

# **Eagle Mountain-Saginaw Independent School District**

## **Lake Country Elementary**

### **2024-2025 Campus Improvement Plan**

**Accountability Rating: B**



# Mission Statement

Adopted by LCES Faculty and Staff on August 2023

**One Lion Pride - Striving for Excellence**

## Vision

**EMS ISD Aspire 2025**

Excellence in Academics

1. Teaching and Learning
2. Recruitment and Retention of Quality Staff
3. Social/Emotional Support

Excellence in Personalized Opportunities

1. Student Engagement
2. Staff Engagement
3. Family Engagement

Excellence in Organizational Improvement

1. Systems Thinking
2. Safety and Security

# Core Beliefs

Adopted by LCES Faculty and Staff on August 13, 2021

1. Every student is a unique individual with unique abilities.
2. Mutual respect and kindness are essential to a successful culture for our Pride.
3. Focus on the whole child and their social-emotional and academic needs.
4. A safe and limitless environment results in a high-quality education.
5. Education is a team effort between students, staff, and families.
6. Effective and respectful communication and collaboration are keys to success.
  7. Engaged students learn more effectively.
  8. Mistakes are new learning opportunities.
9. We are committed to our students and each other.

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# Comprehensive Needs Assessment

## Needs Assessment Overview

### Needs Assessment Overview Summary

[CNA Summary, Priorities and Action Steps.pdf](#)

# Demographics

## Demographics Summary

### LCES 2021/22 to 2023/24 Demographic Data

	2021-22	2022-23	2023-24 (as of 4/18/24)	22/23 to 23/24 Change (Projected 24/25)
<b>Total Enrollment</b>	690	679	699 (688)	<b>+20</b> (702)
EE	3	7	6 (6)	<b>-1</b>
PreK	41	19	22 (21)	<b>+3</b> (27)
Kindergarten	96	91	92 (90)	<b>+1</b> (99)
1 <sup>st</sup> Grade	92	95	101 (99)	<b>+6</b> (102)
2 <sup>nd</sup> Grade	122	104	106 (108)	<b>+2</b> (101)
3 <sup>rd</sup> Grade	114	125	107 (106)	<b>-18</b> (114)
4 <sup>th</sup> Grade	121	119	133 (130)	<b>+14</b> (117)
5 <sup>th</sup> Grade	101	119	132 (134)	<b>+13</b> (142)
<b>Ethnicity/Race</b>				
White	350-51%	340-50%	328-47%	<b>-12</b>
Hispanic	219-32%	219-32%	228-33%	<b>+9</b>
Black-African American	65-9%	73-11%	99-14%	<b>+26</b>
Asian	14-2%	12-2%	12-2%	<b>+0</b>
Two or More	40-6%	35-5%	32-5%	<b>-3</b>
<b>Special Programs</b>				
Dyslexia	29-4%	41-6%	49-7%	<b>+8</b>
Gifted & Talented	41-6%	48-7%	48-7%	<b>+0</b>
Special Education	73-11%	95-14%	123-18%	<b>+28</b>
504	48-7%	42-6%	37-5%	<b>-5</b>
Emergent Bilingual EB	46-7%	46-7%	53-8%	<b>+7</b>
<b>Student Indicators</b>				
At Risk	280-41%	335-49%	349-50%	<b>+14</b>
Intervention	53-8%	117-17%	82-12%	<b>-35</b>

	2021-22	2022-23	2023-24 (as of 4/18/24)	22/23 to 23/24 Change (Projected 24/25)
Homeless	4-1%	0-0%	5-1%	+5
Economically Disadvantaged	198-29%	215-32%	266-38%	+51
Military Connected	76-11%	77-11%	95-14%	+18
Transfer	7-1%	11-2%	10-1%	-1
<b>Special Education Indicator</b>				
Learning Disabled	14-19%	36-38%	36-29%	+0
Speech Impaired	27-37%	36-38%	41-33%	+5
Emotionally Disturbed	9-12%	12-13%	8-7%	-4
Autistic	7-10%	12-13%	16-13%	+4
Intellectually Disabled	7-10%	8-8%	7-6%	-1
Other Health Impaired	9-12%	7-7%	13-11%	+6
<b>SpEd Instructional Setting</b>				
Resource	29-40%	45-47%	61-50%	+16
Speech only	28-38%	36-37%	39-32%	+3
Self Contained	9-12%	11-12%	15-12%	+4
Mainstream	7-10%	3-3%	8-6%	+5
<b>Staff</b>				
Administrative Support	9-15%	13-18%	13-18%	+0
Teachers	42-69%	44-62%	44-62%	+0
Educational Aide	10-16%	14-20%	14-20%	+0
<b>Attendance Rate</b>				
Campus Attendance Rate	93.32%	95.18%	95.33% (S1)	+0.15 (Goal 95.5%)



