

# Venus Independent School District

## Venus Elementary School

### 2015-2016 Goals/Performance Objectives/Strategies

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Academic Achievement in Science



# Mission Statement

The mission of Venus Elementary is to foster future leaders by finding and building on the strengths of our students through dedication, a positive attitude, encouragement, and respect for others.

# Vision

The vision of Venus ISD is to provide educational excellence to all students through Pride, High Expectations and 21st Century Learning.

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# Goals

## Goal 1: All students will meet applicable state and federal expectations.

**Performance Objective 1:** Instructional Strategies and Learning Labs will be utilized to ensure retention of quality instruction




**Summative Evaluation:** State and Federal Accountability Reports,  
Schedule of student attendance

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Students will utilize the Learning Lab as needed. Teachers will incorporate the appropriate instructional strategies to ensure retention of classroom instruction. Students identified as TIER III will go to the Reading Coach for extra instruction.</p>	1, 2, 3, 4, 8, 9	Learning Lab teacher, Special Ed teacher, Reading Coach, General ed teachers, Principal	Learning Lab sign in, Eduphoria Lesson Plans, Local assessments, state assessments, progress reports and report card grades, benchmark assessments				
Funding Sources: Title I - \$36642.00, Local, Title II - \$875.00, Special Education - \$37849.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>2) LCD projectors will be mounted to the ceiling and cables will connect the teacher desk top computer to the LCD projector so the teacher laptops can be collected to create two more COWs (computers on wheels). This will provide more opportunities for students to use technology.</p>	1, 2, 9, 10	Technology director, Principal	Computer check out, increased time on computers, increased performance on I-Station, Moby Max, etc				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5</p> <p>3) Parents will receive a Family Learning Calendar (in both English and Spanish) filled with daily activities that the parents can do at home with their child(ren). Calendars will be reviewed and handed out at a STAAR Parent information meeting.</p>	1, 2, 6, 9	Teachers, Principal	Sign in sheets, increased parent attendance in school events, increased				
Funding Sources: Title II - \$800.00							
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 1:** All students will meet applicable state and federal expectations.

**Performance Objective 2:** All students will demonstrate academic growth in all content areas.

**Summative Evaluation:** State and Federal Accountability Reports, Progress Reports and Report Cards


Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Teachers will use a variety of technology resources (I-Station/ISIP, Moby Max, Ipads, Chromebooks, Laptop carts, Accelerated Reading, and English in a Flash) to enhance instruction and measure student growth then plan instruction based on the students' needs.</p>	1, 2, 3, 8, 9	General ed teachers, Principal, Learning Lab teacher, Reading Coach, Special ed teacher, computer lab aide	Eduphoria data, progress reports and report card grades, benchmark assessments, TELPAS, state assessments, tutorial attendance logs, staff training, I-Station reports, Rti data, Kilgo Scope & Sequence, PDAS evaluations				
Funding Sources: Title I, Title I							
<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>2) After school tutorials will be provided to help struggling students master the curriculum. Coach and Measuring UP STAAR workbooks will be used for instruction.</p>	1, 2, 3, 8, 9	General ed teachers, Special ed teacher, Learning Lab teacher, Principal	Eduphoria data, progress reports and report card grades, benchmark assessments, state assessments, tutorial attendance logs, I-Station reports, Moby Max data				
Funding Sources: Title I, Title I, Title I							
<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1</p> <p>3) Implement additional academic vocabulary strategies in all core subject areas to increase student achievement for all subgroups: LEP, 504, Gifted and Talented, Special Ed and general ed students. Interactive word walls will be posted in all instructional classrooms.</p>	1, 2, 4, 9	General ed teachers, Special ed teacher, Learning Lab teacher, GT teacher, Reading Coach, Principal, Instructional Paraprofessional staff	Eduphoria data, progress reports and report card grades, benchmark assessments, TELPAS, state assessments, staff training, I-Station reports, Rti data, PDAS evaluations, word walls				
Funding Sources: Local							

