

Hackberry Elementary

**Campus 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

Mission, Vision Board Core Beliefs and Commitments

LEISD DIP/Strategic Plan Goals

Executive Comprehensive Needs Assessment Summary

Data used for Comprehensive Needs Assessment

Goals

Goal 1, Objective 1.1

Goal 1, Objective 1.2

Goal 1, Objective 1.3

Goal 1, Objective 1.4

Goal 2, Objective 2.1

Goal 3, Objective 3.1

Goal 4, Objective 4.1

District Professional Development Plan

Appendix A: Federal and State Requirements

Appendix B: District Educational Improvement Council Members 2022-2023

District Improvement Plan Acronyms & Definitions Sheet

Executive Comprehensive Needs Assessment Summary

Areas Examined	Summary of Strengths <i>(What Strengths were identified?)</i>	Summary of Needs <i>(What needs were identified?)</i>	Priorities <i>(What are the priorities for the district?)</i>
Demographics	HBE has 732 students and serves various student groups. Our student body is made up of 35.2% Hispanic, 27.7% White, 19.5% African American, 11.2% Asian, and 5.2% Multi-Race. So, a strength for HBE is that our students are exposed to a diverse population. We have 49% of our population classified as Economically Disadvantaged, ___% Migrant, ___% Homeless, 10.8% needing Special Education services, 31.8% English Learners, ___% LEP, and ___% At-Risk. We have a Mobility Rate of 8.5%, which is well below the state and district average. HBE also has a better attendance average than the state and district, giving us the advantage of students being present for learning at a high rate.	According to data, HBE would benefit from greater parental support. We have 49% of our population classified as Economically Disadvantaged and these students will benefit from additional experiences in their learning. Our parent volunteers may help our teachers in providing these individualized experiences.	Involving parents will be a focus this year at Hackberry. We believe the education of a child is a joint effort and will leverage our parents assisting us in closing the gaps for our students.
Student Achievement	During the 2022-2023 school year, students in grade levels K-5 were assessed in reading comprehension, fluency, accuracy, and conventions using DRA, EDL, and the MAP assessment. Students in grade 3-5 took the STAAR test to assess student achievement and	Although Hackberry has increased its rating, we would like to be an A campus. Our data indicates that in Closing the Gaps, Hackberry needs to focus on the African American and Hispanic groups in math, the Hispanic group in reading,	This year Hackberry will focus on closing the gaps in Reading, Science, and Math.

	growth in the areas of Reading, Math, and Science. Our data indicates that Hackberry is above the state and district average of students “Meeting” expectation on the STAAR assessment. HBE increased its Accountability Rating from a C to a B.	and the Hispanic and White groups in writing. In science Hackberry needs to close the gap for our African American and Hispanic groups.	
--	--	---	--

Curriculum and Instruction	We have a Solution Tree representative this year who will meet routinely with the campus to ensure strong Professional Learning Communities on campus. All staff have been trained on Rigor, Relevance, and Learner Engagement. The PLC process is being implemented with fidelity. We have plentiful materials to use with students.	While we have an abundance of materials to use with students in the curriculum, we will work to prioritize and better utilize the materials that have the strongest impact with students.	Through the PLC process, we will focus on four pillars of PLCs to improve student success. Teachers will target instruction to the specific areas where students need to grow and close the gaps.
-----------------------------------	---	---	---

Culture and Climate	Hackberry Elementary maintains high expectations for students, both academically, socially, and emotionally. The staff is very cohesive and plan well together. Everyone is student centered.	Staff reported feeling they need leadership to support them through listening, allowing risk-taking, and having a collective focused vision toward academic growth.	Campus leadership will focus on growing teacher efficacy through specific feedback on teaching and learning in the classrooms, recognizing strong instructional practices.
----------------------------	---	---	--

