Little Elm Independent School District

Walker Middle School Improvement Plan
2022-2023

Board Approval Date: 10-24-2022

The Mission of Little Elm ISD is to:

ENGAGE, EQUIP, and EMPOWER each student to realize their full potential.

Vision:

The Vision of the Little Elm ISD Community is to be "THE Destination District."

As Lobos We VALUE:

- A culture founded on the highest qualities of character
- Unleashing every individual's highest potential
- Creating a community where every student loves to learn, every teacher loves to teach, and every person is proud to call home
- A foundation of culture that values unity and pride
- Embracing all of our kids as all of our kids
- Open, transparent, and timely communication

District Cornerstones

- Focus on teaching the standards to the stated level of rigor so each student has an equal opportunity to learn in LEISD.
- Focus on the intentional design of Rigorous, Relevant, and Engaging lessons in every classroom.
- Support highly effective Professional Learning Communities in a variety of ways throughout each campus.

Little Elm ISD DIP/Strategic Plan Goals

- **Teaching and Learning**
  - We will provide a guaranteed & viable curriculum that ensures all students have equal learning opportunities.
  - We will engage each student in learning experiences that increase student growth and achievement.
  - We will engage each student in learning experiences that lead to increased college, career, and military opportunities for post-secondary readiness.
  - We will engage each employee in meaningful learning experiences that support student success.
- **Community Engagement**
  - We will communicate with the LEISD community to build trust, support, and involvement.
  - We will foster relations with community partners to enhance educational opportunities.
- **Human Capital**
  - We will recruit, recognize, and retain high quality and effective personnel to support student success at every level.
- **Ensuring Fiscal Health and Stability**
  - We will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level.

Table of Contents

Executive Comprehensive Needs Assessment Summary

Areas Examined	Summary of Strengths (What Strengths were identified?)	Summary of Needs (What needs were identified?)	Priorities (What are the priorities for the district?)
Demographics Enrollment = 924 (9/1/22) 44% Hispanic 28% White 21% Black 55% Male 45% Female 60% Economic Disadvantaged 8% 504 13% Special Education 24% Limited English Proficient 57% At-Risk	- Walker is a diverse campus - Many students are Bilingual	- 60% Economic Disadvantaged - 57% At-Risk	- Meeting the learning and personal needs of our students - Each student to meet their growth goal on the math and reading MAP/STAAR
Student Achievement [Walker Data Dig](#)	- Our sub-pops showed improvement from last year - 6th Reading = 57% met their STAAR growth - 7th Reading = 86% met their STAAR growth - 8th Reading = 75% met their STAAR growth - 8th Math = 64% met their STAAR growth	- Overall sub-pops need to improve on STAAR - 6th and 7th grade math sub-pops were below 60% passing - 6th grade reading sub-pops were below 70% passing - 8th grade social studies sub-pops were below 60% passing	- Focus on sub-pop/individual immediate interventions in class - Daily checks for understanding - CFA and CSA data analysis - Increase RIGOR in our class work and CFAs (alignments to CSAs) - HB4545 tutoring - every student 30 hours

Curriculum and Instruction	- Our district Curriculum and Learning department have all the resources and materials in Canvas for our students to use - The Coordinators are always available to support teachers - The Coordinators facilitate the Cadre meetings, where teachers come together and discuss learning	- Support for our new and/or struggling teachers - Creating CFA/CSAs that are aligned with the Power Standards to the STAAR	- Support and training for the teachers in creating aligned CSAs/CFAs - Data Analysis of the data to break down the TEKS and sub-pops/individuals that need intervention and/or enrichment

Culture and Climate	- CORE common conference periods - Sunshine Committee - Department Chairs off first period to support their departments	- Increase faculty time to get to know each other	- Planning faculty activities throughout the year that involve food and snacks - Use the national "funny" holidays twice a month to get all involved - Perfect Attendance and tutorial attendance = Spin

			- 2 Win - Walk the Talk - each department presents something that they are proud of - Homecoming Parade Attendance - Walker Collective Commitments - Staff Ownership

Staff Quality and Retention	- Walker has a low turnover rate - Teacher support through our Instructional Coach and our Academic Specialist - Admin Open Door Policy - Campus Mentor Program subs are used for classroom visits and discussions - All willing to be model classrooms	- Increase new and struggling teacher support	- Ensure our faculty feedback loop is solid and acted upon - Continue Walker's Mentor Program - Staff celebrations are in the weekly newsletter - Teachers of the Month - Model Classrooms - open campus to learn from each other
Technology	- One - to -one - Teachers have promethium boards, document cameras and Macbooks	- Students cords - Faster technology service for broken chromebooks - Wifi	- Teaching students to take care of their computers better - District WiFI improvements

Family/Community Involvement	- Weekly newsletter - Curriculum Nights - Quick response to parent needs and/or questions	- Limited parent support	- Build parent support for PTA and other campus activities

Data Used for District Comprehensive Needs Assessment

Please delete district data points and include all the things you have looked at and considered in the writing of your plan.