# Student Achievement

## Student Achievement Summary

### LCES 2023-24 Academic Data

Kindergarten Reading	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
2024 BAS	5%	15%	40%	40%
Goal				
MOY	20%	0%	46%	34%
EOY	11%	5%	22%	62%
2024 mClass Goal	10%	15%	40%	35%
BOY	25%	18%	26%	31%
MOY	12%	16%	36%	36%
EOY	8%	15%	32%	45%

Kindergarten Math Number Sense	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
2024 Goal	5%	15%	50%	30%
BOY	0%	0%	3%	97%
MOY	0%	0%	3%	97%
EOY	5%	3%	1%	91%

1st Grade Reading	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
EOY 2023	14%	8%	26%	53%
2024 BAS Goal	5%	10%	45%	40%

1st Grade Reading	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
BOY	22%	9%	30%	39%
MOY	34%	7%	6%	53%
<b>EOY 2024</b>	<b>32%</b>	<b>6%</b>	<b>10%</b>	<b>50%</b>
EOY 2023	15%	18%	41%	26%
<b>mClass Goal</b>	<b>5%</b>	<b>10%</b>	<b>40%</b>	<b>45%</b>
BOY	16%	19%	34%	31%
MOY	35%	10%	34%	21%
<b>EOY 2024</b>	<b>15%</b>	<b>13%</b>	<b>28%</b>	<b>44%</b>

First Grade Math Number Sense	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
EOY 2023	13%	23%	21%	43%
<b>2024 Goal</b>	<b>5%</b>	<b>5%</b>	<b>40%</b>	<b>50%</b>
BOY	32%	18%	11%	39%
MOY	21%	11%	11%	56%
<b>EOY 2024</b>	<b>14%</b>	<b>11%</b>	<b>8%</b>	<b>66%</b>

2nd Grade Grade Reading	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
EOY 2023	41%	12%	7%	40%
<b>2024 BAS Goal</b>	<b>20%</b>	<b>20%</b>	<b>20%</b>	<b>40%</b>
BOY	37%	10%	17%	35%
MOY	35%	10%	11%	44%
<b>EOY 2024</b>	<b>34%</b>	<b>8%</b>	<b>13%</b>	<b>45%</b>
EOY 2023	20%	23%	28%	29%
<b>mClass Goal</b>	<b>12%</b>	<b>15%</b>	<b>38%</b>	<b>35%</b>

2nd Grade Grade Reading	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
BOY	29%	18%	26%	27%
MOY	31%	19%	29%	21%
<b>EOY 2024</b>	<b>20%</b>	<b>20%</b>	<b>31%</b>	<b>29%</b>

2nd Grade Math Number Sense	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
EOY 2023	17%	9%	11%	54%
2024 Goal	<b>10%</b>	<b>10%</b>	<b>20%</b>	<b>60%</b>
BOY	31%	28%	18%	23%
MOY	24%	28%	30%	17%
<b>EOY 2024</b>	<b>13%</b>	<b>24%</b>	<b>32%</b>	<b>33%</b>

3rd Grade Reading STAAR	Below	Approaches	Meets	Masters
EOY 2023 mCI	26%	10%	30%	34%
EOY 2023 BAS	26%	8%	13%	53%
<b>2024 Goal</b>	<b>15%</b>	<b>85%</b>	<b>60%</b>	<b>25%</b>
DCA 1	41%	59%	35%	7%
Fall Interim	35%	66%	52%	36%
DCA 2	35%	65%	32%	23%
Poetry	47%	53%	28%	10%
DCA 3	22%	78%	39%	21%
<b>Spring Interim</b>	<b>27%</b>	<b>73%</b>	<b>63%</b>	<b>40%</b>
<b>STAAR 2024</b>	<b>23%</b>	<b>77%</b>	<b>56%</b>	<b>23%</b>

