




Nancy Smith Elementary School
Campus Improvement Plan
2021-2022


11/18/2021
Date of School Board Approval
Legal References

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Mission Statement

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Leigh Lowe	Director of Student Services	
Susie Beard	Elementary School Counselor	
Roxanne LeMay	Kindergarten Teacher	
Kristie Smith	Dyslexia Coordinator / Parent	
Stephanie Jaco	Head Start Paraprofessional	
Michelle Bellah	Parent / Community Business	
Malarie Sutton	Parent / Community Business	
Michelle Helle	Parent	
Lauren Peacock	6 th Grade Teacher / Parent	
Lynsi Musselman	Parent / District Employee	

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

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- OBJECTIVE 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
- OBJECTIVE 6:** Qualified and highly effective personnel will be recruited, developed, and retained.
- OBJECTIVE 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.
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- OBJECTIVE 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

TEA COMMISSIONER'S STRATEGIC PRIORITIES:

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Recruit, support, retain teachers & principals	Build a foundation of reading and math	Connect high school to career and college	Improve low-performing schools



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State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in pre-k and k that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home

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- Students who are at-risk of dropping out of school under state criteria
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- How students are entered into the SCE program
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Total FTEs funded through SCE at this District/Campus:

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At NSES State Compensatory Funds are used to support Title I initiatives



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State Compensatory Education

STAAR	Math			Reading/ELA			Writing			Science			Social Studies			
	% Met Standard	2017	2018	2019	% Met Standard	2017	2018	2019	% Met Standard	2017	2018	2019	% Met Standard	2017	2018	2019
Students	89	87	73	66	61	64	80	100	50	40	58	75	-	-	-	-
At-Risk																
Students Not At-Risk	95	92	86	84	84	79	92	74	72	80	74	72	-	-	-	-

***Note: 2021 Numbers and Percentages will be entered when TEA TAPR is released.**

Amplify M-CLASS	Grades K-2		2021-2022
	BOY	MOY	EOY
Students At-Risk	23		
Students Not At-Risk	74		

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Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

This schoolwide program will consolidate funds in the following way: **Title I, Part A only [ESSA Sec. 1114(b)(7)(B)]**

Federal	
Program/Funding Source	Amount of Funding
Angelyn and Leigh will fill in, as soon as PEIMS DATA is available.	
State	
Program/Funding Source	Amount of Funding
Local	
Program/Funding Source	Amount of Funding

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 1: Students in Grades K-6 will show at least a year of growth and/or obtain 45% in the meet's category of STAAR test performance.

Summative Evaluation: 2021-2022 MAP Student Assessments and 2022 STAAR Scores as compared to 2021 results.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Measure of Academic Progress (MAPS Assessments)	2/4	Core Teachers Principal Counselor	2021-2022 School Year B/M/E of Year	ESSR	Beginning / Middle / End of year assessment results.	Increased student and teacher awareness of academic readiness.
Teacher Professional Development on creating higher levels of questioning.	4	Core Teachers Counselor Principal	2021 Summer	Local, State,	STAAR Results	Improved performance on STAAR EOC
Perform Interim Assessment at the end of the first semester in order to evaluate progress and greatest areas of need.	4	ELAR Teachers Math Teachers Principal Testing Coordinator	End of Semester	State Interim Assessment	State Interim Assessment Scores.	Improved performance on STAAR Assessment. Increased percentages in both Meets and Masters categories.
Teacher professional development higher levels of questioning and ways to incorporate questioning into everyday practices.	4	Core Teachers Principal	August-May	Local	Lesson Plans Benchmark Assessments Formative Assessments Costas / Sentence Stems	Higher Levels of Meets and Masters on STAAR.
TEKS Resource System will be followed in the core content area to ensure a vertically and horizontally aligned curricula.	2,4	Principal, Counselor, Teachers	August -May	Title I, Local, State	Lesson Plans, TEKS Resource sign-in documents	Walkthrough and Observation Documents
Teachers will use Eduphoria to disaggregate data from STAAR, unit assessments and target learning needs.	2, 4	Principal, Director of Student Services	August- May	Local Funds	Data	Utilization of Data to plan for learning needs

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Objective 2: In order to enhance learning in core subjects, the district will provide additional opportunities for increased instruction.

