

Manor Independent School District

Lagos Elementary

2022-2023 Campus Improvement Plan

Accountability Rating: A

Distinction Designations:

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth



Mission Statement

Collectively, as a community, Manor ISD provides equitable resources, a safe learning environment, and high-quality educational services for all scholars to successfully achieve and reach their full potential.

District Strategic Plan Goals (5-year plan)

1. Be the district of choice in this Texas region based on student success.
2. Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference.
3. Serve internal and external customers in partnership to support the highest levels of student success
4. Engage students in various individualized and flexible learning opportunities inside and outside the classroom.
5. Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success.

District Student Outcome Goals (2-year plan)

SOG #1 The percentage of third-grade students in the district who meet or exceed the Postsecondary Readiness Standard as measured by STAAR will increase from 34% to 46% by 2020-21.

SOG #2 The percentage of students in the district who are economically disadvantaged that meet or exceed the STAAR Grade Level Postsecondary Readiness Standard for all grades on two or more subjects will increase from 28% to 40% by 2020-21.

SOG#3 The percentage of graduates displaying college readiness in the district who earn at least 12 hours of Postsecondary Credit will increase from 10.7% to 21% by 2020-21.

Vision

Manor ISD strives for excellence through strong partnerships and a culture of continuous improvement resulting in innovative, proficient, empowered, forward-looking students.

Value Statement

Lagos Core Beliefs

We believe every student deserves an education.

We believe that the partnership between home and school leads to academic success.

We believe students should attend school daily.

We believe resources should support student achievement.

We believe in continual improvement and lifelong learning for students and staff.

We believe purposeful planning, data analysis, and goal setting increase student achievement.

We believe character education produces responsible and productive citizens.

Lagos Motto

Teamwork Makes the Dream Work!

Lagos Mission Statement

Our mission is to provide a safe, inclusive learning environment that values the diversity of our school community while empowering scholars to thrive socially and emotionally through collaborative teamwork with rigorous, high-quality instruction that is academically aligned.

Lagos Elementary Vision

Our learning community at Lagos will foster life-long learning skills by empowering our scholars to have a growth mindset to become critical thinkers, problem solvers, and global leaders for the 21st century.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Lagos Elementary opened the 2017 -2018 school year and is the 9th elementary school for Manor ISD. In the 2022-2023 school year, Lagos will and serve predominately economically disadvantaged families. Lagos Elementary is expected to serve around 600 students in grades K- 5 in the 2022-2023 school year. The student population is 35% African-American, 5% Anglo, .5% Asian, 60% Hispanic, and .1% Pacific Islander with a free and reduced lunch status of 80%. The staff population is 20% African American, 40% Anglo, 40% Hispanic, with 20% male and 80% female with an average of 10 years of experience. The overall mobility rate for the campus is 16.9%. The average daily attendance rate of 96.4. The goal for attendance is 97%. Lagos Elementary serves approximately 233 English Language Learner students, which is 45% of our population.

Demographics Strengths

In an effort to support the continued success of the school, Lagos Elementary monitors the ethnicity and gender of students in special programs to gauge the academic success of our subgroups. Lagos Elementary will departmentalize content areas in the upper grades to better meet the needs of students. We are anticipating the success of the Lagos will be based on the departmentalization and the acceptable retention rate of teachers and their highly qualified status of ESSA. The Every Student Succeeds Act (ESSA) is the main education law for public schools in the United States. The law holds schools accountable for how students learn and achieve.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Student attendance rates have hovered around 96% from, which falls 1% below our targeted goal of 97%. **Root Cause:** High student mobility rates of our student population and excessive student absences have contributed to Lagos not meeting the goal of 97%.

Student Learning

Student Learning Summary

Lagos will focus on literacy, Math, and Science with strong strengthened Tier 1 instruction. For students needing additional support in Literacy, an interventionist position was created to support the need of subgroup populations that will require additional concentrated support in the classroom. Hands-on learning and inquiry method learning will be provided for students in the area of science, and math.

Student Learning Strengths

The data presented in this student learning section is STAAR data from the 2021-2022 school.