504 Data	Demographic Data	FOCUS	Prior Year Data	
Accountability Report	District Benchmark Assessments	GT Demographics and Performance	Professional Development Feedback	T-TESS
ACT	District Survey	HB3 Board Goals	Progress Reports	Teacher Retention
Administrator Input		Homeless and Foster Care	RDA Report	Teacher/Student Ratio
AP	Dyslexia Data	HR Complaints and Grievance data	SAT	Technology Help Tickets
Attendance	Educator Evaluations	LEISD Values and Cornerstones	School City	Technology Input from Stakeholders
	Equity Data	LEISD Vision	Special Education Data	TELPAS
Cambium	Extra Funding Request	MAP Data	STAAR	Twitter Analytics
Counselor Input on Mental Health	Facebook Analytics	MTSS (RtI) Data	Safety Data	TXKEA/TPRI/Tejas Lee
CTE Participation and Certifications Earned	Failure Rates	New Teacher Survey	Site Based Team Input	
Curriculum Documents	Federal Report Card	Parent Surveys	Strategic Plan	
DIP Input	FitnessGram	PEIMS Discipline	SuccessED	

Goal: 1 Teaching and Learning Goals					Provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.					
Objective 1.1					All teachers at Walker Middle School will implement the LEISD curriculum with fidelity.					
Summative Evaluation (to be filled in by June 2023 by administration)										

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Popula-tions	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)*			Supported by State or Federal Funds
						#1	#2	#3	
100% of our campus admin and Instructional coach will attend the UbD training.	Admin Instructional Coach	Coordinators Training Materials Time	October 2022 - May 2023	All	Calendar Invites Meeting Notes	S = Training and discussions during Learning for Leaders	S = Teachers can sign up for UBD Training via Content Smore		Title II Funds
Admin will support the Curriculum and Learning Department with their monthly campus visits.	Admin	Data meetings; Common walkthrough forms; Curriculum documents and instructional	October 2022 - May 2023	All	Walkthrough records; Walkthrough data analysis, calendared visits and data from campus visits.	C = Walker Admin will always support the C & I department with their campus walks.	√ =Accompli shed		
Campus Admin and departments will use the 22-23 classroom walkthrough form monthly as they conduct team and campus-wide walkthroughs.	Admin Teachers	Walkthrough form on PLC Question #2 - Checking for Understanding	October 2022 - May 2023	All	Walkthrough data and campus data showing student growth T-TESS Evaluation Data	C = Once each month the campus teachers have walked through each other's classroom and discussed: 1 - Walker Walkthrough Rubric 2 - ICLE RIGOR Rubric.	√ =Accompli shed		
Each department will meet monthly to review	Admin Teachers	Walkthrough Data	October 2022 - May	All	Walkthrough Data	S = The departments have	S = The departments have discussed		

the walkthrough (checking for understanding) data and create/implement action plans based on the data.			2023		CSA/CFA T TESS Evaluation Data	discussed the data and have started some action plan to improve.	the data and have started some action plan to improve.		
Each CORE teacher will pull small instructional groups during the class period based on collected data from observations, CSAs, CFAs, and check for understanding strategies.	Teachers	CSAs CFAs Check for Understanding Data Classroom Observations	October 2022 - May 2023	All	CSAs MAP Growth STAAR	C = Each CORE teachers have worked with small groups in their classrooms.	S = Each CORE is still developing in this area		
Admin, Department Chairs, Instructional Coach and Academic Specialist will conduct weekly classroom walkthroughs as a group, to calibrate curriculum and instruction throughout the campus.	Admin Department Chairs Academic Specialist Instructional Coach	Walkthrough Data	August 2022 - May 2023	All	Walkthrough Data CSA/CFA T TESS Evaluation Data	C = The Walker Leadership Team has conducted walks almost every Tuesday morning through all CORE departments. After each walk, the group discusses Grows & Glows.	C = The Walker Leadership Team has conducted walks almost every Tuesday morning through all CORE departments. After each walk, the group discusses Grows & Glows.		