Summative Evaluation: Increased levels of parent participation as well as higher percentages across all STAAR Tests.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
After school Cub Academy for additional tutoring and assistance with assignments.	4	5th/6th Grade Teachers Principal	Weekly	Local Funds	Tutorial attendance records. Growth of historically low performing students.	Improved six weeks grades. Reduced failure rate.
Aspire After School learning academy for "At-Risk" Students. Assistance with assignments and learning difficulties.	4	Core subject teachers Principal	Weekly	Outside Fund Source	Tutorial attendance records. Growth of historically low performing students.	Improved six weeks grades. Reduced failure rate.
Math Bingo Night Parent nights are built around curriculum with a goal of increasing parent involvement.	2	Math Teachers Principal Counselor	Spring Semester	Local Funds	Sign in Sheet Parent and Student involvement.	Growth of Parent Involvement. Content mastery by both parents and students.
Literacy Night Parent nights are built around the curriculum with a goal of increasing parent involvement.	2	Principal Counselor ELAR Teachers	Spring Semester	Local Funds	Sign in Sheet. Growth of Parent Involvement. Increased levels of reading across all grade levels.	Growth of Parent Involvement. Increased fluency and comprehension with on level reading.
Family Dinner and Academic Game Night Activities build around curriculum and higher levels of questioning.	2	Principal Counselor Core Teachers	Spring Semester	Local Funds	Sign in Sheet. Growth of Parent Involvement.	Growth of Parent Involvement. Increased comprehension of grade level material.
5th Grade Outdoor Camp Camp Grady Spruce	4	Principal	Nov. 15-17	Title 1 Funding	TEK Aligned Lessons.	Increased STAAR Performance in Science.

		5th Grade Teachers			Student and Teacher planning.	Increased interest in environmental studies.
Monitor the progress of EL students and provide additional support for students to become proficient in English and obtain mastery of content.	2,4	Teachers, Director of Student Services, Principal	August 2021 May 2022	Local, State Federal, Title III	Progress Reports, Grades	Grades, TELPAS, STAAR

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 3: Students in grades K-2 will have access to computer labs while grades 3 and 6 will be provided one-to-one access. Teachers will be provided laptops and smart-boards to enhance learning in the classroom.

Summative Evaluation: Higher number of lessons tied to technology. Increased student understanding of technology and online educational programs.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Grades 3-6 1-1 Chromebooks for additional educational opportunities	4	3-6 Teachers Principal Technology Coordinator	Daily	ESSR	3 rd -6 th Grade Lesson Plans. Observations. Student understanding of use of technology.	Improved understanding of online programs. Improved academic scores
2 Functional Computer Labs in order to promote online educational opportunities.	4	3rd/4th Teachers Principal Technology Coordinator	Daily	Local	Lesson plans, walk through data	Improved understanding of online programs. Increased use of online educational programs. Increased STAAR Performance
Lessons that Incorporate interactive SmartBoards	4	Core Teachers	Weekly	Local	Weekly Lesson Plans	Increased understanding of content and TEKS.
MobyMax Online Learning Program.	4	Core Teachers	Weekly	Local	Weekly Lesson Plans. MobyMax Data.	Increased performance on STAAR Assessment.

3 Chromebooks per classroom in grades K-2	4	Core Teachers	Weekly	ESSR	Daily Intervention Weekly Data Pulls	Increased Intervention. Additional students on grade level by end of year.
Technology Supplies	4	Technology Director	August-May	Local, Title, State	Purchase Orders.	Student and teacher use of technology and supplies.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 4: In cooperation with the community Nancy Smith will provide opportunities for exposure to the arts.