From the 2018-2019 accountability, Math was a strength. Math is supported by growing the numeracy fluency of students through an instructional program called Formative Loop. Students participate in Formative Loop five days a week and students receive differentiated lessons based on the skills they have mastered. This has proven to help support our students in testing grades by growing their multiplication and division skills.

In 2021-2022, Reading was a strength across the campus based on the previous goals. Reading and writing is an area Lagos is continuing to grow and has made progress. Lagos will work towards vertical alignment in order to ensure ELA data is consistent with what is taught and tested. Lagos will also begin the process of working on House Bill 3 to incorporate strategies from the Reading Academies.

Science is an area in which we will need to have consistent hands on learning and a scientific inquiry to support students making the transition with their learning using an inquiry method approach. Interactive journals have been successful with students in Science in the past and this is a practice we will continue for the future. It is expected and anticipated students will write across all interdisciplinary contents on campus K-5.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: The percentage of fourth-grade students who scored Approaches Grade Level was 69%. The target goal for writing is 75-80 Approaches Grade Level. **Root Cause:** Lack of implementing a current campus-wide vertical writing instructional plan across the campus K-5 with fidelity.

School Processes & Programs

School Processes & Programs Summary

Curriculum, Instruction, and Assessment Summary:

MISD uses the data management program called Eduphoria, which provides assessment management, reporting and analysis, curriculum management, and program tracking for students. Having this tool will be a tremendous support for Lagos. Lagos teachers will teach the state-aligned curriculum provided by the district. Teachers will meet regularly in common-planning meetings by grade level and subject area to study student data and plan to improve instruction. Administrators and coaches will monitor instruction weekly to assess opportunities to build teacher capacity and improve student engagement. Each grade level will meet weekly to plan lessons and review data as needed. The principal, AP, and Instructional/Literacy Coach will meet with each grade level weekly in PLCs to monitor student progress and lesson planning. We hold ourselves to a very high standard at Lagos and work intensively to help our students experience success.

MISD utilizes a Math and Reading universal screener to track students' progress every nine weeks. Lagos will review the data frequently to determine what type of flexible groups need to be modified to fit the needs of the students. Lagos has a strong RTI program in which, each month, students are discussed, and their progress is tracked. The ultimate goal is to allow students to be successful by trying various teaching strategies to track and monitor how a student responds to the teaching strategy. If the student is unsuccessful, the teacher tries another intervention and continues to track until progress can be made.

School Culture and Climate Summary:

We are continuously searching for ways to improve our culture and climate. We solicit feedback from parents and students to ensure Lagos is a place where students and families feel connected. We aim to have Lagos become a more integral part of the community. We do this by offering many campus events, such as Literacy and Academic Night, STAAR parent nights, Book-fair events, Spring Fling, Choir concerts, Open house, and Curriculum Night. Our hope is that students and families will come to Lagos to engage in fun and educational activities. We welcome all new students personally and make special efforts to make the registration process easy and fun by connecting new families to our school. We work hard to include parents and staff in the decision-making process, including allowing parents to help create the compact and parent involvement policies and informing parents of Title I. Lagos will implement PBIS (positive behavior supports) campus-wide.

Staff Quality Recruitment and Retention Summary:

At Lagos Elementary, all teachers and paraprofessionals are 100% highly qualified and in Title I compliance. Novice teachers are assigned mentor teachers, and specialists come in to offer coaching and assistance. The administrative team has "New staff" meetings to help support their growth during the year.

School Context and Organizational Summary:

To foster success, Lagos Elementary intends to support teachers and staff members during PLCs and after-school Professional Development in the following areas:

- Incorporate technology in many capacities to support the many modalities of learning for students.
- Incorporate Formative Loop as a math intervention support program for all students daily.
- Solid Tier I instruction in all content-specific areas.
- Focused grade-level planning meetings and teamwork across all grade levels
- Intervention "breakfast club" during the course of the day.