Staff Quality and Retention	A review of certification records, professional learning records, and staff retention data indicates that Hackberry staff are highly qualified and	We hired 20 teachers at Hackberry Elementary this year.	Our focus this year will be retention of staff.
------------------------------------	--	---	---

	appropriately trained. ESL certified staff meet the needs of ESL students. Dual language positions have been filed with bilingual certified staff members, so no waivers will be required for bilingual teachers this year. PLC meetings are conducted weekly to discuss student data and student progress. The principal and assistant principal strive every day to ensure classroom support for teachers.		
Technology	We are one to one with technology devices at Hackberry. ClassDojo is utilized campus-wide for frequent communication. Teachers use Seesaw and Google Classrooms as the LMS Programs, such as Reading A-Z, Lexia, Canvas, and educational programs into their lessons. Apple TVs, Promethean Boards, and projectors are available school-wide to promote collaboration and share digital files.	Teachers have been trained on the use of technology in instruction, however, we will continue to grow skills in developing knowledge of SAMR (Substitution, Augmentation, Modification, and Redefinition) integrating technology use in instruction. Other strengths are encouraging risk taking and innovation, Makerspace Lab, one to one devices, Promethean Boards in all learning environments, and a variety of educational apps and programming.	Train teachers on SAMR and how to integrate the levels of SAMR in instruction.

Family/Community Involvement	Hackberry Elementary has an excellent relationship with its parents and Little Elm community. Our parents feel welcomed and valued as an integral part of the learning community. School communication is distributed through weekly electronic	Parents donate to the school and we have strong support with donations for events. Clarification on the different ways parents can be involved to a greater extent in the learning process for students will assist in closing the learning gaps.	The focus this year will be on fully leveraging parent volunteers in the teaching and learning process for students.
-------------------------------------	---	---	--

	school newsletters, weekly class newsletters, classroom dojo and social media. Our community events are well attended each time we open the doors. PTA has partnered with us in the learning process. Their events are a key support to our teachers and students.		
--	--	--	--

Data Used for Campus 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	TAPR
Accountability Report	District Benchmark Assessments	GT Demographics and Performance	Professional Development Feedback	T-TESS
	District Survey	HB3 Board Goals	Progress Reports	Teacher Retention
Administrator Input		Homeless and Foster Care	RDA Report	Teacher/Student Ratio
Teacher Input	Dyslexia Data	HR Complaints and Grievance data		Technology Help Tickets
Attendance	Educator Evaluations	LEISD Values and Cornerstones	School City	Technology Input from Stakeholders
C.I.R.C.L.E Data	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
	Failure Rates	New Teacher Survey	Staff Title I Survey	
Curriculum Documents	Federal Report Card	Parent Surveys	Strategic Plan	
Site-Based Team Input	FitnessGram	PEIMS Discipline	SuccessED	

Goal: 1 Teaching and Learning Goals				Curriculum and Learning Services will provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.					
Objective 1.1				All teachers 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 Populations	Evidence of Success	Formative Reviews <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i>			Supported by State or Federal Funds
						#1	#2	#3	
Hackberry will utilize UBD format in order to purposefully and collaboratively plan instruction at the specific level of the TEK evidenced by specifically designed lesson plans	Campus Principals, Assistant Principal, Instructional Coaches, and Instructional Specialists.	Consultant; Coordinators; Training materials; Time allocated for training	Sept. 2022-June 2023	All	Sign in sheets; Strive records	R1 - completed October 27 for PL			Title II Funds \$
Campus administration will complete a minimum of 2 walkthroughs per teacher to monitor for curriculum implementation and give feedback on best practices to increase teacher efficacy.	Campus Principals	Strive software; MAP software ESF Lever 4.1	August 2022-May 2023	All	MAP data; STAAR data; Strive. records to include walkthrough data and campus data showing student growth, and T-TESS evaluation data	R1 - ongoing	R2 - ongoing	Completed in March 2023 ✓ =Accomplished	
Hackberry teachers will be provided a full day sub and time to collaboratively plan with their grade level/content once per semester in order to ensure targeted and collaborative lesson planning occurs with fidelity.	Principal, Assistant Principals, Instructional Coaches	TEKS, Rubrics, LEISD Curriculum Documents, Learning Forward Field Guides, TEKS Resource System	September 2022- May 2023			R1 - in November, we provide each grade level a half day sub for planning purposes.	R2 - not yet	✓ =Accomplished R3 - In March, grade levels selected a day to develop their Action Plans for STAAR success.	