<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1</p> <p>4) Teachers will use a variety of resource materials to implement instruction including Motivational Reading, Math, Science, and Writing workbooks, math TEKSING Toward STAAR, Mountain Math and Mountain Language materials to help students achieve academic success.</p>	1, 2, 8, 9	General ed teachers, Learning Lab teacher, Special ed teacher, Principal	Lesson plans, Eduphoria data, progress reports and report card grades, benchmark assessments, TELPAS, state assessments, PDAS evaluations				
Funding Sources: Title I - \$1725.50, Local - \$320.00							
<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>5) A daily intervention time will be provided at least four hours a week. During this time GT students, Special Ed students and Dyslexic students will be served. Struggling students will receive additional instruction in the concepts they are low in through the Learning Lab, Tier III instruction with the Reading Coach or with a grade level teacher. Students who have mastered the concepts will receive enrichment.</p>	1, 2, 3, 9, 10	General ed teachers, support teachers, GT teacher, Special ed teacher, dyslexia teacher, Learning Lab teacher, Reading Coach, Principal	Schedule, progress Reports, Report Cards, state assessments, lesson plans				
<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>6) The number of Special ed inclusion aides increased from three to five, in order to have one in each grade level. We have one Bilingual aide who helps in 5th grade, as we do not have a Bilingual teacher for that grade level.</p>	1, 2, 9, 10	Special ed teacher, general ed teacher, Principal, LPAC coordinator	State and local assessments for our Special Ed and Bilingual students will show growth from previous year, IEPs, ARD and LPAC meeting minutes				
Funding Sources: Title III, Special Education							
<p><b>State System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>7) VISD teachers K-2nd grade will implement Phonics this year.</p>		General ed teachers, Reading Coach, Principal	State and local asesments				
Funding Sources: Local							
<p><b>Critical Success Factors</b> CSF 1</p> <p>8) Students will be provided with hands-on experiences that enhance the classroom curriculum through field trips and presenters, such as the Dinosaur George Traveling Museum.</p>	1, 2, 5, 9, 10	Science teachers, Principal	State and local assessments, Activity sheets				
Funding Sources: Title I - \$2200.00, Local							
<p style="text-align: center;">  = Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 2: Venus Elementary will recruit, train, and retain highly qualified staff members.**

**Performance Objective 1:** Focus efforts to target the highest need students with the most effective staff.







**Summative Evaluation:** Campus Master Schedule

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>1) Learning Lab, Bilingual inclusion support, Special Ed Inclusion support, Dyslexia classes, and Gifted and Talented classes will be scheduled at optimal times based on student needs.</p>	1, 2, 3, 4, 5, 9, 10	Special ed teacher, Learning Lab teacher, Dyslexia/GT teacher, Counselor, principal, Instructional paraprofessional staff	Master schedule, 504 and special ed accommodations, LPAC meetings, Learning Lab logs	✓	✓	✓	✓
Funding Sources: Title II - \$875.00, Title III - \$22000.00							
							

**Goal 2:** Venus Elementary will recruit, train, and retain highly qualified staff members.

**Performance Objective 2:** Staff development/training will be an on-going project to improve teacher performance and quality instruction.

**Summative Evaluation:** Professional development agendas











Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>1) Provide staff development through monthly bi-meetings, weekly grade level team meetings and on an individual basis for the following: Rti process and implementation, ESL strategies and support, Eduphoria data disaggregation of state and local assessments, technology integration, and best teaching practices. Staff attending outside professional development will present the information to their peers.</p>	1, 2, 3, 4, 5, 7, 8, 9, 10	Teachers, Special ed teacher, Reading Coach, Counselor, District personnel, Principal	PDAS evaluations, lesson plans, Rti data				
Funding Sources: Special Education, Title II - \$875.00, Title III - \$22000.00, Local, Bilingual / ESL - \$199882.00							
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							



**Goal 2:** Venus Elementary will recruit, train, and retain highly qualified staff members.

**Performance Objective 3:** Actively promote a positive perception of Venus Elementary and VISD.







**Summative Evaluation:** Parent and Staff Surveys

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>1) All staff will work to create and promote a positive environment that breeds success and a welcoming environment for students and parents.</p>	1, 2, 3, 4, 5, 6	All staff, Campus Advisory Committee, PTO Board, campus FOTPS Ambassadors	Positive staff morale, positive communication between students, staff, parents and community members, PDAS evaluations, parent contact sheets				
Funding Sources: Local							
<p><b>Critical Success Factors</b> CSF 6 CSF 7</p> <p>2) Each month students, parents and staff will have the opportunity to nominate staff members of the month. Those selected will be recognized at a school board meeting and on campus.</p>	5	Staff, Principal	Nominations of staff members				
Funding Sources: Local							
<p> = Accomplished     = Considerable     = Some Progress     = No Progress     = Discontinue</p>							

**Goal 3: Venus Elementary will maintain a safe, secure, and nurturing environment for students, staff, and parents.**

**Performance Objective 1:** Venus Elementary will comply with all aspects of the Safe School Plan.







**Summative Evaluation:** VISD Safe School Plan and documentation of drills

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) The campus will follow the district wide Safe School Plan and participate in monthly fire drills, periodic bad weather and lock down drills, maintain secured classroom and outside doors, and implement measures to ensure the safety of the students, staff, and parents.</p>	1, 2, 4, 6	Campus Crisis Coordinator, Principal, all staff, SRO, parents, community members, students	Evaluation and records of emergency drills, visitor logs, raptor system				
Funding Sources: Local							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** Venus Elementary will maintain a safe, secure, and nurturing environment for students, staff, and parents.

**Performance Objective 2:** Employee and student attendance rate will exceed 97%.







**Summative Evaluation:** AESOP and PEIMs records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Incentives will be provided to increase staff attendance and to maintain/exceed student attendance. Student incentives include semester attendance awards and bikes. Staff incentives include extra supplies and treats. All district guidelines will be followed for students with attendance issues.</p>	1, 2, 6	Attendance clerk, Principals, Teachers, truancy officer, Counselor	Aesop reports, PEIMs reports, parent communication, student incentives, employee incentives				
Funding Sources: Local							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** Venus Elementary will maintain a safe, secure, and nurturing environment for students, staff, and parents.