- Afternoon Intervention for Tier II and Tier III students utilizing sped, specials, and aides with a "push-in" model.
- Continued implementation of PBIS (Positive Behavior Intervention Support) to support discipline on the campus.
- Continue with recognition ceremonies across all grade levels every nine weeks.
- Consistent weekly observation walkthroughs with feedback to "look for" instructional absolutes and best practices.
- Implementation of technology across all grade levels.
- Tutorials within the after-school program that supports at-risk students.
- Response to Intervention Team campus training to progress monitor students during the (RTI) process.
- Implementation of Project-Based Learning with monthly planning meetings and creation of at least 2 major projects a year. One project in the fall and one project in the spring semester.
- Parental Involvement in all capacities--encourage staff members to join PTA.
- Provide teachers with professional development throughout the school year to improve the quality of instruction for all scholars.

School Processes & Programs Strengths

Curriculum, Instruction, and Assessment Strengths:

- The campus is tightly aligned to the district and state standards.
- Lagos teachers utilize pacing guides to strengthen the scope and sequence of the curriculum with vetted assessments.
- Lagos teachers create CFA (Common Formative Assessments) during the course of the year.
- Teachers consistently use Eduphoria for administering and tracking the data of students.
- Intervention and curriculum alignment is implemented early in the school year to focus on the needs of at-risk students.
- Teachers are engaged in vertical and horizontal planning to ensure students receive quality instruction.
- Progress monitoring is ongoing, and modifications are made to the student's needs.
- Curriculum and assessments are closely aligned to ensure what is tested is taught.
- Early Reading Interventionists support students in tier III in the classroom through targeted intervention.
- CBAs are created by the district and provided to the campus during the 9-week period.
- Lagos teachers create standards-based assessments (CFA--common formative assessments) each month to progress measure.
- Data presentations are created by the campus principal and shared with central office staff to share and monitor progress.
-

School Culture and Climate Strengths:

- Administrators, office staff, and staff members continue to focus on excellent customer service in all building areas.
- Lagos staff use the Raptor system to screen every visitor for criminal history and student safety.
- We are proud to have a "Met Standard" status and understand that our goal is to ensure all students are successful.
- We have a strong focus on a reduction in discipline referrals for each school year.
- We take pride in improving facilities, which receive positive comments from parents and students.
- We view parents as partners in our school and encourage parents to participate as volunteers to support the classroom teachers.
- We are proud to have students actively participating in school-wide activities, including clubs and events, before and after school.
- We want to continue strong parental involvement throughout the school year.
- We will always keep student safety at the forefront of everything we do at Lagos.

Staff Quality Recruitment and Retention Strengths:

- All staff members at Lagos Elementary are a part of a Professional Learning Community, a decision-making body that collaborates and defines barriers and solutions throughout the year. Teachers can also attend weekly professional development opportunities called PLCs (Professional Learning Communities) to build their instructional toolbox. A hard-working and talented staff has been hired for Lagos Elementary. Our goal is to get instructional leaders developed and comfortable enough to develop instructional capacities for their peers within a PBL setting. The focus will be to develop teacher leaders into peer coaches to continue improving all teachers' instructional levels. Lagos Elementary School participates in the MISD job fair, where we can recruit new highly qualified staff members. Grade levels have been restructured to best utilize staff strengths and create an atmosphere of collaboration.

School Context and Organizational Strengths:

- Solid Mission, Vision, and Beliefs created by the staff align with the district goals.
- Parent Involvement Policy and parent compact supporting student achievement.
- Uninterrupted team planning days throughout the year - 225 minutes a week
- Input-driven system--Teacher feedback is important to revise the systems that are not working.
- The campus plan is written and monitored by the campus advisory team.
- The master schedule is conducive for Tier support for Tier II and Tier III and is very effective in maximizing instructional time.
- Student progress and performance are tracked during the day and after-school tutoring and classroom intervention sessions.
- Weekly PLCs are consistently taken place on campus, and the grade levels manage the grade level PLC meetings.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Instruction in all components of the balanced literacy framework with a focus on Tier 1 instruction and small group instruction is not fully implemented with fidelity. **Root Cause:** Lack of use of appropriate resources and background knowledge of TEKS when implementing all components of balanced literacy components during Tier 1 and small group instruction.