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

Goal 1				Curriculum and Learning Services will provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.			
Objective 1.2				Hackberry Elementary 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 <i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3	Supported by State or Federal Funds
Hackberry teachers will use their daily conference time to engage in intentional, collaborative planning in order to grow each student and to close the gap between our sub populations.	Principal, Assistant Principal, Instructional Coaches, Instructional Specialists, and teachers.	Lesson plans, district and campus instructional materials and resources; Interim STAAR, MAP, STAAR	August 2022 - May 2023	PK - 5	Lesson Plans; Interim STAAR, MAP, STAAR	R1 - Weekly expectation R2 - Weekly expectation R3 - Lesson plans turned in for the year for each teacher; MAP Growth report indicates..... STAAR Interim data shows Preliminary STAAR data shows....	
Hackberry teachers will provide student choice by utilizing instructional menus and differentiated stations in order to ensure students work on activities at their needed instructional level	Grade Level Teams, Instructional Coaches	Google Classroom, IXL, Imagine Math, Instructional Strategies Playbook, District Curriculum documents	Sept. 2022-May 2023	PK - 5	Lesson plans, Instructional Walks, Team planning discussions	R1 - Weekly expectation R2 - Weekly expectation R3 - Weekly expectation	
100% of K-3 reading teachers who have completed the Texas Reading Academy will implement academy strategies in their classroom and campus principals will ensure	Deputy Superintendent, Assistant Superintendent for Curriculum and Learning; Campus Principals;	Strive.; Feedback materials	August 2022-May 2023	K-3	HMH Benchmark Evaluation and Fluency data; 80% of K-3 students will meet their growth	R2 - Kinder - 3rd Teachers, along with campus administration, began our Reading Academy in January 2023. K-3 teachers are implementing phonics in their classrooms.	

clear expectations through walkthroughs and feedback to teachers.	Director of Curriculum and Learning; Curriculum Coordinators				expectations on MAP Growth		
100% of K-5 teachers, instructional coaches, and administrators will receive training on the LEISD Blended Learning components and participate in ongoing support and feedback.	Campus Principals; Assistant Superintendent for Curriculum and Learning; Director of Curriculum and Learning, Math Content Coordinators	Education Elements; Math Content Coordinators	August 2022-May 2023	K-5	Strive documentation and Feedback forms	R1 - Hackberry conducted our first round Blended Learning Walks on October 14, 2023. R2 - Hackberry conducted campus Blended Learning Walks on February 22, 2023. R3 - Hackberry concluded a third round of Blended Learning Walks for the year on March 7, 2023.	State MIZ Grant
An Intervention period is incorporated into master schedule in order to flexible group students and provide interventions and enrichment, as determined by specific needs/areas of focus.	Principal, Assistant Principals, Team Leaders, Instructional Specialist, GT teacher	Station, IXL, LLI, Do the Math, Razz Kids, Literacy Continuum, TEKS Resource System, Imagine Math, OnData Suite	August 2022-May 2023	K-5	MAP data, CSA/CFA data, benchmarks, informal assessments, common assessments	R1 - ongoing R2 - ongoing R3 - Completed	
Learning experiences provided to students will result in an 4% increase in State Achievement Results at the "Meets Level" and an increase of students meeting their growth targets.	Campus Principals; Deputy Superintendent, Assistant Superintendent for Curriculum and Learning; Teachers; Director of Curriculum and Learning; Curriculum Coordinators; Director of Advanced Academics and Professional Development	Data meetings; MAP data; STAAR data; ESF Lever 5.1	August 2022-May 2023	All	MAP data and STAAR results in June of 2023	R1 - awaiting R2 - awaiting R3 - Did not meet	

By May 2023, 100% of elementary students identified as Gifted will be provided extension and enrichment opportunities through menus embedded in LEISD curriculum and/or a teacher who is current in gifted education	Campus Principals; Director for Professional Learning and Advanced Academics, GT Specialists, Director for Digital Learning, Digital Learning Facilitators, Secondary Teachers	Consultant; Coordinators; Training materials; Time allocated for writing menus and training; ESF Lever 5.1	Sept 2022-May 2023	Elementary students identified as gifted	Curriculum documents	R1 - The GT Teacher pulls GT students during Intervention time. R2 - The GT Teacher pulls GT students during Intervention time. R3 - The GT Teacher pulls GT students during Intervention time.	
--	--	---	--------------------	--	----------------------	---	--

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

Goal: 1				Curriculum and Learning Services will provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.			
Objective 1.3				LEISD will bridge the connections between what teachers do in the classroom and the world of work by leveraging partnerships and embedding cutting edge 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 <i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3	Supported by State or Federal Funds
Hackberry staff will receive training on being a part of a PLC organization, including clear roles, responsibilities, and expectations by August 2022 as evidenced by	Campus Coach and Instructional Specialists;; Teachers	List of partnerships; ESF Lever 1.1	August 2022-May. 2023	All	Training Records; Sign-in Sheets	R1 - District-wide Solution Tree Training October 13 and 14, 2022. R2 - District-wide Solution Tree Training Feb 17 and 20, 2023. Additionally, PLC Coach met with our staff.	