Summative Evaluation: Increased understanding, exposure, and appreciation for the arts.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Old Jail "Art to Go" Classroom Lessons.	2	Old Jail Art Center Core Teachers	Twice Per Semester	Local	Lesson Plans Art to Go classroom logs. Student work.	Improved six weeks grades Reduced failure rate
5th and 6th Grade Band Christmas Concert	2	Band Director 5th/6th Grade Teachers	Daily Band Class Yearly Performance	Local	Lesson plans, walk through data Student knowledge of music. Student preparedness.	Improved performance on concept-specific aligned assessment Student success as evidenced by performance
13 Colonies Play 5th Grade Student engaging play reviewing how the 13 colonies were established.	4	5th Grade Core Teachers **Group**	Fall Semester	Local	Student Attendance Records. Student Understanding of the 13 Colonies	Student Understanding of Original 13 Colonies. Performance on TEKS tied to colonies.

4th Grade "The Nutcracker" educational play.	4	Music Teacher	Spring Semester	Local	Lessons aligned to the performance. Evidence of student understanding. Student Permission Slips.	Evidence of student understanding. Increased performance on music assessments.
Music Performances Veterans Day / Recorders / Christmas	4	Music Teacher	Weekly Music Class. Yearly Performance s	Local	Lesson Plans Performance Preparations	Veterans Day Appreciation Concert. Increased student understanding of Veterans.
Scheduled Library Time for all Grade Levels.	4	District Librarian Librarian Aide	August - May	Local	Student use	Improved reading and diverse selection of literature.
Elementary UIL	2	Counselor Teachers	August-December	Local	Participation in UIL	Academic Success across all grade levels. Awards and rosters.
Perot Museum	2,4	6 th Grade Teachers	January - May	Local	Lesson Plans and student permission slips	Evidence of student understanding.
Philharmonic Trip	2,4	Music Teacher	August - December	Local	Lesson Plans and student permission slips	Evidence of student understanding.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 5: Nancy Smith Elementary will create an environment conducive to family engagement. Plans will be established building a stronger bond between the campus and community.

Summative Evaluation: *Increased numbers of parent involvement across the campus.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Award Assemblies Opportunities for students to be recognized for achievement.	2	Core subject teachers Principal	Every 6 weeks	Local	Assembly Dates planned and shared each six weeks.	Improved six weeks grades Reduced failure rate
HeadStart Parent Meetings	2	Core subject teachers	Every 6 weeks	Federal	Monthly Parent Meetings Sign in Sheets	Increased parent involvement.

Routine Educational Parent Meetings.	Principal	Virtually.	Logged Parent Attendance	Increased performance on student benchmarks
Grandparents Week Opportunity to interact with Grandparents.	Principal, Teachers, Committee	Spring Semester	Posters Bloomz Messages Lions Club Visits	Increased parent involvement on school grounds.
Family Nights (Bingo/Reading) Educational Opportunity nights for students to teach parents of content and curriculum.	Principal Core Teachers	Spring Semester	Logged Dates with Family Involvement Plans. Set Times for Family Nights shared on multiple media outlets.	Increased parent involvement in academic areas.
Christmas Sing Along	Principal, Music Teacher	December	Sign-in Sheets	Increased parent involvement
Career Day Educational Opportunity for students to learn multiple career paths.	Core Teachers Principal Parents	Spring Semester	Planned Career Day Dates Parent Sign up sheets.	Increased student knowledge of career opportunities inside and outside of Albany.
Community Clean Up Day Opportunity for students to learn about areas in the community as well as take care of our town.	Principal Core Teachers Community	Spring Semester 2022	Planned dates and opportunities. Albany Main Street Dyess Memorial Grave	Increased student appreciation for town and surroundings. Increased student morale.
HeadStart Supplies	HeadStart Teacher	August-May	Purchase Orders	Increased Parent Involvement. Use of Materials.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 6: NSES will provide a quality instructional program to meet the needs of all students. NSES will increase academic achievement for all students while closing the achievement gap between students of special populations.