3rd Grade Math STAAR	Below	Approaches	Meets	Masters
EOY 2023	17%	NA	83%	61%

3rd Grade Math STAAR	Below	Approaches	Meets	Masters
<b>2024 Goal</b>	<b>20%</b>	<b>80%</b>	<b>50%</b>	<b>20%</b>
DCA 1	16%	84%	66%	39%
Fall Interim	39%	61%	46%	29%
DCA 2	19%	81%	54%	29%
DCA 3	13%	87%	59%	49%
<b>Spring Interim</b>	<b>27%</b>	<b>73%</b>	<b>61%</b>	<b>28%</b>
<b>DCA 4</b>	<b>14%</b>	<b>86%</b>	<b>51%</b>	<b>39%</b>
<b>STAAR 2024</b>	<b>33%</b>	<b>67%</b>	<b>40%</b>	<b>11%</b>

4th Grade Reading STAAR	Below	Approaches	Meets	Masters
STAAR 2023	23%	77%	52%	20%
<b>2024 Goal</b>	<b>15%</b>	<b>85%</b>	<b>60%</b>	<b>25%</b>
DCA 1	46%	54%	31%	13%
Fall Interim	34%	66%	57%	40%
DCA 2	35%	65%	27%	18%
Poetry	33%	67%	50%	22%
DCA 3	38%	62%	26%	14%
<b>Spring Interim</b>	<b>34%</b>	<b>66%</b>	<b>58%</b>	<b>38%</b>
<b>STAAR 2024</b>	<b>16%</b>	<b>84%</b>	<b>52%</b>	<b>23%</b>

4th Grade Math STAAR	Below	Approaches	Meets	Masters
STAAR 2023	27%	73%	37%	14%
<b>2024 Goal</b>	<b>20%</b>	<b>80%</b>	<b>50%</b>	<b>20%</b>
DCA 1	18%	82%	50%	41%
Fall Interim	41%	59%	50%	28%
DCA 2	31%	69%	33%	23%
DCA 3	19%	81%	60%	39%
<b>Spring Interim</b>	<b>40%</b>	<b>60%</b>	<b>53%</b>	<b>39%</b>

4th Grade Math STAAR	Below	Approaches	Meets	Masters
DCA 4	12%	88%	66%	44%
STAAR 2024	38%	62%	40%	16%

5th Grade Reading STAAR	Below	Approaches	Meets	Masters
STAAR 2023	17%	83%	49%	25%
2024 Goal	15%	85%	60%	30%
DCA 1	61%	39%	17%	6%
Fall Interim	37%	63%	47%	37%
DCA 2	30%	70%	38%	15%
DCA Opt Poetry	24%	76%	64%	30%
DCA 3	20%	80%	55%	38%
Spring Interim	23%	77%	64%	45%
STAAR 2024	25%	75%	49%	23%

5th Grade Math STAAR	Below	Approaches	Meets	Masters
STAAR 2023	30%	70%	48%	20%
2024 Goal	15%	85%	60%	25%
DCA 1	19%	81%	64%	35%
Fall Interim	41%	59%	42%	27%
DCA 2	17%	83%	62%	35%
DCA 3	25%	75%	45%	24%
Spring Interim	34%	66%	53%	26%
DCA 4	29%	71%	52%	29%
STAAR 2024	36%	64%	40%	9%

5th Grade Science STAAR	Below	Approaches	Meets	Masters
STAAR 2024	59%	41%	16%	3%

### **Student Achievement Strengths**

Student Reading scores improved across all grade levels. Utilizing flexible grouping and mClass progress monitoring and tutoring showed great improvements for students in grades Kindergarten - 2nd.

### **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** 5th Grade Science Scores decreased significantly from 2023 to 2024 **Root Cause:** Change in test format that included SCRs.





# Priority Problem Statements

# Goals

**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** Lake Country Elementary School 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:** 100% of our students in Kindergarten through 2nd grade will make 1 year of academic growth in reading as measured by mClass (BOY to EOY).