Strive documentation and sign in sheets.						R3 - PLC Coach met with our staff.	
Grade Level and Vertical PLC meetings embedded into master schedule in order to facilitate collaborative discussion, dissect student data, and discuss student work/performance	Principal, Assistant Principals, PLC Campus Coalition (team leaders)	PLC minutes, vertical alignment documents ESF Lever 1.1	Aug. 2022 -May. 2023	All	Campus PLC schedules; Student success data	R1 - weekly grade level; once a month vertical PLC R2 - weekly grade level; once a month vertical PLC R3 - Completed weekly grade level meetings.	
Collaborate with teachers, technology, and administration to determine the best technology options to incorporate into teaching and learning.	Campus Coach and Instructional Specialists; Teachers; Curriculum Coordinators	Software options, Time	Aug. 2022 -Jan. 2023	All	Usage reports; Student performance	R1 - ongoing R2 - ongoing R3 - Completed	
Hackberry's campus will participate in "Tuesday Tidbits" professional learning sessions on each Tuesday of the month in order to facilitate learning among the staff. Areas of focus will include, but not limited to, - Committee Meetings - Faculty Meetings - Self-Care Check - Team Lead Meetings	Principal, Assistant Principals, Instructional Coaches, Team Leads, Behavioral Specialist, Content Specialists	Trainer documents & presentation s, sign in sheet	Aug.2022- May 2023	All	Walkthrough and observation data, student performance data, teacher capacity & efficacy	R1 - not instituted yet R2 - began in January 2023 R3 - Faculty meetings and Self-Care checks were regular, but Committee meetings and Team Lead meetings were not consistent.	
5 members of our campus instructional team will attend the Ron Clark Academy in order to continue to provide support of our campus	Principal, Teachers attending		Register by March 2023 to attend by May 2023			R1 - upcoming R2 - upcoming	Title funds used for conference registration

house system and work to incorporate the strategies learned into our campus culture and community						R3 - Completed our May 25-26, 2023	
---	--	--	--	--	--	------------------------------------	--

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

Goal: 1				Curriculum and Learning Services will provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities.			
Objective 1.4				LEISD will engage teachers, campus administrators, and curriculum coordinators and directors 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
Hackberry Instructional Coaches will offer coaching cycles to staff persons who make the request or who have an instructional need.	Campus Principals, Assistant Principal, Instructional leadership	Training Modeling	August 2022-May 2023	All	Interim data, MAP data, and formal assessment results	R1 - ongoing R2 - ongoing R3 - This process was confidential, so the principal	

						did not always know who was in this cycle. I did make some direct requests of the Instructional Coach to visit with certain teachers.	
Staff and Students will participate in daily Morning Announcements which include an SEL strategy, restorative circle, and zones of regulation lesson.	Campus Principals; Counselor; Teachers	Video equipment; Supplies; Time	Sept. 2022-May 2023	All	Training modules; Curriculum documents	R1 - daily R2 - daily R3 - these daily announcements took from 5-10 minutes each day. This extends into instruction time.	
100% of administrators and instructional staff 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.	Director of Advanced Academics and Professional Development; Campus Principals	Funds for training; GT Training; Strive	Aug. 2022-Jan. 2023	All	Sign in sheet; Strive records; Certificates	R1 - completed summer 2022	
Hackberry will support the district earning its NISE District STEM certification by June 2023.	Coordinator for Science; Assistant Supt. for Curriculum and Learning, Director for Curriculum and Learning; Campus Principals	NISE consultation	June 2023	All	Designation as a STEM district	R1 - 8 teachers were selected to go through the training. R2 - ongoing R3 - All 8 teachers graduated with their STEM certification.	
Hackberry will provide professional development to its faculty and staff.	Campus Principals, Instructional leadership team	Funds for Training	August 2022 - May 2023	All	Sign In Sheets	R1 - we use Faculty meetings and Professional learning days to provide PD for staff. R2 - we use Faculty meetings and Professional learning days to provide PD for staff. R3 - Better use of the ILT needs to take place for	

						more advanced planning, not as spur of the moment or last minute.
--	--	--	--	--	--	---

