

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



Mission Statement

The **Mission of Parkview Elementary** is

to foster a **love of learning**

by providing a **safe** and **engaging environment**

for **all** students, regardless of circumstance,

to **learn** and **grow academically, emotionally, and socially**.

The mission of the Eagle Mountain-Saginaw Independent School District is to foster a culture of excellence that instills a passion for a lifetime of continuous achievement in every student.

Vision

Parkview **P**ostive **R**espectful **I**ntegrity **D**ependable **E**ncourage

Value Statement

Collective Commitments:

1. We will work collaboratively with an open mind, positive attitude, and mutual respect.
2. We will have an intentional greeting and wrap-up in our classroom each day.
3. We will look for and celebrate each other's success.
4. We will create an environment of intrinsic motivation to empower Parkview students to take responsibility for their education and become life-long learners.
5. We will foster positive and honest communication between colleagues, students, and parents.
6. We will take responsibility for our actions and be proactive in solving problems.
7. We will use collective data and District curriculum to differentiate instruction to meet the needs of all students.
8. We will assume responsibility for all students at Parkview Elementary.
9. We will value ourselves and others as we set high expectations for the Parkview community.

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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. 36

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. 38

Comprehensive Needs Assessment

Demographics

Demographics Summary

Parkview Elementary has 579 students enrolled for the 2024-2025 school year. Parkview Elementary has the following full-time staff members:

- 1 Principal
- 1 Assistant Principal
- 1 Counselor
- 1 Librarian
- 28 General Education Teachers
- 5 Special Education Teachers
- 1 Fine Arts Teacher (Music/Art)
- 1 Physical Education Teacher
- 1 Literacy Specialist
- 1 Title I Reading Coach
- 1 Math Specialist
- 1 Success Academy Teacher
- 1 Registered Nurse
- 5 Paraprofessionals (Instructional - Makerspace, Physical Education, Pre-K, SSA)
- 7 Paraprofessionals (Instructional - Special Education)
- 3 Paraprofessionals (Office)
- 1 Speech Therapist
- 1 Dyslexia Therapist

Parkview Elementary also employs the following part-time employees:

- 1 Gifted/Talented Teacher
- 1 Diagnostician
- 1 Math Coach

Parkview Elementary offers the following instructional programs and services: Gifted & Talented, ESL Content-Based, Special Education Resource, Special Education Structured Learning Environment, Special Education Speech Therapy, Dyslexia Services, Title I Reading Services, & Title I Math Services.

PARKVIEW ELEMENTARY DEMOGRAPHIC DATA 2023-2024	
African American	18%
Hispanic	37%
White	24%
American Indian or Alaskan Native	.8%
Asian	7%
Native Hawaiian or Other Pacific Islander	.1%
Multi-Racial	6%
Economically Disadvantaged	
EB	11%
Special Education	22%
Gifted & Talented	7%
At-Risk	47%
Mobility Rate	

Demographics Strengths

- Our student population continues to grow at a steady pace.
- Diversity in our student population.
- PTA membership and parent participation continues to grow.

Student Achievement

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 STAAR scores dropped significantly overall. **Root Cause:** Inconsistency and lack of certified teachers for three out of the four fifth grade classes.





Priority Problem Statements

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: 90% 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			
Strategy 1: 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. Strategy's Expected Result/Impact: All students will show at least one years growth in their reading skills. Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: 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. Strategy's Expected Result/Impact: Achievement gaps will close due to targeted interventions. Staff Responsible for Monitoring: 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: 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 2: 90% of our students in Kindergarten through 2nd grade will make 1 year of academic growth in mathematics as measured by ST Math.

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





Strategy 1 Details	Reviews			
Strategy 1: 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. Strategy's Expected Result/Impact: All students will grow at least one year in their math skills. Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: 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. Strategy's Expected Result/Impact: All students will grow at least one year in their math skills. Staff Responsible for Monitoring: Campus Administration Interventionists 504 Coordinator Special Education Lead Teacher	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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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			
Strategy 1: 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. Strategy's Expected Result/Impact: All students will grow at least one year in their reading skills Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: 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. Strategy's Expected Result/Impact: All students will grow at least one year in their reading skills Staff Responsible for Monitoring: Campus Administration Interventionists 504 Coordinator Special Education Lead Teacher	Formative			Summative
	Dec	Feb	Apr	June
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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			
Strategy 1: 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. Strategy's Expected Result/Impact: All students will grow at least one year in their math skills. Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: 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. Strategy's Expected Result/Impact: All students will grow at least one year in their math skills. Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches Special Education Teachers	Formative			Summative
	Dec	Feb	Apr	June
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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 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			
Strategy 1: 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. Strategy's Expected Result/Impact: Improved science scores on DCAs and STAAR Staff Responsible for Monitoring: Campus Administration Content Facilitator	Formative			Summative
	Dec	Feb	Apr	June
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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 Parkview Elementary teachers & staff will be proficient in 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.