**Evaluation Data Sources:** include but not limited to:  
NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, TELPAS, and IEP progress.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher will regularly collaborate with ELAR instructional specialists, EC-2 Literacy Coach and content facilitator in Grade Level PLCs to analyze student data in relation to learning standards and instructional strategies to assure all students receive high quality instruction and are challenged at appropriate levels. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their reading skills <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students identified as not making adequate academic progress will receive support through differentiated mClass tutoring (Flex Grouping), RTI Tier 2 and RTI Tier 3, 504 and IEP plans. <b>Strategy's Expected Result/Impact:</b> Achievement gaps will close due to targeted interventions. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists 504 Coordinator Special Education Lead Teacher	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** Lake Country Elementary School 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 2:** 100% of our students in Kindergarten through 2nd grade will make 1 year of academic growth in mathematics as measured by MAPGrowth.

**Evaluation Data Sources:** include but not limited to:  
NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, TELPAS, and IEP progress.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher will regularly collaborate with math instructional specialists and content facilitator in Grade Level PLCs to analyze student data in relation to learning standards and instructional strategies to assure all students receive high quality instruction and are challenged at appropriate levels. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their math skills. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students identified as not making adequate academic progress will receive support through MTSS via Care Team meetings for RTI Tier 2 and 3, 504 plans and IEP plans. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their math skills. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists 504 Coordinator Special Education Lead Teacher	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** Lake Country Elementary School 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 3:** 55% of our students in 3rd, 4th and 5th grade will score "Meets" in reading as measured by STAAR.

**Evaluation Data Sources:** include but not limited to:

NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, STAAR, STAAR ALT 2, TELPAS, and IEP progress.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher will regularly collaborate with ELAR instructional specialists and content facilitator in Grade Level PLCs to analyze student data in relation to learning standards and instructional strategies to assure all students receive high quality instruction and are challenged at appropriate levels. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their reading skills <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students identified as not making adequate academic progress will receive support through MTSS via Care Team meetings for RTI Tier 2 and 3, 504 plans and IEP plans. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their reading skills <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists 504 Coordinator Special Education Lead Teacher	Formative			Summative
	Dec	Feb	Apr	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** Lake Country Elementary School 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 4:** 45% of our students in 3rd, 4th and 5th grade will score "Meets" in mathematics as measured by STAAR.

**Evaluation Data Sources:** include but not limited to:

NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, STAAR, STAAR ALT 2, TELPAS, and IEP progress.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher will regularly collaborate with math instructional specialists and content facilitator in Grade Level PLCs to analyze student data in relation to learning standards and instructional strategies to assure all students receive high quality instruction and are challenged at appropriate levels. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their math skills. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students identified as not making adequate academic progress will receive support through MTSS via Care Team meetings for RTI Tier 2 and 3, 504 plans and IEP plans. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year in their math skills. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches Special Education Teachers	Formative			Summative
	Dec	Feb	Apr	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** Lake Country Elementary School 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 5:** 30% of our students in 5th grade will score "Meets" in science as measured by STAAR.

**Evaluation Data Sources:** include but not limited to:

NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, STAAR, STAAR ALT 2, TELPAS, and IEP progress.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Science teacher will regularly collaborate with science content facilitator in Grade Level PLCs to analyze student data in relation to learning standards and instructional strategies to assure all students receive high quality instruction and are challenged at appropriate levels. <b>Strategy's Expected Result/Impact:</b> Improved science scores on DCAs and STAAR <b>Staff Responsible for Monitoring:</b> Campus Administration Content Facilitator	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> LCES will progress monitor Science DCA data for Kindergarten - 5th Grade and target areas identified in need.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Feature a Science Academic Vocabulary Word of the Week on Daily Announcements.	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** Lake Country Elementary School 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:** Lake Country ES 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:** include but not limited to:

NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, STAAR, STAAR ALT 2, TELPAS, and IEP progress.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Data PLCs will be held after all district assessments to analyze results and identify strength and areas of growth. <b>Strategy's Expected Result/Impact:</b> Areas of growth will be identified timely to adjust instruction and impact learning gaps. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All students will have a data folders to set academic goals and track their progress towards those goals. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year academically and develop a growth mindset. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
<div> <div>  0% No Progress </div> <div>  100% Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

**Goal 3: EXCELLENCE IN ACADEMICS RECRUITMENT of QUALITY STAFF:** Lake Country Elementary School 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:** Lake Country ES will utilize hiring committees to interview and make employment recommendation decisions.

