

Eagle Mountain-Saginaw Independent School District

Eagle Mountain Elementary

2024-2025 Campus Improvement Plan



Mission Statement

Build Positive Relationships

Inspire Learning &

Create a Culture of Respect

Vision

We envision every student learning to their full potential. We will foster relationships based on trust and respect. We will prepare and motivate our students by instilling in them critical thinking skills, a global perspective, and a desire to achieve excellence.

Value Statement

We value each and every student that walks through the doors of Eagle Mountain Elementary! We want EVERY student to feel:

Welcomed, Valued, Supported, Nurtured, Challenged, and Loved.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Eagle Mountain Elementary (220918102) is a Kindergarten – 5th Grade campus in the Eagle Mountain Saginaw Independent School District and is located in unincorporated Tarrant County at 9700 Morris Dido Newark Rd., Fort Worth, TX 76179.

Student:

Eagle Mountain has a total current enrollment of 518.

Mobility Rate 10.9%

The student population is ethnically represented by:

- 5.6 % African American
- 22 % Hispanic
- 66.5 % White
- Less than 1%, Pacific Islander, American Indian
- Asian 2.6%
- 2.5% Two or More races
- 19 % of the student population is economically disadvantaged
- 4.6% are English Language Learners (ELL)
- 34.3 % are identified as at risk
- 10.9 % Gifted and Talented (GT) program
- 15.6 % Special Education (SPED)

Staff:

Average of 13 years of experience with 11 years with EMS ISD

- 1 Principal
- 1 Assistant Principal
- 1 Counselor
- 1 Registered Nurse
- 1 Librarian
- 1 Physical Education Teacher
- 1 Fine Arts Teacher (Music / Art)
- 26 General Education Teachers
- 6 Special Education Teachers (3- CM / Resource, 2-Structured Instruction Classroom, 1 ACES Instruction Classroom)
- 1 Literacy Specialist

- 1 Math Specialist
- 2 Gen. ED Instructional Paraprofessionals (Computer & Physical Education)
- 7 SPED Instructional Paraprofessionals (2- CM / Resource, 4- Structured Instruction Classroom. 1 - Achievement, Character, & Essential Skills "ACES")
- 3 Non-Instructional Paraprofessionals (1-Secretary, 1-PEIMS / Attendance, & 1 General Office Aide / Receptionist)
- 1 Dyslexia Therapist
- 1 Gifted / Talented Teacher
- 1 Speech Therapist
- 1 Diagnostician

Instructional Programs / Services:

- Gifted / Talented
- ESL
- Special Education Content Mastery
- Special Education Resource
- Special Education Structured Instruction Classroom
- Special Education Achievement, Character, & Essential Skills "ACES"
- Special Education Speech Therapy
- Dyslexia Services
- Literacy Interventionist
- Math Interventionist
- Part-time Reading Coach

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability data

Goals

Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a supportive environment, setting high expectations, and promoting student involvement to ensure each student achieves academic mastery and is well prepared for future success. Central to this commitment is our proactive approach to monitoring and responding to student needs. We recognize that each student is unique and has diverse learning requirements, and it is our responsibility to foster an environment that supports their success.

Performance Objective 1: By the end of the 2024-2025 school year, 100% of K-2 students will show 1 year academic growth as measured by mClass.

Evaluation Data Sources: mClass,
 MAP
 BAS
 Walkthroughs
 PLC
 Care Team Meetings (MTSS)

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of mClass grant across all grades K-2.</p> <p>Strategy's Expected Result/Impact: Increase in student yearly growth</p> <p>Staff Responsible for Monitoring: teachers, reading interventionists, reading coach, administrators</p> <p>TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement Word Study across grades K-2 with fidelity.</p> <p>Strategy's Expected Result/Impact: Increase in students overall performance in phonemic awareness and growth toward grade level expectations.</p> <p>Staff Responsible for Monitoring: Teachers, Reading Interventionists, Reading Coaches, Administrators</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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Performance Objective 2: By the end of the 2024-2025 school year increase the percentage of students in 3rd, 4th, and 5th-grade meeting grade-level standards on the state assessment in Reading (3-5), Math (3-5), and Science (5) by 20%.

Evaluation Data Sources: Walk through feedback
 Observations
 PLCs
 Grade Level DCAs
 STAAR Interim
 STAAR Assessment

Strategy 1 Details	Reviews			
<p>Strategy 1: At Eagle Mountain Elementary 100% of classroom teachers in Kindergarten -5th Grade will utilize Student Data Folders "Flight Book" and conduct (minimum) 3-week conferences with students to monitor and update their progress. Teachers will communicate with parents about goals and where they can be found one time per nine weeks to involve parents in monitoring student progress.</p> <p>Strategy's Expected Result/Impact: Student accountability and ownership of learning and growth.</p> <p>Staff Responsible for Monitoring: Teacher, Administrators</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct biweekly grade-level PLC meetings focused on student data, instructional internalization, and / or tiered interventions.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement and growth</p> <p>Staff Responsible for Monitoring: Teachers, Interventionists, Coaches, and Administrators</p>	Formative			Summative
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Performance Objective 3: By the end of the 24-25 school year, all students in grades K-5 will meet growth measures in the areas of reading and math as measured by grade level assessments.