- High Priority**
- Evaluation Data Sources:** Walk-through feedback
Observations
Data PLC feedback/input
Planning input
Teacher/Staff input
CARE team meeting minutes
NWEA MAP content areas, mCLASS, DCAs, interim benchmarks, STAAR, STAAR ALT 2, TELPAS, and IEP progress

Strategy 1 Details	Reviews			
Strategy 1: Data PLCs will be held after all district assessments to analyze results and identify strength and areas of growth. Strategy's Expected Result/Impact: Areas of growth will be identified timely to adjust instruction and impact learning gaps. Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: All students will have a data folders to set academic goals and track their progress towards those goals. Strategy's Expected Result/Impact: All students will grow at least one year academically and develop a growth mindset. Staff Responsible for Monitoring: 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 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.

Performance Objective 1: In order to help identify quality candidates that embody the values of EMS ISD and Parkview Elementary, PES will utilize hiring committees to interview and make employment recommendation decisions.

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

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: 100% of Parkview Elementary community members (staff/students) will be equipped with the resources and training necessary to contribute to a safe and supportive environment.

Evaluation Data Sources: Professional Learning attendance, Professional Learning agendas, Guidance Lessons

Strategy 1 Details	Reviews			
Strategy 1: Parkview will be implementing the PBIS Rewards program to build and strengthen positive relationships between students, staff and families. Strategy's Expected Result/Impact: Fewer office referral and peer conflict. Staff Responsible for Monitoring: Campus Administration Leadership Team	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Parkview Elementary 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. Strategy's Expected Result/Impact: Reduction in behavior referrals. Staff Responsible for Monitoring: Campus Administration SSA Teacher	Formative			Summative
	Dec	Feb	Apr	June
<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></div>				

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 2: Parkview Elementary will provide families with the resources and training necessary to contribute to a safe and supportive environment for students.

Evaluation Data Sources: Calendar of scheduled parent opportunities, Documentation of Attendance, Documentation of Visits to Website

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: Parkview Elementary will provide students with social & emotional learning opportunities which are reinforced through the PBIS Rewards System to equip them with necessary skills for personal and social development.

Evaluation Data Sources: Campus schedule of guidance lesson implementation
PBIS Rewards Data

Strategy 1 Details		Reviews			
Strategy 1: 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. Strategy's Expected Result/Impact: Reduced discipline referrals Staff Responsible for Monitoring: Leadership Team Campus Administration		Formative			Summative
		Dec	Feb	Apr	June
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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 2: All Parkview Elementary campus staff will be provided with learning opportunities which equip them with the necessary skills to foster personal and social development within their students.

Evaluation Data Sources: Professional Learning calendar, Professional Learning attendance

Strategy 1 Details	Reviews			
Strategy 1: All teachers will utilize an SEL program each day to create a supportive, nurturing learning experience where everyone can thrive. Strategy's Expected Result/Impact: Stronger student and staff relationships. Fewer peer conflicts. Staff Responsible for Monitoring: 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 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.

Performance Objective 1: All students PK-5 will have a data folders to set academic goals and track their progress towards those goals.

Evaluation Data Sources: Student Data Folders

Strategy 1 Details	Reviews			
Strategy 1: All students PK-5 will have a data folders to set academic goals and track their progress towards those goals. Strategy's Expected Result/Impact: All students will grow at least one year academically and develop a growth mindset. Staff Responsible for Monitoring: Campus Administration Interventionists Instructional Coaches	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 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.

Performance Objective 2: EMS ISD will enhance equitable access to and awareness of educational opportunities and resources for all students as evidenced by feedback in surveys and student voice opportunities.

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: Parkview Elementary will foster a culture of understanding and communication regarding educational opportunities as measured by district and campus surveys and participation rates.