Summative Evaluation: Increased Scores on STAAR, MAP Test Results, Fitness Levels, and Overall Student Achievement.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
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Identify At-Risk students according to state compensatory criteria (as listed in district plan) and provide targeted instruction to identified students	4	Core subject teachers, GIST, Intervention Teachers Principal	August -May	Local	GIST Records, Student Profiles	Increased Grades, Growth on State Testing
Provide accommodations for instruction and assessments as appropriate, and focus on differentiated instruction to meet the needs of various student populations (SPED, ELLs, GT, 504, Dyslexia, and At-Risk students).	4	Principals; Teachers; SPED, Director of Student Service	August - May	Federal	Unit assessments and benchmarks; progress reports	Increased student performance on report cards; state assessments results
Administer individual student FitnessGram assessments.	4	PE Teachers, Director of Student Services	Spring 2022	State	Data logs	Increased fitness and wellness
All teachers will use formative assessments to guide the instruction of students. This will allow teachers to modify and adjust for students in need of enrichment, reteach, and intervention.	4	Principal Core Teachers	August - May	Local	Edphoria Data .	Increased Grades, Growth on State Testing
Utilize the Progress Monitoring System to Measure social and emotional development, language and communication, emergent literacy reading, emergent writing, and math for Head Start and Pre-K.	2	Principal Counselor Core Teachers	August - May	Local, State and Federal	Progress monitoring	Data Records
Focus on targeted groups including White, Economically Disadvantaged, and continually enrolled to meet set standards in TAPR.	2,4	Core Subject Teachers	August-May	Local and State	Targeted Groups meeting set standards on TAPR.	Targeted Groups meeting set standards on TAPR.
<u>Goal 1 Objective 6 Continuation</u>	-	-	-	-	-	-
Jump Zone Field Trip	4	Principal Core Teachers	August-May	Local	Purchase Order	Attendance Rosters.
Nurse Health Screenings	4	School Nurse	August-May	Local	Schedules and Reports	Completed Hearing, Vision, and Scoliosis Reports.

Goal 2: Nancy Smith will provide an educational environment that reflects a commitment to safety, security, and high standards of excellence and citizenship among students, staff, and parents.

Objective 1: The district will provide ethics training to all staff members within Albany ISD.

Summative Evaluation: 100% of Staff will have Professional Development documentation of completed Ethics training.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
TEA Ethics Training	1	Administration	Start of Each School Year	Local	Logged Documentation of approved Ethics training.	100% of Staff have completed Ethics Training.
Provide Faculty training (Bullying / Mental Health / CPS)	1	Director of Student Services, Principal	August May	Local	Certifications and Sign In Sheets Planned Professional Development Dates. Mandatory 3 Professional Development Days.	Teachers learning the latest trends. Greater staff understanding of appropriate training and techniques.
Encourage and promote webinars, trainings and updates	1,4	Director of Student Services, Principal	August July	Local	Certifications and Sign In Sheets	Teachers learning the latest trends
Digital Citizenship Education. An opportunity to review appropriate behavior online and ways to stay safe.	4	Principal Counselor Technology Lead	Annually	Local	Digital Citizenship awareness. Planned assembly and opportunity for students to practice techniques online	Decreased number of online discipline incidents. Increased student alertness of appropriate online behavior.

Goal 2: Nancy Smith will provide an educational environment that reflects a commitment to safety, security, and high standards of excellence and citizenship among students, staff, and parents.

Objective 2: Nancy Smith will practice safety drills in order to maintain a safe environment and will provide additional safety measures for both students and staff.