√ =Accomplished   C =Considerable   S =Some Progress   N =No Progress   X =Discontinue

Goal 1					Provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.			
Objective 1.2					Walker will engage each student in learning experiences that increase student growth and achievement.			
Summative Evaluation (to be filled in by June 2023 by administration)								

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1　　　#2　　#3	Supported by State or Federal Funds
100% of our campus admin and Instructional coach will attend the SAMR training.	Admin Instructional Coach	SAMR training; Digital Learning Coaches; Technology hardware and support	October 2022 - May 2023	All	Sign-in Sheets	#1 = S #2 = C Most have attended	
100% of our campus math teachers, instructional coach and admin will participate in the Blended Learning initiative.	Admin Math Teachers Instructional Coach	Education Elements; Math Content Coordinators	August 2022 - May 2023	6-7	CFA/CSA T TESS Evaluation Data BL Team Feedback	#1 = C We have attended BL training and classroom walkthroughs. #2 = **Grade 6/7 √ =Accomplished 8th is starting**	State MIZ Grant
Learning experiences provided to students will result in an 8% increase in State Achievement Results at the "Meets Level" and an increase of students meeting their growth targets	Admin Teachers Instructional Coach Academic Specialist	PLC Data Meetings MAP data CSA/CFA STAAR data	August 2022 - May 2023	All	MAP data and STAAR results in June of 2023	#1 = S Each classroom CORE teacher is analyzing their data and making improvement plans with each CFA/CSA. #2 = S Each classroom CORE teacher is analyzing their data and making improvement plans with each CFA/CSA.	
By May 2023, 100% of students identified as Gifted will be provided extension and enrichment	Teachers Coordinators	Consultant; Coordinators Training materials Time	October 2022 - May 2023	Secondary students identified as gifted	Curriculum Documents	#1 = S C and I department is working on creating these for our teachers. #2 = S C and I department is working on creating these for	

opportunities through menus embedded in LEISD curriculum and our Walker classrooms.		allocated for writing menus and training				our teachers.	
Follow the district's standardized department procedures for consistency of implementation of special programs at Walker Middle School.	Campus Administration Teachers	Clear processes; Code of Federal Regulations; TEA Resources	August 2022 - June 2023	SPED 504 Dyslexia	Written campus procedures; Increase in compliance	#1 = **C The SPED department is working with the district to align our processes.** #2 = **√ =Accomplished**	

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

Goal: 1				Provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.			
Objective 1.3				Walker Middle School will embed purposeful technology into teaching and learning.			
Summative Evaluation (to be filled in by June 2023 by administration)							
Strategies and Action Steps	**Person(s) Responsible**	**Resources**	**Timelines**	**Special Populations**	**Evidence of Success**	**Formative Reviews** *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3	**Supported by State or Federal Funds**
Analyze partnerships in each program of study to include the opportunities for student/business involvement and interactions	Coordinator for CTE Teachers	List of partnerships	October 2022 - January 2023	7-12	Analysis of partnerships	#1 = **S The district is working on this goal and helping teachers increase the opportunities.**	

Establish goals for quality partnerships at Walker based on the analysis	Coordinator for CTE Teachers	Materials to carry out goals	Oct. 2022	7-12		#1 = **S The district is working on this goal and helping teachers increase the opportunities.**	
Leverage partnership connections in the CTE curriculum	Coordinator for CTE Teachers Director for Curriculum and Learning Services	Professional Learning time	October 2022 - January 2023	7-12		#1 = **S The district is working on this goal and helping teachers increase the opportunities.** #2= **S The district is working on this goal and helping teachers increase the opportunities.**	
Participate in training on acquired software and equipment obtained to provide authentic, hands-on experiences for students..	Coordinator for CTE Teachers	Funds; Consultants	Oct. 2022 - Jan. 2023	7-12		#1 = **S The district is working on this goal and helping teachers increase the opportunities.** #2 = **S The district is working on this goal and helping teachers increase the opportunities.**	
Embed innovative options for learning into CTE lessons	Coordinator for CTE Teachers	Student Interest Surveys	Jan 2023	7-12		#1 = **S The district is working on this goal and helping teachers increase the opportunities.** # 2 = **S The district is working on this goal and helping teachers increase the opportunities.**	

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

Goal: 1	Provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.
Objective 1.4	Walker MS will engage teachers in targeted learning experiences that support student success.