✓ =Accomplished	C =Considerable	S =Some Progress	N =No Progress	X =Discontinue
-----------------	-----------------	------------------	----------------	----------------

Goal: 2				LEISD will focus on strengthening community engagement.			
Objective 2.1				Hackberry 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 <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3	Supported by State or Federal Funds

Increase community engagement by 45% on all social media accounts through strategic marketing designed to grab attention, build influence, and transform a community.	Campus Principals: Team Leads	Dojo, Twitter, Facebook, and Hackberry website	August 2022 - May 2023	ALL	Sign-in sheets, social media, logistics committee agendas	R1 - we have over 1000 followers on our Facebook page. R2 - more work needs to be done on Twitter R3 - While we have a campus social media liaison, there needs to be a greater sharing of campus events.	
Hackberry staff and PTA will plan family engagement events and parent education nights each quarter of the school year.	Administration, PTA, and Campus Staff	PTA	August 2022 - May 2023	ALL	Sign-in sheets, social media, logistics committee agendas	R1 and R2: 10/27 Trunk or Treat 11/7-11/11 Book fair 11/8 Donuts with dad 12/1 - 12/2 Holiday shop setup 12/5-12/9 Holiday shop 12/8 winter event 1/25/23 General PTA Meeting 1/25/23 - 2/13/23 Big Kahuna Fundraiser 2/20/23 - 2/24/23 Kindness Challenge Week R3 - The Spring Carnival was canceled. We had	

						a extremely well attended PTA Board Election to bring in a new team of PTA leadership for 2023-2024.	
Weekly Communication to Parents will go via Smore in order to enhance knowledge of understanding of learning in the classroom as well as social emotional lessons and school wide events	Campus administration and staff	SMORE	August 2022 - May 2023	ALL	Weekly SMORE	R1 - Hackberry Blast Off goes out weekly to parents; TGIM goes out weekly to staff. R2 - Hackberry Blast Off goes out weekly to parents; TGIM goes out weekly to staff. R3 - the viewership for our final Hackberry Blast Off was over 300. Efforts are made to make TGIM to be a one-stop shop for campus upcoming events.	
Hackberry staff will participate in LEISD sponsored activities such as Back to School Bash, Homecoming Parade, etc.	Campus Administration	District Communication	August 2022 - May 2023	ALL	Blackboard, social Media, sign-in sheets	R1 - Completed the Back to School Bash on August 6, 2022 at the Admin building. Prep the Pack and Meet the Teachers were August 8, 2022. Participated in the Homecoming Parade on October 19, 2023 R2 - completed R3 - We participated in a district wide in-person Career Fair and a Virtual	

						Career Fair in April and May.	
Hackberry will host Community Events such as Thanksgiving Day Feast, Grand Parents Day, Veteran's Day Assembly, etc in order to gain support from stakeholders and community members to support transdisciplinary learning.	Campus Administration	Social Media	August 2022 - May 2023	ALL	Volunteer sign-ins,	R1 - ongoing R2 - we honored our veterans through a special Veteran's Day program on November 11, 2022. R3 - we completed these events, except the Spring Carnival was canceled this year.	
Plan PTA events to enhance PTA membership and create a strong bond between Hackberry and the PTA community.	PTA, Teachers, Administration	PTA	August 2022 - May 2023	ALL	PTA events, meeting notes	R1 and R2: R3 - Completed. We continued to enlist members through-out the PTA Board election. We set a record for membership.	