Strategy 1 Details	Reviews			
Strategy 1: Lake Country ES will utilize hiring committees to interview and make employment recommendation decisions.	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

**Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT:** Lake Country Elementary School 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:** 100% of our campus members (staff/students) will be equipped with the resources and training necessary to contribute to a safe and supportive environment.





**Evaluation Data Sources:** Attendance Sheets, Guidance Lesson Schedule

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The Lake Country ES campus-wide House System for grades Kindergarten - 5th to build and strengthen relationships between students, staff and families. <b>Strategy's Expected Result/Impact:</b> Clear and sustainable systems will be in place for the operation of a campus-wide house system <b>Staff Responsible for Monitoring:</b> Campus Administration Campus House Leadership Team	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Lake Country ES will have Student Success Academy to provide support to students on RTI Tier 2 and Tier 3 for Behavior. Students identified as not making adequate progress in behavior through MTSS will receive additional supports through 504 plans and IEP plans. <b>Strategy's Expected Result/Impact:</b> Reduction in behavior referrals <b>Staff Responsible for Monitoring:</b> Campus Administration SSA Teacher	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 5: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT:** Lake Country Elementary School 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:** Lake Country ES 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:** Campus calendar of Lion Character weekly themes and aligned Guidance Lessons, PBIS Point Trackers

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> PBIS Rewards will have a systematic approach to reinforcing desired behaviors among students to promote a safe and orderly learning environment in which students feel supported. <b>Strategy's Expected Result/Impact:</b> Reduced discipline referrals <b>Staff Responsible for Monitoring:</b> PBIS Committee Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All teachers will utilize restorative practices including morning circle/meeting time to create a supportive, nurturing learning experience where everyone can thrive. <b>Strategy's Expected Result/Impact:</b> Stronger student staff relationships <b>Staff Responsible for Monitoring:</b> Campus administration.	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



**Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** Lake Country Elementary School 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.

**Performance Objective 1:** Lake Country ES will take steps to build student engagement and ownership of their learning journey through goal setting and progress tracking.

**Evaluation Data Sources:** Student Data Folders  
NWEA MAP Reports

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> All students will have a data folders to set academic goals and track their progress towards those goals. <b>Strategy's Expected Result/Impact:</b> All students will grow at least one year academically and develop a growth mindset. <b>Staff Responsible for Monitoring:</b> Campus Administration Interventionists Instructional Coaches		Formative			Summative
		Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>					

**Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** Lake Country Elementary School will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

**Performance Objective 1:** Lake Country ES will foster a culture of understanding and communication regarding educational opportunities for students, staff and parents as measured by campus surveys and participation rates.

**Evaluation Data Sources:** Campus surveys and participation rates

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lake Country ES will communicate educational opportunities for students, staff and parents through morning announcements and weekly newsletters. <b>Strategy's Expected Result/Impact:</b> Increased participation <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** Lake Country Elementary School will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

**Performance Objective 2:** Through the Lake Country ES House System, experienced students can model, guide and support their peers in navigating educational opportunities and making informed decisions

**Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** Lake Country Elementary School 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:** Lake Country ES will foster a culture of student voice and choice by actively involving students in leadership roles both campus wide through the House system and within each classroom.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will have opportunities to serve in leadership roles through the House System, Student Voice Committee, News Production Team, Honors Choir, Academic UIL as well as classroom jobs. <b>Strategy's Expected Result/Impact:</b> Students will have opportunities for leadership through extracurricular activities at LCES. <b>Staff Responsible for Monitoring:</b> Campus Administration Teachers	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

**Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT:** Lake Country Elementary School 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, resulting in improved retention.