Summative Evaluation (to be filled in by June 2023 by administration)							
Strategies and Action Steps	**Person(s) Responsible**	**Resources**	**Timelines**	**Special Populations**	**Evidence of Success**	**Formative Reviews** *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3	**Supported by State or Federal Funds**
100% of full-time instructional staff will participate with fidelity as a member of the Walker Professional Learning Community (PLC), adhering to all professional expectations and behaviors from August 2022-May 2023 as evidenced by campus and district meetings/trainings and an increase in student achievement at Walker.	**Deputy Supt.;** **Assistant Supt. for Curriculum and Learning;** **Campus Principals** **Teachers**	**Training; PLC schedules; Data**	**Aug. 2022 - May 2023**	**All**	**Campus PLC schedules** **Student success data**	**#1 = C Our CORE teachers are all working in PLCs and improving their effectiveness. Our Solution Tree Coach, Ted, is assisting us with our work.** **#2 = C Our CORE teachers are all working in PLCs and improving their effectiveness. Our Solution Tree Coach, Ted, is assisting us with our work.**	
All CORE teachers will participate with fidelity in department PLCs that result in an 8% increase in State Achievement Results at the "Meets Level" and an increase of students meeting their growth targets	**Admin** **Teachers**	**PLC Schedules** **CSA/CFAData** **Discussions** **Solution Tree Coach, Ted**	**Aug. 2022 - May 2023**	**All**	**Campus PLC schedules; Student success data** **Solution Tree Coach**	**#1 = C Our CORE teachers are all working in PLCs and improving their effectiveness. Our Solution Tree Coach, Ted, is assisting us with our work.** **#2 = C Our CORE teachers are all working in PLCs and improving their effectiveness. Our Solution Tree Coach, Ted, is assisting us with our work.**	
Admin, Instructional Coach, and the Academic Specialist all meet in first period to discuss the current	**Admin** **Instructional Coach** **Department**	**CSA/CFA Data** **Discussions**	**August 2022 - May 2023**	**All**	**CSA and CFA Data** **PLC Surveys**	**#1 = C We meet every Monday to review the previous week's data and discuss action plans.** **#2 = C We meet every**	

status of our CORE PLCs, analyze departments' CFA/CSA data and create action plans.	**Chairs** **Academic Specialist**	**Action Plans**			**Solution Tree Coach** **CORE PLC Agendas**	**Monday to review the previous week 's data and discuss action plans.**	
Support the creation of on demand learning opportunities created for all instructional staff with no fewer than 10 high impact best practice instructional strategies during the 2022-2023 school year as evidenced by the 10 training modules developed at the district level.	**Director of Advanced Academics and Professional Development Teachers**	**Video equipment; Supplies; Time**	**Sept. 2022 - May 2023**	**6-8**	**Training modules; Curriculum documents**	**#1 =** **S The district is working on these training and we will support the teachers in completing them.** **#2 =** **C We strive to support teachers grow and build upon their experience by participating in on-demand learning. (TED, Gina, Tech, STEM, Walk the Talk)**	
Walker Middle School administrators and teachers who are scheduled for their GT renewal hours will complete 6 hours of gifted and talented update training no later than February 2023 as evidenced by Strive and sign in sheets according to district and state guidelines.	**Campus Principals** **Teachers**	**Funds for training; GT Training; Strive**	**Aug. 2022 - Jan. 2023**	**6-8**	**Sign in sheet; Strive records; Certificates**	**#1 =** **S We are working on all teachers getting their updates completed.** **#2 =** **C We strive to maintain our GT hours**	
Walker will support the district in obtaining the NISE District STEM certification, by increasing our number of STEM certified teachers.	**Admin** **Teachers** **Culver**	**NISE consultation**	**June 2023**	**6 - 8**	**Designationas a STEM district**	**#1 =** **C Once a month our STEM teachers are meeting with Culver to work on their certifications.** **#2 =** **C Our teachers are making good progress as they work on their certifications and are on track to complete the program by the end of the year.**	