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

Goal: 2	LEISD will focus on strengthening community engagement.
Objective 2.2	Hackberry 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 <i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i>	Supported by State or Federal Funds
						#1 #2 #3	
Engaging the Hackberry community by participating in the 633 Run in the fall, with a goal of 700 runners, and increasing the proceeds to support the Jerry R. Walker Memorial Scholarship and teacher innovative grants through the Little Elm ISD Education Foundation by October 2022.	District Office	Communications	August 2022 - May 2023	ALL	Community involvement	R1 - Completed the 633 Run took place October 15, 2022	
Curriculum Night, Science Fair, Reading Night and parent Sports Battles through our House system are offered to our families	Campus Admin and staff	Blackboard, Dojo, Community vendors	August 2022-May 2023	All	Community Involvement	R1 - Completed Curriculum Night. R2 - Completed Family Literacy Night on March 30, 2023 R3 - We did not completed any parent sports competitions during the year.	
Recruit parent volunteers for campus involvement with activities, such as Book Fairs, PTA events, and Popcorn Fridays.	Campus Administration; PTA	Community	August 2022 - May 2023	All	Community involvement	R1 - Volunteer for Popcorn Friday R2 - several volunteers for our Trunk or Treat R3 - Parents volunteered to help build our in-door SEL play area, Lobo Lounge as well as several parents responded to provide support for cafeteria duty.	

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

Goal: 3				LEISD will 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 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 <i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i>	Supported by State or Federal Funds
						#1 #2 #3	
Hackberry Elementary will retain highly qualified teachers by supporting the needs of their grade level teams and providing venues to express concerns and celebrations.	Department of Human Resources; Campus Principal	Campus personnel;	August 2022 - May 2023	ALL	Low turnover	R1 - open door policy; conducted a culture survey R2 - implemented a weekly Agility Survey in March 2023 R3 - We lost 3 Kinder teachers, one for certification reasons, one to a move, and one to graduate school with an internship. A 5th grade teacher was non-renewed. We lost 2 Specials teachers, one to take care of a sick family member and the other went to a charter school. A 4th grade teacher, who was with us one year, left for a charter school.	
Build positive culture on campus with monthly celebrations, including campus wide Potluck meals.	Campus staff	Campus committees ESF Lever 2.1	August 2022 - May 2023	ALL	Campus participation	R1 - celebrate monthly potlucks R2 - Continue the potlucks, Popcorn Fridays, and routine snack carts R3 - completed the year with Teacher Appreciation Week.	

House an SRO and Behavior Specialist on campus to foster positive relationships with parents, teachers, and students.	Human Resources; SPED department	Campus personnel ESF Lever 3.1	August 2022 - May 2023	ALL		R1 - Both the SRO and the Behavior Specialist were hired for the 2022-2023 school year R2 - we lost our SRO to middle school and hired Officer Childress.	
---	----------------------------------	-----------------------------------	------------------------	-----	--	--	--

✓ =Accomplished	C =Considerable	S =Some Progress	N =No Progress	X =Discontinue
-----------------	-----------------	------------------	----------------	----------------

Goal: 3				LEISD will 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 Little Elm ISD.			
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
Create Twitter and Facebook social media accounts	Campus personnel	Social media, website	August 2022 - May 2023	ALL	Creating the accounts	R1 - Completed the creation of both Twitter and Facebook accounts	

Post to Facebook platform a minimum of 2 times per week with important school news and highlighting accomplishments of students.	Campus Personnel	Social media, website	August 2022 - May 2023	ALL	Facebook posts	R1 - this has been delegated to a staff person to keep our families updated through our social media sites R2 - continued R3 - We did not reach our goal of 2 posts per week.	
--	------------------	-----------------------	------------------------	-----	----------------	---	--

✓ =Accomplished	C =Considerable	S =Some Progress	N =No Progress	X =Discontinue
-----------------	-----------------	------------------	----------------	----------------

Goal: 3				LEISD will recruit, recognize, and retain high quality and effective personnel to support student success at every level.			
Objective 3.3				Strengthen relationships between the Human Resource department and campus personnel through the following activities in order to increase retention in LEISD			
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 <i>Review 1 - Campus (Oct), DEIC (Nov)</i> <i>Review 2 - Campus (Feb), DEIC (March)</i> <i>Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3	Supported by State or Federal Funds

Participate in district initiated Teacher Mentor Program	Human Resources; Campus administration	District office ESF Lever 2.1	May 2022 - May 2023	New teachers	Retention	R1 - Each new teacher and new staff person to the district has a mentor. I attended the event at the beginning of the year at the district office. R2 - continued R3 - New teachers expressed the need for more regular meetings with their mentor as well as practical sessions early on, like how to enter grades into Focus, where to find lesson plans, etc.	
Hackberry will create an All Star Profile to guide us in hiring along with interview questions, look fors, and evaluate our hiring proess.	Campus Administration, CIP Committee	Campus staff	March - May 2023		Retention; increased student achievement	R1 - not yet R2 - created March 2023; began at Learning for Leaders and completed through campus collaboration R3 - We revised our Interview template to include a rating scale and a list of look-fors. We continued to use a team approach for collaboration purposes for hire.	