Perceptions

Perceptions Summary

Perceptions Summary:

Lagos Elementary serves a very diverse population of students with high social/emotional needs and academic challenges. Our students are usually from single-parent or dual-working households. Many of our parents work multiple jobs and often have multiple families living in one household.

Parent survey data indicates that Lagos Elementary considers their child's learning a high priority at the school. Parents also shared they feel they are respected and valued by staff members on the campus.

Lagos does have a PTA that was established in 2017. It has been difficult to grow our PTA membership.

Parents feel their children at Lagos have the necessary supplies and equipment to foster an effective learning environment.

Parents shared that their child is recognized for good work and behavior at school.

Parents shared they are proud to say they have a child at Lagos Elementary.

Our parents indicated a desire to communicate school information often and in multiple ways. This would include using social media, blackboard email messages, etc.

Student surveys indicate learning is important at their school and that their teacher cares for them.

Student surveys indicate the principal is a good leader.

Students expressed that they know where on campus to go for help when there is a problem.

Students expressed their teachers challenge them to think and appreciate teachers by recognizing them for their good work.

Students expressed that they set goals for themselves at Lagos Elementary.

We at Lagos Elementary seek to provide "wrap-around" care for our students and families. Our goal is to meet the needs of our stakeholders.

We at Lagos Elementary seek growth from all stakeholders (students, parents, and staff).

We believe that a large part of meeting the needs of our diverse population requires intentional planning to provide opportunities that are often unavailable to our students outside of school. Teamwork makes the dream work!

Perceptions Strengths

Our attendance is around 96%, and our goal is 97%. We are working towards the goal of 97% with the help of a truancy officer and an attendance committee, which meets weekly.

Our discipline history has been low over the last two years. These numbers are still low, and we are working to ensure we support our diverse population who may be impacted by discipline referrals.

Our counseling department makes it a point to support new students and students who require additional support. We offer several SEL programs to engage our students during the year to build character and make solid, sound behavioral decisions.

Our staff is invested in our school; as our turnover rate is low, we take the time to recognize our staff for their amazing work with our students and make Lagos a great place to be.

The climate of Lagos supports mutual respect and positive relationships with all stakeholders.

Staff and parent surveys have been positive. Our goal is to continue to build relationships with our community and support our students.

Our goal is to continue to build our parent support and grow our PTA membership.

Our parents and students have shared they are pleased with Lagos Elementary. There is a feeling of genuine support for our students based on parent surveys.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Participation in PTA has declined during the pandemic. **Root Cause:** Low attendance at PTA parent engagement meetings and activities that support improving student achievement.









Priority Problem Statements




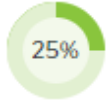





Goals

Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Performance Objective 1: By July 2023, Lagos Elementary School Students will meet or exceed the campus goal of 70% performance on the STAAR Reading test for all students 3rd-5th Grade.

Evaluation Data Sources: Students will be monitored by universal screener data, running records, campus and district assessments, and benchmarks.









Strategy 1 Details	Reviews			
<p>Strategy 1: Focused planning PLC meetings will take place weekly to collaborate about instruction, data and to enrich the learning of all students.</p> <p>Strategy's Expected Result/Impact: Continuous professional development of numerous instructional topics based on data will be addressed in PLC meetings.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Coaches, Teachers, Interventionist</p>	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: STAAR testing data, benchmarks, teacher-created assessments, running records, and universal screener data are analyzed and disaggregated to make informed decisions.</p> <p>Strategy's Expected Result/Impact: Teachers will engage in student data meetings to review the progress of students. Administrators and Instructional Coach will facilitate student success meetings as well as grade-level meetings for support and continuous coaching. LES teachers grades K-5 will have data checkpoints with campus admin to focus on SE not mastered and create an action plan for success.</p> <p>Staff Responsible for Monitoring: Administrators, Counselor, Teachers, Coaches</p>	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide after-school tutorials for students based on various data sources who will receive remediation who are considered at risk and requiring intervention support.</p> <p>Strategy's Expected Result/Impact: Provide a listing of students for the afterschool program and monitor their progress with data tracking and attendance sheets.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Teachers</p>	Formative			Summative
	Oct	Jan	Mar	May
		N/A		






Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will Provide small group intervention support for tier II and tier III students during breakfast club for 30 minutes daily. In addition, students will use an online reading intervention program during breakfast club. Students will utilize reading software programs such as Myon, Imagine Learning, and Accelerated Reader to support reading fluency for all students. Students will also use Accelerated Reader for assessments to demonstrate mastery of learning with the reading program.</p> <p>Strategy's Expected Result/Impact: Each teacher and interventionist will turn in Breakfast Club tracking sheets monthly. Reports from the online reading programs will be reviewed for progress monitoring.</p> <p>Staff Responsible for Monitoring: Administrators, Instructional Coaches, Teachers</p>	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide intervention support for tier II and tier III students daily during the school day by hiring outside interventionist that are certified teachers and paraprofessionals to work with at-risk students.</p> <p>Strategy's Expected Result/Impact: Breakfast Club tracking sheets are turned in monthly by each teacher and weekly by the interventionist.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
		N/A		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Performance Objective 2: By July 2023, Lagos Elementary School Students will meet or exceed the campus goal of 70% or better on the STAAR Math test for all students.

Evaluation Data Sources: Students will be monitored by universal screener- i-Ready Math data, campus-based assessments, district assessments, rubrics, and numeracy fluency programs.










Strategy 1 Details	Reviews			
<p>Strategy 1: Students will utilize math software programs such as Formative Loop and i-Ready to support numeracy fluency for all students. Students will also use people education for assessments to demonstrate mastery of learning.</p> <p>Strategy's Expected Result/Impact: Daily and weekly reports will be monitored and reviewed by teachers and administrators to track student progress. Teachers will provide reteach mini-lessons based on concepts not mastered from a review of progress reports.</p> <p>Homework is provided daily which increases fluency and parental involvement at home.</p> <p>Staff Responsible for Monitoring: Administrators, Counselor, Teachers, Aides</p>	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide intervention support for tier II and tier III students daily during the school day by interventionist that is certified teachers.</p> <p>Strategy's Expected Result/Impact: Breakfast Club tracking sheets are turned in monthly by each teacher and weekly by the interventionist.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
		N/A		
Strategy 3 Details	Reviews			
<p>Strategy 3: STAAR testing data, benchmarks, teacher-created assessments, and universal screener data are analyzed and disaggregated to make informed decisions.</p> <p>Strategy's Expected Result/Impact: Teachers will engage in student data meetings to review the progress of students. Administrators and Instructional Coach will facilitate student success meetings as well as grade-level meetings for support and continuous coaching. LES teachers grades K-5 will have data checkpoints with campus admin to focus on SE not mastered and create an action plan for success</p> <p>Staff Responsible for Monitoring: Administrators, Counselor, Teachers, Coaches</p>	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide after-school tutorials for students based on various data sources who will receive remediation and who are considered at risk and requiring intervention support.</p> <p>Strategy's Expected Result/Impact: Provide a listing of students for the afterschool program and monitor their progress with data tracking and attendance sheets.</p> <p>Staff Responsible for Monitoring: Campus Administrator, Teachers</p>	Formative			Summative
	Oct	Jan	Mar	May
		N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Performance Objective 3: By July 2023, Lagos Elementary School Students will meet or exceed the campus goal of 70% or better on the STAAR Science test for all students.