√ =Accomplished	C =Considerable	S =Some Progress	N =No Progress	X =Discontinue

Goal: 2					Focus on strengthening community engagement.			
Objective 2.1					Walker will communicate with the LEISD community to build trust, support, and involvement.			
Summative Evaluation (to be filled in by June 2023 by administration)								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3		Supported by State or Federal Funds
Walker will support the district's plan to create content targeted to increase followers on Instagram.	Campus Secretary	Instagram account; Marketing plan to inform students of the initiative	Oct. 2022 - May 2023	6-8	Instagram followers and posts	**#1 = C Walker adds content to our social media accounts at least once a week.** **#2 = C Walker adds content to our social media accounts (Twitter and Facebook) at least once a week.**		
Increase community engagement on Walker social media sites.	Campus Secretary	Data tracking at the district level	Oct. 2022 - May 2023	6-8	Social media data	**#1 = C Walker adds content to our social media accounts at least once a week.** **#2 = C Walker adds content to our social media accounts (Twitter**		

						and Facebook) at least once a week.	
Promote "The Destination District" website in October by sharing the site with Walker parents and students.	**Campus Secretary**	**Website link provided by the district**	**October 2022**	**6-8**		**#1 = C Walker adds content to our social media accounts at least once a week.** **#2 √ =Accomplished**	

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

Goal: 2							Focus on strengthening community engagement.		
Objective 2.2							Walker will foster relations with community partners to enhance educational opportunities.		
Summative Evaluation (to be filled in by June 2023 by administration)									
Strategies and Action Steps	**Person(s) Responsible**	**Resources**	**Timelines**	**Special Populations**	**Evidence of Success**		**Formative Reviews** *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3		**Supported by State or Federal Funds**
Engage the community by promoting 633 Run in the fall, with a goal of supporting the district in increasing the number of participants and proceeds to support the Jerry R. Walker Memorial Scholarship and teacher innovative grants through the Little Elm ISD Education	**Campus Administration Teachers**	**633 Run Information**	**Sept. 2022 - Oct. 2022**	**All**	**633 Run Participation and Proceeds**		**#1 √ =Accomplished**		

Foundation by October 2022.							
Continue to foster relationships with business partners to enhance learning opportunities for students at Walker MS.	**Campus Administration Teachers**	**Business Partners**	**Oct. 2022-May 2023**	**All**	**Lesson Plans Business Partners**	**#1 = S We have reached out to a few businesses and have received a few donated items.** **#2= C Walker held a career day in December that was a big success and built relationships with many stakeholders.**	

√ =Accomplished   C =Considerable   S =Some Progress   N =No Progress   X =Discontinue

Goal: 3				Recruit, recognize, and retain high quality and effective personnel to support student success at every level.			
Objective 3.1				Target recruiting of high quality personnel through supporting LEISD Grow Your Own Programs			
Summative Evaluation (to be filled in by June 2023 by administration)							
Strategies and Action Steps	**Person(s) Responsible**	**Resources**	**Timelines**	**Special Populations**	**Evidence of Success**	**Formative Reviews** *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3	**Supported by State or Federal Funds**
Inform staff of opportunity to participate in district partnerships to "Grow Your Own" as applicable.	Campus Administration	Information from HR	Oct. 2022 - May 2023	6-8	Communication documentation	**#1 = √**	

√ =Accomplished   C =Considerable   S =Some Progress   N =No Progress   X =Discontinue

Goal: 3				Recruit, recognize, and retain high quality and effective personnel to support student success at every level.				
Objective 3.2				Increase social media presence and utilize multiple social media platforms to enhance recruitment, recognition, and awareness of Walker Middle School.				
Summative Evaluation (to be filled in by June 2023 by administration)								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3		Supported by State or Federal Funds
Participate in utilizing the district social media accounts to promote great things happening at Walker	Campus Secretary	Computer	August 2022 - May 2023	All	Postings	**#1 = C Walker adds content to our social media accounts at least once a week.** **#2 = C Walker adds content to our social media accounts (Twitter and Facebook) at least once a week.**		
Walker will post at least once a day to our social media page.	Staff Campus Secretary	Computer	August 2022 - May 2023	All	Social Media Interaction	**#1 = C Walker adds content to our social media accounts at least once a week.** **#2 = C Walker adds content to our social media accounts (Twitter and**		

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews	Supported by State or Federal Funds
						Facebook) at least once a week.	
Create a Monthly Sign-Up Genius for the community to support our HB4545 Tutoring Program, by purchasing different food items.	Admin Parents Community	Computer	October 2022 - November 2023 January 2023-April 2023	All	Donations Social Media	**#1 = C Our Walker parents have donated many items for our breakfast - Thanks!!!** **#2 √ =Accomplished**	

√ =Accomplished	C =Considerable	S =Some Progress	N =No Progress	X =Discontinue

Goal: 3	Walker Middle School will recruit, recognize, and retain high quality and effective personnel to support student success at every level.
Objective 3.3	Strengthen relationships to maintain and increase retention at Walker.
Summative Evaluation (to be filled in by June 2023 by administration)	