Summative Evaluation: Logs of Monthly Safety Logs and completed forms.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Combined Safety Drill Days (Fire/Lockdown/Secure etc.)	4	Principal Teachers	Monthly	Local	Drill Logs will be kept up and logged monthly.	Drill Log will be logged monthly. Students will have an understanding of how to evacuate the building.
Fire Prevention Outdoor Assembly	4	Principal Teachers	Once Per Year	Local	Planned calendar dates. Fire Safety Week.	Students will have an increased understanding of how to prevent fires.
Standard Response Protocol (Education / Practice) Lockdowns/Lockouts/Shelter	4	Principal Teachers	Yearlong Reviewed as Necessary.	Local	Both Staff and Student Training. Practice drills logged throughout the year.	Student and Staff understanding of emergency protocols.
Security Camera System	4	Principal Superintendent	2021 Summer	State	Campus Security Audit. Floorplan of areas in need of additional cameras.	Additional campus security Decrease of student incidents. (Fighting)
Region 14 Security Audit	4	Principal Teachers	Reviewed Remotely	State	Campus Security Audit. Test of staff knowledge of security features.	Increased staff alertness of campus security.
Ident-A-Kid Security Software	4	Principal Secretaries	August 2021 June 2022	Local	Ident-A-Kid Check in Check Out System in place. Parent Training on how to check in and out each visit.	Daily Log of Campus Visits Visitor passes on all campus visitors. Easy Identification system
CPR and AED Training	1	School Nurse	August-May	Local	Training Dates and Schedules	Completed Attendance Logs and Training.

Goal 2: Nancy Smith will provide an educational environment that reflects a commitment to safety, security, and high standards of excellence and citizenship among students, staff, and parents.

Objective 3: Nancy Smith will provide training guidance, support on mental health issues and social indicators.

Summative Evaluation: *Logs of counseling sessions and positive impact on students.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Counselor Guidance Lessons	4	Counselor	Yearlong Every other Week.	Local	Lesson Plans Campus Calendar	Increased student understanding of counseling and needs. Reduction in discipline referrals.
STARRY Counseling	4	Principal Outside Program STARRY	Yearlong Every Other Week.	Local	Sign in Sheets for Outside Counselors. Logs of students in counseling.	Reduction in discipline referrals. Students gain a better understanding of needs.
Online Safety Courses	4	Principal Counselor Teachers	Yearlong Availability	Local	Online Program documentation	Increased student understanding of online safety. Decreased online bullying incidents.
Resource Care CRCG	4	Counselor Principal	Yearlong August 2020 June 2021	Local	Monthly meetings discussing student and community needs. Student Staffing as necessary.	Increased community support for student needs. Decrease student behavior and discipline.
Red Ribbon Week	4	Counselor	October	Local	Purchase Orders, Student Participation	Low Drug Incident Reports

Goal 2: Nancy Smith will provide an educational environment that reflects a commitment to safety, security, and high standards of excellence and citizenship among students, staff, and parents.
Objective 4: Nancy Smith will follow and enforce all campus and district policy.
Summative Evaluation: District policy will be upheld. Parents, Students, and Staff will understand all guidelines under the campus and district policies.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Student Handbook	4	Principal Superintendent	Reviewed Beginning of Year. Reviewed as Necessary	Local	All Parents and students have been given and informed of the Student Handbook. Signed Acknowledgements	Reduction of student incidents and office referrals.
Employee Handbook	4	Superintendent	Reviewed Beginning of Year. Reviewed as Necessary.	Local	All Employees are given and informed of Employee Handbook Policies. Signed Acknowledgements	Reduced Employee Infractions.
Student code of conduct	4	Superintendent Principal	Reviewed Beginning of Year. Reviewed as Necessary.	Local	All parents and students are given and informed of the student code of conduct. Signed Acknowledgements	Reduction of student incidents and office referrals.
Drop-off Pick-Up Procedures.	4	Principal Core Teachers	Taught the Beginning of the Year. Enforced Daily	Local	Students taught and practiced procedures. Parents understand pick up and parking locations.	Safe and Efficient Drop Off and Pick up of Students. Student understanding of crossing roads and safety procedures.
Bus Loading / Unloading	4	Principal Core Teachers	Taught the Beginning of the Year.	Local	Students taught and practiced procedures.	Safe and Efficient Drop off and Pick up of Students.