Evaluation Data Sources: Students will be monitored by their use of Science applications in the classroom through labs and hands-on learning activities, campus created assessments and district benchmarks

Strategy 1 Details	Reviews			
<p>Strategy 1: STAAR data, benchmarks, and teacher-created assessments are analyzed and disaggregated to make informed decisions.</p> <p>Strategy's Expected Result/Impact: Teachers will engage in student data meetings to review the progress of students. Administrators and Instructional Coaches will facilitate student success meetings and grade-level meetings for support and continuous coaching. LES science teachers will have data checkpoints with campus admin to focus on Student Expectations not mastered and create an action plan for success.</p> <p>Staff Responsible for Monitoring: Administrators, Instructional Coaches, Teachers, Aides</p>	Formative			Summative
	Oct	Jan	Mar	May
		N/A		
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide Intervention support for tier II and tier III students with an interventionist.</p> <p>Strategy's Expected Result/Impact: Breakfast Club tracking sheets are turned in monthly by each teacher and interventionist.</p> <p>Staff Responsible for Monitoring: Administrators, Counselor, Teachers, Aides</p>	Formative			Summative
	Oct	Jan	Mar	May
	N/A	N/A	N/A	
Strategy 3 Details	Reviews			
<p>Strategy 3: In-school intervention for students based on benchmarks will receive remediation who are considered at risk.</p> <p>Strategy's Expected Result/Impact: Provide a listing of students for in school support and monitor their progress with tracking and attendance sheets.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Performance Objective 1: By July 2023, Lagos will serve internal and external customers by providing timely communication to staff members and the community.










Evaluation Data Sources: Blackboard messages, websites, Twitter, Facebook

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide Communication about events: flyers, newsletters, announcements, campus website, brochure, parent and teacher family nights.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement by a review of sign-in sheets and membership drives</p> <p>Staff Responsible for Monitoring: Campus administration, counselor, instructional coach, teachers, and paraprofessionals</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Blackboard messages and Twitter messages will be sent to parents for announcements and emergencies.</p> <p>Strategy's Expected Result/Impact: Increased communication to parents to increase parental involvement</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> No Progress Accomplished Continue/Modify Discontinue </div>				

Goal 3: By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

Performance Objective 1: By July 2023, Lagos will create a PTA to increase internal and external community partnerships to support student success to at least 20 members.










Evaluation Data Sources: Creation of a PTA board and PTA membership

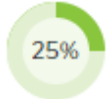






Strategy 1 Details	Reviews			
<p>Strategy 1: LES will create a PTA board as well as increase PTA membership from 20 to 35 members with PTA membership drives in the month of August, September, November, February, April, and May meetings. Strategy's Expected Result/Impact: Track growth in membership monthly from August to May Staff Responsible for Monitoring: Administrators, Teachers, and Parent PTA Officers</p>	Formative			Summative
	Oct	Jan	Mar	May
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide a student and family support specialist and parent liaison to act as a resource for parents and the community. Strategy's Expected Result/Impact: Increase performance in attendance, student achievement, and parental involvement. Staff Responsible for Monitoring: Campus administration</p>	Formative			Summative
	Oct	Jan	Mar	May
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Performance Objective 1: By July 2023, Lagos will maintain low bullying and disciplinary referrals among students by less than 30% of the student population and increase character lessons monthly by the guidance counselor in grades K-5.

Evaluation Data Sources: Lagos PBIS committee will review PEIMS discipline reports from Skyward reports every 6 weeks to look for trends. The number of bullying incidents will not exceed 100 during the school year.