**Performance Objective 3:** Venus Elementary will monitor the utilization of ISS placements for students.







**Summative Evaluation:** PEIMS reports

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Principals will monitor the utilization of ISS placements and meet with the staff on strategies to deter unwanted behaviors. Parents will be contacted to discuss alternate consequences.</p>	1, 2, 4, 6, 9, 10	Principals, teachers, ISS aide, parents	ISS record logs, PEIMS discipline reports, parent contact sheets, staff development agendas				
Funding Sources: Local, Title I - \$36642.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** Venus Elementary will maintain a safe, secure, and nurturing environment for students, staff, and parents.

**Performance Objective 4:** The campus will promote healthy living habits.







**Summative Evaluation:** Increased active participation of students and staff in physically active events promoted by the campus.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) Students and staff will create running/walking goals to improve health and physical fitness. Active opportunities include the New York Road Runners Mighty Milers running incentives, the "No flu for you" campaign, and the daily healthy eating "My plate" food guides in the cafeteria.</p>	2, 6, 10	All staff, PE coach, students, parents, cafeteria staff	Students and staff will receive incentive for completion of their goals at bi-monthly assemblies, Fitness gram reports, sign up for running events				
Funding Sources: Local							
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 4: Venus Elementary will follow district improvement practices and policies.**

**Performance Objective 1:** The district will earn the highest possible rating from the Financial Integrity Rating System of Texas. (FIRST)







**Summative Evaluation:** FIRST rating

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>1) The campus will comply with all state and federal guidelines. The campus will follow all adopted district financial policies and practices.</p>	1, 2, 10	All staff, Secretary, Principal	Campus budget, financial records				
			Funding Sources: Special Education - \$37849.00, Title I - \$36642.00, Title II - \$875.00, Title III - \$22000.00, Local, Compensatory Education - \$247199.00, Bilingual / ESL - \$199882.00, Gifted and Talented - \$24977.00				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 4:** Venus Elementary will follow district improvement practices and policies.

**Performance Objective 2:** Campus budget will align with campus and district goals.

**Summative Evaluation:** Campus budget

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) Teachers and the Campus Advisory Committee will be involved in the budget decision making process for resources based on the academic needs of the students.</p>	1, 8, 10	Campus Advisory Committee, Teachers, Principal	Campus Advisory Committee minutes, Campus Improvement Plan strategies, campus budget				
<p>Funding Sources: Special Education - \$37849.00, Title I - \$36642.00, Title II - \$875.00, Title III - \$22000.00, Local, Compensatory Education - \$247199.00, Bilingual / ESL - \$199882.00, Gifted and Talented - \$24977.00</p>							
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

## State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Students will utilize the Learning Lab as needed. Teachers will incorporate the appropriate instructional strategies to ensure retention of classroom instruction. Students identified as TIER III will go to the Reading Coach for extra instruction.
1	2	1	Teachers will use a variety of technology resources (I-Station/ISIP, Moby Max, Ipads, Chromebooks, Laptop carts, Accelerated Reading, and English in a Flash) to enhance instruction and measure student growth then plan instruction based on the students' needs.
1	2	2	After school tutorials will be provided to help struggling students master the curriculum. Coach and Measuring UP STAAR workbooks will be used for instruction.
1	2	3	Implement additional academic vocabulary strategies in all core subject areas to increase student achievement for all subgroups: LEP, 504, Gifted and Talented, Special Ed and general ed students. Interactive word walls will be posted in all instructional classrooms.
1	2	4	Teachers will use a variety of resource materials to implement instruction including Motivational Reading, Math, Science, and Writing workbooks, math TEKSING Toward STAAR, Mountain Math and Mountain Language materials to help students achieve academic success.
1	2	5	A daily intervention time will be provided at least four hours a week. During this time GT students, Special Ed students and Dyslexic students will be served. Struggling students will receive additional instruction in the concepts they are low in through the Learning Lab, Tier III instruction with the Reading Coach or with a grade level teacher. Students who have mastered the concepts will receive enrichment.
1	2	6	The number of Special ed inclusion aides increased from three to five, in order to have one in each grade level. We have one Bilingual aide who helps in 5th grade, as we do not have a Bilingual teacher for that grade level.
1	2	7	VISD teachers K-2nd grade will implement Phonics this year.
2	1	1	Learning Lab, Bilingual inclusion support, Special Ed Inclusion support, Dyslexia classes, and Gifted and Talented classes will be scheduled at optimal times based on student needs.
2	2	1	Provide staff development through monthly bi-meetings, weekly grade level team meetings and on an individual basis for the following: Rti process and implementation, ESL strategies and support, Eduphoria data disaggregation of state and local assessments, technology integration, and best teaching practices. Staff attending outside professional development will present the information to their peers.