitor PLC's and plan appropriate topics based on walkthrough data and classroom observation data. Math and Literacy Coaches will provide training and/or find appropriate trainings to support teacher growth and development. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: Professional Development and Resources - 199 General Fund, Professional Development and Resources - 211 Title I-A		Formative			Summative
		Oct	Dec	Feb	June

Strategy 2 Details	Reviews			
Strategy 2: 4th and 5th-grade teachers will provide 15 hours of accelerated instruction in Math and Reading to HB1416 students during grade-level intervention time, before school or after school by the end of the school year. Strategy's Expected Result/Impact: Less number of students need accelerated instruction the following school year Increase in students' understanding of math concepts Increase in students' performance on daily work Increase in REN scores Increase in STAAR scores Staff Responsible for Monitoring: 4th and 5th grade Teachers Instructional Coach(es) Administrators Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: Tutorials - 199 General Fund SCE, Tutorials - 211 Title I-A	Formative			Summative
	Oct	Dec	Feb	June
Strategy 3 Details	Reviews			
Strategy 3: Staff will provide tutorials, individualized instruction support, and materials for at risk students in order to close the COVID 19 gap and other academic deficits. Strategy's Expected Result/Impact: High quality tier 1 instruction, increased individual student growth Staff Responsible for Monitoring: Campus Administrators, Literacy Coach, Math Coach, EB Specialist, Teachers, Special Ed Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: Tutorials - 211 Title I-A, Instructional Materials - 199 General Fund SCE	Formative			Summative
	Oct	Dec	Feb	June

Strategy 4 Details	Reviews			
Strategy 4: The campus will increase the number of academic field trips for students to engage in throughout the school year to improve students' learning experiences and exposure to resources and activities aligned to the curriculum. Strategy's Expected Result/Impact: Students will have learner experiences and academic opportunities to enhance retention and mastery of skills Staff Responsible for Monitoring: Administration, grade level team leaders and club sponsors. Title I: 2.6 Funding Sources: - 211 Title I-A	Formative			Summative
	Oct	Dec	Feb	June
Strategy 5 Details	Reviews			
Strategy 5: All Teachers will participate in professional learning targeting individualized instruction and/or Special populations (GT, SpED, 504) learning plans. Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
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Strategy 6 Details	Reviews			
Strategy 6: We will increase teacher capacity through a systematic, ongoing, monitoring team approach by leadership team. Strategy's Expected Result/Impact: Teacher monthly walkthrough focus will ensure instructional focus is adhered to in daily classroom instruction. Staff Responsible for Monitoring: Principal will develop and monitor staff walks to hold leadership team accountable for consistent and targeted walkthroughs, feedback, and follow up. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	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 May 2025, RPE will improve culture and climate through effective implementation of PBIS resulting in a decrease in discipline by 5% according to campus discipline records.

Indicators of Success: Formative Indicators of Success

By December 2024, 50% of teachers will engage in professional development on PBIS strategies.

By January 2025, we will decrease the number of office referrals made in the first semester by 5%.

Summative Indicators of Success

By May 2025, 80% of teachers will effectively implement classroom expectations through PBIS strategies to provide a positive classroom culture.

By June 2025, we will decrease the number of office referrals made by 5%.

Strategy 1 Details	Reviews			
Strategy 1: Students will be rewarded for meeting PBIS expectations. Strategy's Expected Result/Impact: Student of the Month rewards and acknowledgement, PBIS Rewards - online point system, Student of the Month rewards/celebrations, and 9-week Celebration Assemblies Staff Responsible for Monitoring: Assistant Principal	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 2: Students will engage in ongoing Character Counts and Conflict Resolution strategies.

Indicators of Success: Counselor sees all students at least two times per month for group lessons.

Teachers will implement Community Circles within the classroom at least 2-3 times per week.

Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

Performance Objective 3: By June 2025, we will improve student ownership of behavior practices through PBIS and restorative practices. This will be demonstrated by empowering students to set and meet personal goals, implementing campus-wide positive behavioral systems, and establishing a Campus Wellness Committee to monitor progress toward implementing the District Wellness Policy FFA(LOCAL) to develop the whole child so students are equipped to be academically successful.

Indicators of Success: Formative:

*Provide quarterly professional development opportunities that focus on Student Ownership and Feedback *BOY to MOY office referrals will decrease by 40% *At least 80% of students will participate in PBIS celebrations *From BOY to MOY, RPE will increase teacher modeling feedback from 9% to 15%, as demonstrated by the CST F2. *From BOY to MOY will increase from 2% to 10%. Students will engage in giving or receiving feedback using tools. *Increase student attendance to maintain an average at or above the district goal. *Increase the percentage of students receiving monthly CATCH lessons to 100% * BOY to MOY- The Wellness committee met twice with community members Summative *By EOY, RPE will increase the teacher modeling to 50%, as demonstrated by the CST F2. By EOY, there will be a 50% decrease in office referrals By EOY, *At least 90% of students will participate in PBIS celebrations *By EOY, 20% of students will engage in giving or receiving feedback using tools. *Increase student attendance to maintain an average at or above the district goal. *Increase the number of families participating in Brighter Bites from the first to the second semester by 5%. By the end of the year, the campus wellness committee meets at least four times a year and includes parents, students, school nurses, cafeteria manager/cafeteria staff, staff, students, and community members who oversee school wellness programs.

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

Performance Objective 1: By June 2025, RPE will improve the staff culture and retention rate through the integration of staff incentive programs and ongoing new staff training/mentoring program as evidenced through the indicators of success.

Indicators of Success: Formative: MOY staff survey to assess and monitor climate, culture, and support of staff.
Summative: Decrease staff turnover rate from 38% to 30%.

Strategy 1 Details	Reviews			
Strategy 1: TAPP Mentor Program, Rocket Launch, and Instructional Apprentice Check-In meetings to support and prepare new and returning teachers for current and upcoming challenges. Strategy's Expected Result/Impact: Increased efficiency and preparation of teachers. Staff Responsible for Monitoring: Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Dec	Feb	June
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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, RPE will improve the community and parent engagement through the implementation of varied communication systems and feedback opportunities as evidenced through the indicators of success.

- Indicators of Success:** Formative: Monitor weekly newsletter to parents from teachers to ensure parent communication.
- Formative: Parent Educator and Title One SRC will monitor campus events with 30% parent stakeholder attendance
- Summative: Parent Educator and Title One SRC will monitor increased parent attendance of parent education courses and parent attendance of evening events in comparison to 2023-2024 school year.

Strategy 1 Details	Reviews			
Strategy 1: PTO and admin will collaborate to create more opportunities for parental engagement and community events. Strategy's Expected Result/Impact: Increased parent engagement in learning Staff Responsible for Monitoring: Campus Administrators, PTO Board TEA Priorities: Improve low-performing schools Funding Sources: Materials - 211 Title I-A, Refreshments for Events - 199 General Fund	Formative			Summative
	Oct	Dec	Feb	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div>				

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