			Enforced Daily		Parents' understanding of Bus loading stations.	
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Goal 2: Nancy Smith will provide an educational environment that reflects a commitment to safety, security, and high standards of excellence and citizenship among students, staff, and parents.

Objective 5: Nancy Smith will provide open lines of communication with students, parents, staff, and community members.

Summative Evaluation: Parent survey results will show parents feel connected and up to date with school events, as well as have the ability to contact school personnel when necessary.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
School Messenger	4	Principal, Counselor	Daily As Necessary	Local	School Wide Events Posted	Increased parent participation in school events.
Facebook	4	Superintendent Principal	Weekly	Local	Albany ISD Page Created and Routinely Updated NSES Page Created and Routinely Updated.	Increased parent participation in school events. Increased knowledge of campus events.
Marquee	4	Principal	Weekly	Local	Routine updates on upcoming events.	Increased parent participation in school events.
Albany News	4	Principal Albany News	Weekly	Local	Weekly Column in the Albany Newspaper.	Increased parent participation in school events.
Weekly Newsletters	4	Principal Teachers	Weekly	Local	Weekly announcements sent home to parents and students.	Increased parent participation in school events.
Nancy Smith Webpage	4	Principal Counselor	Weekly	Local	Routine Updates and Events evident on the school webpage.	Increased parent participation in school events. Increased parent access to district resources.

Goal 3: Nancy Smith Elementary will recruit, hire, and maintain quality educators across all grade levels.
Objective 1: Nancy Smith will recruit and maintain quality educators across all grade levels.
Summative Evaluation: Nancy Smith and Albany ISD will have 100% of their staff highly qualified and will continually search for high achieving teachers.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
College Recruitment	1	Principal, Counselor	Spring Semester	Local	Specific Dates planned. College Recruitments times planned and attended.	Increased levels of highly qualified applicants.
Region 14 Job Search	1	Principal Region 14	As Necessary	Local	Available Jobs posted for a minimum of 10 days.	Increased levels of highly qualified applicants.
Albany Newspaper	1	Principal Newspaper	As Necessary	Local	Available Jobs posted for a minimum of 10 days.	Increased levels of highly qualified applicants.

Goal 3: Nancy Smith Elementary will recruit, hire, and maintain quality educators across all grade levels.
Objective 2: Nancy Smith will ensure all educators are highly qualified and maintain appropriate teacher certifications.
Summative Evaluation: 100% of core academic classes will be taught by appropriately certified teachers and 100% of effective staff will be maintained.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Teacher Certifications	1	Principal Teachers	Prior to Day 1	Local, State	TEA Teacher Certifications	100% core academic classes taught by certified teachers
Paraprofessional Certifications	1	Principal Para's	Prior to Day 1	Local, State	TEA Para Certifications	100% paraprofessionals meet ESSA requirements
ESL and Special Education Trainings	1	Principal Teachers	Review Each Six Weeks	Local, Federal	Teachers understand guidelines for certifications. Appropriate training set in place in accordance with the District.	100% of Necessary Staff Hold and Maintain appropriate ESL and Sped certifications.
House Bill 3 Reading Academies	1	Principal Kindergarten – 3 rd Grade Teachers	Yearlong Process	Federal/State	Successful completion of HB3 Reading Academies for teachers in grades K-3.	To increase teacher knowledge and implementation of evidence-based practices to increase student literacy achievement.

Goal 3: Nancy Smith Elementary will recruit, hire, and maintain quality educators across all grade levels.

Objective 3: Nancy Smith will provide mentors for new to district teachers.