✓ =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				Provide laser-focused customer service and training for campus and departments.			
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 <i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i> #1 #2 #3	Supported by State or Federal Funds
No campus goals							
√ =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 <i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i>	Supported by State or Federal Funds

No campus goals							

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

LEISD 2022-2023 Professional Development Calendar -- Days Designation
Elementary Campuses

July 25	July 26	July 27	July 28	July 29
New Teacher	New Teacher	New Teacher	New Teacher	New Teacher

August 1	August 2	August 3	August 4	August 5	August 8	August 9
Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off

August 10	September 2	September 6	October 11	October 12	October 13	October 14
Fall Kick Off	District	Campus	Professional Learning Exchange Day	Professional Learning Exchange Day	District	Campus

November 21	November 22	December 16	January 2	January 3	February 17	February 20	May 22
Professional Learning Exchange Day (District Closed)	Professional Learning Exchange Day (District Closed)	Teacher Workday	Campus	District	District Assessment Training	Campus	Teacher Workday

Secondary Campuses

July 25	July 26	July 27	July 28	July 29
New Teacher	New Teacher	New Teacher	New Teacher	New Teacher

August 1	August 2	August 3	August 4	August 5	August 8	August 9
Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off	Fall Kick Off

August 10	September 2	September 6	October 11	October 12	October 13	October 14
Fall Kick Off	District	Campus	Professional Learning Exchange Day	Professional Learning Exchange Day	District	Campus

November 21	November 22	December 16	January 2	January 3	February 17	February 20	May 22
Professional Learning Exchange Day (District Closed)	Professional Learning Exchange Day (District Closed)	Teacher Workday	Campus	District	District Assessment Training	Campus	Teacher Workday

[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
<u>Scope of Assignment for SRO's in Little Elm ISD</u> • 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,	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

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 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. • <u>The SRO shall not act as a school disciplinarian.</u> 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: DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL MEMBERS 2022-2023

Committee Member	Role	School	Term Year
Chris Brown	Teacher	Little Elm High School	
Rotisha Brown	Paraprofessional	Little Elm High School	
	Parent	Little Elm High School	
David Priddy	Community Member	Little Elm High School	
Jeani Gonzalez	Teacher	Strike Middle School	
Danielle Southworth	Paraprofessional	Strike Middle School	
Lori Reeves	Parent	Strike Middle School	
Everitt Diaz	Community Member	Strike Middle School	
Crystal young	Teacher	Walker Middle School	
Wendy Argentine	Paraprofessional	Walker Middle School	
Misty Madison	Parent	Walker Middle School	
Linda Janssen	Community Member	Walker Middle School	
Latrice Garner	Teacher	Prestwick Elementary	
Aisha Pouncil	Paraprofessional	Prestwick Elementary	
Jill Molkentine	Parent	Prestwick Elementary	
Linda Adams	Community Member	Prestwick Elementary	
Damian Groves	Teacher	Brent Elementary	
Malinda Wheeler	Paraprofessional	Brent Elementary	
Mindy Bauermeister	Parent	Brent Elementary	
Gerranda Brooks-Smith	Community Member	Brent Elementary	
Heather Kremer	Teacher	Chavez Elementary	
Shane Roberson	Paraprofessional		

Monica Neubaur	Parent	Chavez Elementary	
Dominique Johnson	Community Member	Chavez Elementary	
Kelli Martin	Teacher	Hackberry Elementary	
Olivia Brinlee	Paraprofessional	Hackberry Elementary	
Melissa Howland	Parent	Hackberry Elementary	
Jan MacDougal	Community Member	Hackberry Elementary	
Amanda Miller	Teacher	Lakeview Elementary	
Jody Williams	Paraprofessional	Lakeview Elementary	
Jackie Kopsa	Parent	Lakeview Elementary	
Melissa Carrier	Community Member	Lakeview Elementary	
Eileen Horton	Teacher	Oak Point Elementary	
Christy Vanderhoff	Paraprofessional	Oak Point Elementary	
	Parent	Oak Point Elementary	
Linda Janssen	Community Member	Oak Point Elementary	
Alex Sibley	Teacher	Zellars	