Evaluation Data Sources: Mclass, MAP, Interim Assessments and STAAR Assessments

Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.

Performance Objective 1: 100% of Eagle Mountain Elementary teachers & staff will be proficient planning for and supporting instructional practices throughout the year that focus on measuring individual student growth resulting in improved student outcomes on state and district summative assessments.

Evaluation Data Sources: Walk-throughs

mClass

MAP

STAAR Interim

STAAR Assessment

Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.

Performance Objective 2: EME will plan for and support instructional practices throughout the year that focus on measuring individual student growth resulting in improved student outcomes on state and district summative assessments.

Evaluation Data Sources: mClass, Map, STAAR, Interim Assessments, DCAs

Goal 3: EXCELLENCE IN ACADEMICS RECRUITMENT and RETENTION of QUALITY STAFF: EMS ISD will recruit and employ highly effective people that hold values and characteristics that are aligned with the district mission. This culture of excellence includes those who are committed, coachable, and possess a growth mindset.

Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will ensure opportunities for students, staff, families, and community members to learn and be empowered to implement and contribute to a safe and supportive environment that promotes personal and social development and fosters student learning.

Performance Objective 1: During the 2024-2025 school year, EME will increase partnerships with the school and home through a variety of events.

Evaluation Data Sources: Howdy Dinner, Meet the teacher, Open House (academic nights)

Goal 5: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will provide diversified and developmentally appropriate learning opportunities with the purpose of equipping staff and students with the necessary skills for personal and social development, ensuring a supportive learning experience where everyone can thrive.

Performance Objective 1: Eagle Mountain Elementary will provide students with social & emotional learning opportunities which are taught through the SEL Curriculum and reinforced through the PBIS Rewards System to equip students with necessary skills for personal and social development.

Evaluation Data Sources: XSEL Data, PBIS data, Office Referrals

Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.

Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

Performance Objective 1: During the 24-25 school year, all teachers will implement an evidenced based tiered system of behavior support to meet the behavioral needs of students.

Evaluation Data Sources: referrals, PBIS data, SSA data collection

Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

Performance Objective 2: 100% of students and staff will implement school wide behavior expectations in the classrooms and common areas.

Evaluation Data Sources: office referrals, PBIS Rewards points earned, positive office referrals

Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

Performance Objective 3: Eagle Mountain Elementary will foster a culture of understanding and communication regarding educational opportunities for students, staff and parents as measured by campus surveys and participation rate

Evaluation Data Sources: Campus and District Surveys, Goal Folders

Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will implement processes to systematically communicate and provide access to a variety of opportunities to engage all students and stakeholders. This is prioritized by student choice in a manner that respects learning styles, interests and individuality, allowing all voices to be heard.

Performance Objective 1: Eagle Mountain Elementary Student attendance will be at least at 96% at the end of the 24-25 school year.

Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will implement processes to systematically communicate and provide access to a variety of opportunities to engage all students and stakeholders. This is prioritized by student choice in a manner that respects learning styles, interests and individuality, allowing all voices to be heard.

Performance Objective 2: Eagle Mountain Elementary will foster a culture of student voice and choice by actively involving students in leadership roles both campus wide through Student Council opportunities.

Evaluation Data Sources: student surveys, student volunteer opportunities, campus job responsibilities.

Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will foster a workplace culture where staff members feel valued and respected. This culture encourages collaboration, open communication, and mutual trust amongst staff members and leadership.

Performance Objective 1: Eagle Mountain Elementary will increase staff satisfaction and morale by fostering a positive work environment in which 100% of the staff report feeling valued and supported.

Evaluation Data Sources: Sunshine Committee, Team Building Opportunities, Teacher of the Month

Goal 10: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will provide resources and opportunity for all staff to engage in purposeful professional learning aligned with the districts strategic goals. This will enable educators to drive their own learning, identify areas for improvement, and access relevant learning experiences that align with their personal career aspirations and district's objectives.

Performance Objective 1: During the 2024-2025 school year, 100% of professional staff will be provided professional training to increase their capacity to improve student classroom discussions to provide a rigorous learning for all students.

Evaluation Data Sources: MAP, DCA, Interim Assessments, STAAR, Fundamental 5

Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT: EMS ISD will actively listen to families and acknowledge their diverse needs in order to foster a culture of authentic family engagement that makes families feel heard, respected, and valued.

Goal 12: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization. By creating standardized guidance documents to align processes for clear understanding of expectations.

Goal 13: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization by developing and maintaining a centralized information warehouse.

Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and trainings.

Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.

Performance Objective 1: 100% of all campus employees will follow the campus and district protocols/plan to ensure a safe and secure environment.

Evaluation Data Sources: Drills, CRAZE training