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* *#1 #2 #3*	Supported by State or Federal Funds
Use the national "funny" holidays twice a month to get all involved.	Campus Administration Teachers	Holiday list; Planning group	Sept. 2022-May 2023	All	Calendar	**#1 = C The staff has been enjoying the little gifts so far.** **#2 √ =Accomplished**	

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews	Supported by State or Federal Funds
Walk the Talk - each department presents something that they are proud of.	Campus Administration Teachers	Time to share and showcase	August 2022-May 2023	All	Faculty Meeting Agendas	#1 = **C The departments have been presenting each month - going great!**	
Attend Homecoming Parade -Staff Float	Campus Administration Teachers	Parade Information	October 2022	All	Participation % of staff	#1 = **√ =Accomplished**	
Perfect Attendance & tutorial attendance	Campus Administration	Spin to Win	August 2022-May 2023	All	Teacher attendance; Tutorial attendance	#1 = **C Walker has celebrated attendance through our House System.** #2= **C Walker has emphasized being on time on morning announcements and adding more staff to the hallways and has seen a decrease of tardies**	
Establish Campus Collective Commitments	Campus Administration Teachers	PLC Training	August 2022	All	Campus Collective Commitments	#1 = **√ =Accomplished**	

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

Goal: 4		LEISD will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level.
Objective 4.1		Participate in laser-focused customer service and training for campus.
Summative Evaluation (to be filled in by June 2023 by administration)		

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3	Supported by State or Federal Funds

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews	Supported by State or Federal Funds
Follow procedures to sustain compliance (Internal Routing, Check Request, Processing Alternative to Standard Systems (PASS), Above allocation alternatives)	Campus Administration Secretary	Procedures & training provided by the district	July 2022 - June 2023	All	Audit report	#1 = **C we have been following financial** #2 = **C we have been following financial protocols. Our school secretary and admin strive to be financially responsible.**	

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

Goal: 4		LEISD will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level.
Objective 4.2		Build capacity within our community about LEISD's financial status through the following activities
Summative Evaluation (to be filled in by June 2023 by administration)		

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3	Supported by State or Federal Funds

| Use the Principal Bond Kit to provide correct information regarding the bond | Campus Administra-tion | Bond Kit | October 2022 - Nov. 2022 | All | No violations of bond protocols | #1 = **C Walker adds content to our social media accounts at least once a week.**

#2 √ =Accomplished | |

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

Goal: 4				LEISD will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level.
Objective 4.3				LEISD will implement budget alignment between Business Services, Human Resources, and the Student Information System Services
Summative Evaluation (to be filled in by June 2023 by administration)				

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Special Populations	Evidence of Success	Formative Reviews *Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)* #1 #2 #3	Supported by State or Federal Funds
Adhere to the Position Management Information System (PMIS) reviews to ensure correct coding for all staff salaries and stipends	Campus Administration	Stipend information	August 2022-May 2023	All	District audit report	#1 = **C Admin ensures correct coding** #2 = **C Admin ensures correct coding**	

√ =Accomplished	**C =Considerable**	**S =Some Progress**	**N =No Progress**	**X =Discontinue**

LEISD 2022-2023 Professional Development Calendar -- Days Designation

Elementary Campuses

New Teacher	New Teacher	New Teacher	New Teacher	New Teacher

Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off

Fall Kick Off	District	Campus	Professional Learning Exchange Day	Professional Learning Exchange Day	District	Campus

Professional Learning Exchange Day (District Closed)	Professional Learning Exchange Day (District Closed		Campus	District	District Assessment Training	Campus	

Secondary Campuses

New Teacher	New Teacher	New Teacher	New Teacher	New Teacher

Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off

Fall Kick Off	District	Campus	Professional Learning Exchange Day	Professional Learning Exchange Day	District	Campus

Professional Learning Exchange Day (District Closed)	Professional Learning Exchange Day (District Closed		Campus	District	District Assessment Training	Campus	

 Little Elm ISD Professional Learning Plan **at-a-glance**
 Little Elm ISD Professional Learning Plan **detailed view**

APPENDIX A: STATE AND FEDERAL REQUIREMENTS

Bullying Prevention

Strategies	Resources	Staff Responsible	Evaluation
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying (and support student organizations and efforts to address this), harassment, and violence (dating and/or sexual abuse)	Campus Budgets Guidance Lessons on Bullying	Director for Student Services, Director of Counseling Services, School counselors	Discipline Referrals, Anecdotal Campus Reports Documentation of secondary Campus (6-12) participation in the No Place for Hate Program and designation as No Place for Hate campuses. K-12 mandated topics along with HB and SB: Bullying/HB 1942. SB 179 and 11 (counselors have links in their wolfpack tracks to specific student lessons - counselor documentation)
Revise the bullying training module for teachers and students	District Budget	Director for Student Services, School counselors	Revised Modules, Sign-in Sheets from trainings Staff Training record in Safe Schools

