

Eagle Mountain-Saginaw Independent School District
Greenfield Elementary
2024-2025 Campus Improvement Plan



Mission Statement

Encourage a life-long passion for learning through collaboration, communication, and a supportive environment.

Vision

The vision of Greenfield Elementary is to create a safe environment where every student can engage in challenging, integrated, and collaborative learning in order to become respectful, resourceful and responsible citizens.

Motto

Striving for the best, we rise above the rest.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Student Total	612	100%
Early Education Grade	1	0.16%
Pre-Kindergarten Grade	17	2.78%
Kindergarten Grade	81	13.24%
1st Grade	90	14.71%
2nd Grade	90	14.71%
3rd Grade	126	20.59%
4th Grade	101	16.50%
5th Grade	106	17.32%

Gender		
Female	293	47.88%
Male	319	52.12%
Ethnicity		
Hispanic-Latino	234	38.24%
Race		
American Indian - Alaskan Native	1	0.16%
Asian	16	2.61%
Black - African American	96	15.69%
Native Hawaiian - Pacific Islander	2	0.33%
White	213	34.80%
Two-or-More	50	8.17%

Economic Disadvantage		
Economic Disadvantage Total	297	48.53%
Free Meals	244	39.87%
Reduced-Price Meals	49	8.01%
Other Economic Disadvantage	4	0.65%

Goals

Goal 1: 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 students will meet or exceed growth measures.

High Priority

Evaluation Data Sources: mClass, DCA's, MAP testing, interim assessments

Goal 1: 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: By the end of the 2024-2025 school year, 100% of students will make a year's worth of progress on mlass or Lexile on NWEA MAP score.

Evaluation Data Sources: mClass and NWEA data

Goal 2: 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.

Performance Objective 1: Greenfield will retain at least 80% of it's staff from the 24-25 school year

High Priority

Evaluation Data Sources: Staff survey's, district survey's, and EOY staff retention numbers.

Goal 3: 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: Staff will be empowered with the necessary skills needed to ensure students are well-rounded and making growth. Students will have the necessary skills to self-advocate and build agency.

Evaluation Data Sources: Track the number of diversified and developmentally appropriate training sessions provided to staff. Collect feedback through surveys to assess the effectiveness of these sessions in equipping staff with the skills needed for personal and social development. We will monitor indicators such as student attendance, disciplinary incidents, and participation in social and emotional learning (SEL) activities and metrics utilizing the PBIS rewards app. There should be a continued decrease in negative behaviors and an increase in positive social interactions would suggest that the learning opportunities are effective.

Goal 4: 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: Teachers and students will have the tools necessary to build capacity in their own skills

Evaluation Data Sources: We will conduct periodic audits of communication channels (e.g., newsletters, meetings, announcements) to assess how well opportunities are being communicated. We will review the clarity, accessibility, and reach of communications to ensure everyone has the information they need.

Goal 5: 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.

Goal 6: 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.

Performance Objective 1: We will create a system in which parents and stakeholders feel heard and welcomed. We will model The Gator Way during each interaction with parents and stakeholders.

Evaluation Data Sources: We will have a fully implemented campus hub that is utilized by all staff members.

Goal 7: 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.

Performance Objective 1: We have operationalized systems and processes to ensure we are aligned as a campus.

Evaluation Data Sources: minute by minutes plans, PLC and care team protocols are implemented and followed, master planning document, Campus hub, learning walks, and

aligned grade level newsletters.

Goal 8: 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.

Performance Objective 1: We will have a centrally localized hub to house our campus events, data, campus resources, and other instructional materials and tools

Evaluation Data Sources: We will have a fully implemented campus hub that is utilized by all staff members.

Goal 9: 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.

Performance Objective 1: We will create a safe and inviting environment for students, staff, and stakeholders. We will ensure all staff in trained and competent in behavior intervention strategies. By the end of the 2024-2025 school year, student discipline referrals campus wide will decrease 10% through increased participation of SEL activities, mentor program, and campus-wide behavior initiatives

Evaluation Data Sources: Reduction in office referrals that result in after school detention, ISS, or OSS. Increased positive response to PBIS and campus rewards.

Goal 10: 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: Improve safety and emergency protocols through a focus on training and drills.

Evaluation Data Sources: Increase drip response and proficiency among staff. Orderly daily campus operations and systems.