Strategy 1 Details	Reviews			
<p>Strategy 1: Lagos Elementary will work proactively with students using HERO behavior plans and reward students for modeling exemplary behavior.</p> <p>Strategy's Expected Result/Impact: At each award ceremony, we should see an increase in the number of students that are recognized at the assemblies.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselor, Instructional Coach, Teachers, and Aides</p>	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Identify students needing additional social and emotional support and provide individual and group counseling to those students in need through mentoring. In addition to, partner with SFSS to locate resources that provide wrap-around services for those families.</p> <p>Strategy's Expected Result/Impact: Increase self-esteem and social skills for students who are receiving services and/or mentoring through the campus community partnerships to students who are in need of additional support from administrators and teachers.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Counselor, and Teachers</p>	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Lagos Elementary will continue to focus on anti-bullying techniques to help support students. Students will attend anti-bullying presentations and with the counselor and/or guest speakers.</p> <p>Strategy's Expected Result/Impact: A reduction in referrals related to bullying as well as an increase in student HEROES (citizenship) at each award ceremony.</p> <p>Staff Responsible for Monitoring: Administrators, Counselors, Teachers, and Aides</p>	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide regular classroom guidance lessons to all students addressing character, self-esteem, motivation, responsible behavior, decision making, goal setting, problem-solving, and bullying and instruction on positive social interactions.</p> <p>Strategy's Expected Result/Impact: Discipline Referral Reduction as well as a reduction in occurrences of bullying.</p> <p>Staff Responsible for Monitoring: Counselor, Teachers, Administration</p>	Formative			Summative
	Oct	Jan	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Performance Objective 2: Lagos Elementary will utilize title one funds to purchase hardware and software technology for computer lab classes and general education classes that support everyday learning. This will also include printed resources for Reading, Math, Writing, Social Studies, and Science.

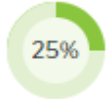






Evaluation Data Sources: The use of classroom technology and web-based software programs in the classroom. Printed Resources will also be evaluated for the success of the program

Strategy 1 Details	Reviews			
<p>Strategy 1: Hardware technology such as iPads, iPad keyboards, dongles for Macbooks, chargers for Macbooks, iPad cords, iPad bases, laptops, Apple TVs, charging technology carts, printers, ink cartridges/toner/drums will be purchased to support TEKS based project-based learning as well as Tier 1, 2, and 3 instruction in the classroom.</p> <p>Strategy's Expected Result/Impact: Students will use the technology as workstations and learning centers to support mastery of learning outcomes</p> <p>Staff Responsible for Monitoring: Teachers Admin</p>	Formative			Summative
	Oct	Jan	Mar	May
	N/A	N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities.

Performance Objective 1: By July of 2023, Lagos Elementary will Conduct a campus walkthrough with Facilities internally and externally to determine building improvement needs (6 times a year) to improve the sustainability and maintenance of the building.

Evaluation Data Sources: Work orders, meetings, observations

Strategy 1 Details	Reviews			
<p>Strategy 1: LES will have open communication with front office staff by creating a google form to create work orders for facilities.</p> <p>Strategy's Expected Result/Impact: Campus improvements will be continuous for accessibility for all stakeholders</p> <p>Staff Responsible for Monitoring: Campus front office staff</p>	Formative			Summative
	Oct	Jan	Mar	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

Performance Objective 1: By July of 2023, Lagos Elementary will offer a variety of professional development opportunities in Reading, Writing, Math, and Science throughout the school year to facilitate teacher growth.

Evaluation Data Sources: T-TESS








Teacher feedback forms from PD sessions and student data, teacher surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers and paraprofessionals will be offered professional development opportunities throughout the school year.</p> <p>Strategy's Expected Result/Impact: T-TESS evaluations, Student Data, and records of teacher PD from Euphoria. Teacher presentations in PLC meetings and faculty meetings. Attending conferences.</p> <p>Staff Responsible for Monitoring: Administrators and Coaches</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Administrators will be offered professional development opportunities throughout the school year. This will include attending various conferences that help support school improvement and student and staff culture.</p> <p>Strategy's Expected Result/Impact: Student data, accountability ratings, Administrator and Coach's presentations in Principal meetings.</p> <p>Growth of positive staff culture.</p> <p>Staff Responsible for Monitoring: District Personnel</p>	Formative			Summative
	Oct	Jan	Mar	May
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 6: By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

Performance Objective 2: Lagos Elementary will increase employee engagement in the area of employee recognition and appreciation by recognizing employees monthly.

Evaluation Data Sources: Employee recognition ballot sheets, teacher and staff of the month

Strategy 1 Details	Reviews			
<p>Strategy 1: Lagos Elementary will increase employee engagement in the area of employee recognition and appreciation by recognizing employees monthly with a ballot process and selection process of teacher of the month, staff of the month, and support staff.</p> <p>Strategy's Expected Result/Impact: Teacher/Staff retention</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				