**Performance Objective 1:** Lake Country ES 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:** Staff Surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monthly staff morale booster activities and games as well as seasonal activities and luncheons promotes a fun, positive work environment. <b>Strategy's Expected Result/Impact:</b> Staff report feeling valued and supported. <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Educator of the Week is selected from nominations from parents and staff weekly and celebrated on social media. <b>Strategy's Expected Result/Impact:</b> Staff report feeling valued and supported. <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Campus Leadership Team is involved in decision making giving all staff a voice on campus decisions, valuing their opinions. <b>Strategy's Expected Result/Impact:</b> Staff report feeling valued. <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT:** Lake Country Elementary School 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, resulting in improved retention.

**Performance Objective 2:** Lake Country ES will enhance collaboration and trust among staff members by implementing intentional opportunities for relationship building.

**Evaluation Data Sources:** Staff Survey

**Goal 10: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT:** Lake Country Elementary School 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:** Lake Country ES will empower educators by providing professional learning opportunities that align to individual, campus, and district goals and objectives, as measured through end-of-year summatives and evaluations.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lake Country ES will empower educators by providing professional learning opportunities that align to individual, campus, and district goals and objectives, as measured through end-of-year summatives and evaluations. <b>Strategy's Expected Result/Impact:</b> Individualized professional learning opportunities <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

**Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT:** Lake Country Elementary School 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:** Lake Country Elementary School will proactively build partnerships with families and community groups to increase the number of campus volunteers to 100 volunteers for 2024-25

**Evaluation Data Sources:** Volunteer Calendar  
Parent Surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lake Country Elementary School will actively recruit to expand the WatchDOGS and DenMOMS volunteer program. <b>Strategy's Expected Result/Impact:</b> Positive school -family - community relationships Volunteer hours to support teachers and staff <b>Staff Responsible for Monitoring:</b> Counselor Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Lake Country Elementary School will host a monthly Family Engagement Event from August-May. <b>Strategy's Expected Result/Impact:</b> Families will engage in monthly family involvement events at school to build stronger school-family relationships. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



**Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT:** Lake Country Elementary School 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 2:** Lake Country ES PTA will provide Parent and Community Involvement activities throughout the school year that connect families with school.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lake Country Elementary School will send weekly email newsletter to families and staff members to promote family events, volunteer programs and build school-family relationships. <b>Strategy's Expected Result/Impact:</b> Families and staff are well connected and informed about activities and volunteering at school. <b>Staff Responsible for Monitoring:</b> Campus Administration Counselor	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

**Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT:** Lake Country Elementary School 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 3:** Lake Country ES will communicate with and support families of students with attendance concerns so that campus attendance rate will be 95.5% or higher for the 2024-2025 school year.

**Evaluation Data Sources:** Monthly attendance reports.

**Goal 12: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** Lake Country Elementary School 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:** Lake Country ES will provide a safe and orderly learning and work environment for staff and students by providing learning opportunities each semester on the Student Code of Conduct. By May 2025, the Campus Principal or Campus Behavior Coordinator will develop and conduct two informational sessions for teachers and staff outlining components of the Student Code of Conduct.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The Campus Principal or Campus Behavior Coordinator will develop and conduct two informational sessions for teachers and staff outlining components of the Student Code of Conduct. <b>Strategy's Expected Result/Impact:</b> Increased staff knowledge of the student code of conduct. <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>				

**Goal 12: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** Lake Country Elementary School 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 2:** Lake Country ES will promote and reinforce high standards for conduct and behaviors that are conducive to a safe, collaborative environment that fosters employee retention.

**Evaluation Data Sources:** PBIS Points Trackers, Discipline Summary Reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lake Country ES will promote and reinforce high standards for conduct and behaviors that are conducive to a safe, collaborative environment that fosters employee retention. <b>Strategy's Expected Result/Impact:</b> Safe learning environment <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 13: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** Lake Country Elementary School 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:** Lake Country ES will provide a safe and orderly learning and work environment for students, staff, and visitors with a focus on behavior and safety trainings.

**Evaluation Data Sources:** Drill Logs  
PBIS Points Trackers, Discipline Summary Reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lake Country Elementary School will use of the Crisis Go protocols and Standard Response Protocols (SRP) with all staff, including substitutes and participate in safety drills at least once a month as required by state law. <b>Strategy's Expected Result/Impact:</b> Students and staff are well preparedness for emergency drills and actual emergency situations <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				