Child Abuse and Sexual Abuse Prevention

Strategies	Resources	Staff Responsible	Evaluation
All district staff members will be trained in recognizing and reporting child abuse, sexual abuse, and sex trafficking at the beginning of the year.	Online training through Safeschools	Campus Administrators, Director of Human Resources, Director of Counseling Services	Training records in Safeschools Sign in sheets indicating attendance for training
All LEISD staff will follow child abuse, sexual abuse, and sex trafficking reporting requirements.	Outside presenters, state training modules	All staff	Counselor documentation

School Resource Officer(s) Duties

Strategies	Resources	Staff Responsible	Evaluation
Scope of Assignment for SRO's in Little Elm ISD ● Establish rapport with the students ● Establish rapport with the parents, faculty, staff, and administrators. ● Create programs that benefit the students, school district and police. ● Be a positive role model for students and adults. ● Provide safety for students, faculty, staff and all persons involved with the school district. ● Provide limited counseling to students, parents and staff as necessary. ● Assist in maintaining order and enforcing school policies on school property. In conjunction with school officials, the SRO will take the appropriate law enforcement action, consistent with a police officer's duty. As soon as practicable, the SRO shall make the principal of the school aware of such action. At the principal's request, the SRO shall take	Space at campuses; funding for salaries	Board of Trustees Superintendent	Data on number of arrest; increase or decrease in the presence of drugs on campus; number of cases each SRO works

appropriate law enforcement action against intruders and unwanted guests who may appear at the school and related school functions, to the extent that the SRO may do so under authority of law.

- Refer students and/or their families to the appropriate agencies for assistance when the need is determined.

- **The SRO shall not act as a school disciplinarian**. However, if the principal believes an incident is a violation of the law, the principal should contact the SRO. Furthermore, upon request by any school official, staff member or any district employee the SRO is required to attend disciplinary proceedings or meetings with student and/or parents especially where safety may be a concern.

- Provide assistance in cases of poor attendance and truancy.

- The District shall provide the SRO with access to an office and such equipment as is necessary at his/her assigned school. This equipment shall include a telephone, lockable filing space, and access to a

computer and/or secretary assistance. ● Provide access and encourage classroom participation by SRO's. ● Provide the opportunity for SRO's to address teachers and administrators about the SRO program, goals and objectives. ● Seek input from SRO regarding criminal justice problems relating to students. ● Provide timely evaluation information concerning SRO to Police Chief. ● **The SRO is first and foremost a law enforcement officer. This fact must be constantly reinforced.** Nothing required herein is intended to or will constitute a relationship of duty for the assigned police officer or the Town beyond the general duties that exist for the law enforcement officer within the State.			

Coordinated Health- SHAC Council

Strategies	Resources	Staff Responsible	Evaluation
The SHAC Council will meet a minimum of 4 times per year.	Student Activities Budget	Director of Student Activities; SHAC Chairperson	Sign in Sheets, Minutes, Agendas
The council will provide the LEISD Board an annual report of their activities for the year	Meeting time; Facility for meetings	Director of Student Activities; SHAC Chairperson	Board Agenda with Presentation
The majority of the council membership will be parents and the co-chair will be a parent.	Parent and community volunteers	Director of Student Activities; SHAC Chairperson Director for Counseling Services will be co-facilitating with the Health Service Coordinator Both the Intervention counselors and School Social Workers are included for the 2022/2023 School Year	Membership List

Dating Violence Awareness

Strategies	Resources	Staff Responsible	Evaluation
Develop and/or implement positive proactive intervention strategies that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse)	Campus Budgets Partnership with Children's Advocacy Center for Denton County for Elementary	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports Counselor student presentations along with guidance lessons
Provide secondary teachers with staff training on relationship abuse awareness, detection and prevention.	Counselors, Campus administrators, Campus Budget	Director for Student Services, School counselors, Campus Administrators	Discipline Referrals, Anecdotal Campus Reports Staff presentations facilitated by campus counselors with

			staff sign in sheets

Suicide Prevention

Strategies	Resources	Staff Responsible	Evaluation
All staff members will be trained in Suicide Prevention Training	District Budgets	Director for Human Resources Director for Counselors, Campus Counselors	Training sign in sheets, Training Agendas Sign in sheets