Summative Evaluation: New Teachers will be provided a mentor and guidance on all aspects of the school and school needs throughout the year.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Providing Mentors assist teachers in areas of need. Attendance, Gradebook, etc.	1	Principal, Teachers	Yearlong	Local	Mentor Introductions at the start of the school year.	High Levels of Teacher Moral and cooperation.
Assistance with Gradebook and new Ascender Program. Additional training in required number of grades and documentation.	1	Principal, Human Resources Dept.	Beginning of each semester	Local	PEIMS data HR records	Grades and Attendance posted correctly.
T-TESS Evaluation System Additional support and training with the evaluating system and needs.	1	Principal	August 2021 June 2022	Local	Set dates and times for professional development on T-TESS.	Greater teacher understanding of T-TESS Requirements. Increased performance on T-TESS Evaluations.

Goal 3: Nancy Smith Elementary will recruit, hire, and maintain quality educators across all grade levels.

Objective 4: Nancy Smith will ensure teachers are provided appropriate professional development routinely throughout the year

Summative Evaluation: All Fully Qualified teachers will complete a minimum of 24 hours of professional development each year.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Region 14 Professional Development	1	Principal Teachers	Yearlong	Local	Attendance records for program	Successful completion of professional development. Skills and techniques applied to teaching.
Albany ISD (In House) Professional Developments Necessary Professional Developments created to increase teacher and student performance	1	Principal Central Office Teachers	August 2021 June 2022	Local	Routine Monitoring and documentation of needs. Planned dates of training.	Increased teacher effectiveness in areas including classroom management, STAAR Performance etc.
Online Professional Development Available training on Bullying, CPS Reporting, Blood, etc.	1	Principal Teachers	June-August	Local	Attendance records and completed certifications.	Successful completion of online programs.

							Additional Content Knowledge.
Scottish Rite Dyslexia Training for teachers and dyslexia coordinator.	1	Dyslexia Coordinator	3 Year Program	Local, Federal	Attendance Records of Scottish Right Program.	Successful completion of Scottish Rite Dyslexia Program.	Greater overall understanding of student growth and performance across the year.
Amplify K-6 Assessment and Intervention	1	Principal Core Teachers	Fall 2021	Local and State	Beginning/Middle/End of Year Assessment Data.		
Pre-K Instruction Adoption "Learning without Tears"	1	Principal Pre-K/ HeadStart Teachers	Yearlong Implementation	Textbook Allotment	New Curriculum Adoption Implemented for 2021-2022 School Year	Successful completion of Pre-Kindergarten and student mastery of TEKS.	

Goal 3: Nancy Smith Elementary will recruit, hire, and maintain quality educators across all grade levels.

Objective 5: Teachers will be provided ample resources to provide a quality education to all students.

Summative Evaluation: Access to appropriate resources for teachers is evident. Teachers will not only have access, but appropriate training and understanding of the materials.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Eduphoria Online Platform for educators to review, upload, and maintain student records and scores	1	Principal Core Teachers	Weekly with Review Each Six Weeks	Local and State funds	Copy of reports. Teacher Training Dates	Data Breakdown Meetings Teacher understanding of Data Reports and appropriate action steps.
TEKS Resource System Online platform for educators to review TEKS and align lessons.	1, 2, 4	Principal Core Teachers	Monitor usage each 6 weeks	Local	Teacher Training Dates TEKS Training	Documentation of usage. Teacher understanding of TEKS.

Ascender Parent Portal to access student grades, missing assignments, and report cards.	1,4	Teachers Parents	Yearlong.	Local and State	Parent Login Notification Teachers routinely update grades and notify parents when necessary.	Parent involvement in student grades. Increased grades and lower number of failing students.
Continue to utilize ESC 14 Shared Service Arrangements for teacher training, support and resources	1	Superintendent, Principal, Director of Student Services	August 2021-July 2022	Federal, Local Funds	Contracts	Increased performance and proficiencies.
Classroom Supplies	1,2,4	Principal Core Teachers	August-May	Local, Federal, Title I.	Purchase Orders Budget Packets	Increased classroom performance and student engagement.
Office Supplies	1,2,4	Principal Secretaries	August-May	Local, Federal, Title I.	Purchase Orders Budget Packets	Increased support provided to parents, staff, and students.