Trauma-Informed Care

Strategies	Resources	Staff Responsible	Evaluation
All staff members will be trained procedures for trauma-informed care	Board Policy FFAC LEGAL and FFAC LOCAL	Deputy Superintendent, Director for Student Services and Safety; Nurses; Principals; Counselors	Training sign in sheets, Training Agendas Safe School modules

Drug Prevention

Strategies	Resources	Staff Responsible	Evaluation
Little Elm ISD will teach drug awareness and prevention	TEKS, Curriculum resources	Director for Student Services and Safety, Counselors, Educators	Lesson Plans, Discipline Records Counselor guidance lessons along with school wide prevention activities

Federal Programs Compliance

Strategies	Resources	Staff Responsible	Evaluation
The district will evaluate student achievement in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technical Education and students in at-risk situations.	MAP software; Eduphoria Aware; STAAR data	Curriculum and Instruction Staff, Campus Administration, School Counselors	Data reports; Comprehensive Needs Assessment

Title I, Part A campuses will implement the supplemental funds to maximize student learning and achievement.	Title I	Director of Special Programs	Budget reports, Annual federal compliance report
All programs which receive federal funding will maintain compliance with Education Department General Administrative Regulations (EDGAR) .	Title I, Title II, Title III, Title IV, Perkins, Early Head Start/Head Start	Director of Purchasing, Director of Business Services, Directors over federal funds	Budget reports, Annual federal compliance report
Title II Part A funds will be utilized to improve teacher leadership development across LEISD.	Title II Part A Funds	Director of Instruction and Leadership Development Campus Principals	Program nominations, participation of nominees, sign in sheets
Title II Part A funds will be utilized in the continued development of campus and district administrators as well as instructional coaches in the areas of coaching	Title II Part A Funds	Director of Instruction and Leadership Development Campus Administrators District Administrators Instructional Coaches	Professional Learning Sessions, Sign-in Sheets, Feedback forms
Title IV Part A funds will be utilized for drug prevention and awareness training of secondary campuses	Title IV Part A	Director of Instruction and Leadership Development Director of Student Services Campus Administrators	Professional Learning Sessions, Sign-in Sheets, Feedback forms
Title IV Part A funds will be utilized for development of gifted and talented teachers and programs grades 5-6	Title IV Part A	Director of Instruction and Leadership Development Director of Special Programs Campus Administrators Gifted and Talented Teachers	Professional Learning Sessions, Sign-in Sheets, Feedback forms, Implementation of Materials and Programs

Student Achievement

Strategies	Resources	Staff Responsible	Evaluation

All students will have a graduation pathway plan developed in 8th grade, and an annual review with parent notification will occur to ensure that students are progressing towards graduation with their cohort as expected.	Campus counselors, printing, substitutes for counselors	Director of Student Services, Campus counselors, Campus administration	Plans in place for 8th graders, meetings scheduled
Services will be provided for at-risk students to increase academic achievement and reduce the dropout rate for these students	State Comp Ed Funds	Assistant Superintendent for Curriculum and Learning, Directors, Campus Administration, Campus Counselors, Campus Testing Coordinators	State Comp Ed Reports, Annual district report to school board, School board agenda

APPENDIX B: Walker EDUCATIONAL IMPROVEMENT COUNCIL MEMBERS 2022-2023

Committee Member	Role	School	Term Year
Kelley Carr	Principal	Walker	22-23
Jennie Petrasic	Assistant Principal	Walker	22-23
Tiffany Brown	Assistant Principal	Walker	22-23
LaCoya Bagley Thomas	Academic Specialist	Walker	22-23
Gina Armstrong	Instructional Coach	Walker	22-23
Leigh Ann Dailey	ELAR Department Chair	Walker	22-23
Tim Hoffman	Math Department Chair	Walker	22-23
Jonathan Fant	SS Department Chair	Walker	22-23
Crystal Young	Science Department Chair	Walker	22-23
Kyla Heffernan	Elective Department Chair	Walker	22-23
Jenna Brown	Girls Athletic Department Chair	Walker	22-23
Jason Hansen	Boys Athletic Department Chair	Walker	22-23
Dom Argentine	Parent	Walker	22-23
Lindsay Reyes	Parent	Walker	22-23
Sydney Dennis	Paraprofessional	Walker	22-23
Wendy Argentine	Office Manager	Walker	22-23
Linda Jansen	Community Member	Walker	22-23