Evaluation Data Sources: Campus Surveys

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary will communicate educational opportunities for students, staff and parents through morning announcements and newsletters. Strategy's Expected Result/Impact: Increased Participation Staff Responsible for Monitoring: 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: EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

Performance Objective 2: All students will be empowered to take ownership of their learning and personal development.

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: Opportunities for stakeholder engagement and collaborative decision-making processes will be evident in all campuses and departments.

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: Parkview Elementary will foster a culture of student voice and choice by actively involving students in decision making processes.

Evaluation Data Sources: UIL Participation Rosters
Honor Choir Roster

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: All campuses will create inclusive and accessible opportunities for engagement.

Strategy 1 Details	Reviews			
Strategy 1: Students will have opportunities to serve in leadership roles through the participation in our Musical Mavericks Honor Choir, Academic UIL as well as classroom jobs. Strategy's Expected Result/Impact: Students will have opportunities for leadership through extracurricular activities at PES. Staff Responsible for Monitoring: Campus Administration Fine Arts Teacher Campus UIL Coordinator 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: 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: Parkview Elementary will increase staff satisfaction and morale by implementing initiatives that recognize and reward staff contributions and efforts.

Evaluation Data Sources: Employee Survey

Strategy 1 Details	Reviews			
Strategy 1: Monthly staff morale booster activities and games as well as seasonal activities and luncheons promotes a fun, positive work environment. Strategy's Expected Result/Impact: Staff report feeling valued and supported. Staff Responsible for Monitoring: Campus Administration Sunshine Committee	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Campus Leadership Team will be expanded and is involved in decision making giving all staff a voice on campus decisions, valuing their opinions. Strategy's Expected Result/Impact: Staff report feeling valued and supported. Staff Responsible for Monitoring: Camus Administration Campus Leadership Team	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div></div><div>0%</div></div>No Progress</div> <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				

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 2: Parkview will enhance collaboration and trust among staff members by implementing intentional opportunities for relationship building.

Evaluation Data Sources: Employee Feedback Surveys

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: Parkview Elementary 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.

Evaluation Data Sources: End of Year Summatives & Evaluations
Professional Development Agendas

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary 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's Expected Result/Impact: Individualized Opportunities Staff Responsible for Monitoring: 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 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.

Performance Objective 1: Parkview Elementary will engage families according to interests and needs as evidenced by program participation and input.

Evaluation Data Sources: Parent Survey

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary School will actively recruit to expand the WatchDOGS volunteer program. Strategy's Expected Result/Impact: Positive school -family - community relationships Staff Responsible for Monitoring: Counselor Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Parkview Elementary School will host a monthly Family Engagement Event from August-May. Strategy's Expected Result/Impact: Families will engage in monthly family involvement events at school to build stronger school-family relationships. Staff Responsible for Monitoring: Campus Administration PTA Board	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: 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 2: Parkview Elementary will connect families with strategies and resources to support student learning opportunities at school and home.

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary will send newsletters and flyers through a variety of platforms to families and staff members to promote family events, volunteer programs and build school-family relationships. Strategy's Expected Result/Impact: Families and staff are well connected and informed about activities and volunteering at school. Increased Event participation Staff Responsible for Monitoring: 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 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: EMS ISD will develop a comprehensive set of standardized guidance documents (SGDs) by December 2025 that outline clear expectations and processes for key organizational functions and procedures. These documents should be accessible to all campuses and departments, promoting consistency and uniformity in operations.

Strategy 1 Details	Reviews			
Strategy 1: Documents will be made accessible to all stakeholders promoting consistency and uniformity in operations. Strategy's Expected Result/Impact: Clear Communication Staff Responsible for Monitoring: 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 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.

Performance Objective 2: Implement a training program by January 2026 to educate all staff members on the SGDs and their importance in aligning processes and expectations. This program should ensure that all employees have a clear understanding of the documents and can effectively apply them in their respective roles.

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.

Performance Objective 1: Parkview Elementary will utilize a Leadership Team with representation from all grade levels and departments to assure communication and efficiency across the campus.

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary will utilize a Leadership Team with representation from all grade levels and departments to assure communication and efficiency across the campus. A weekly newsletter will clearly communicate all important information to all stakeholders. Strategy's Expected Result/Impact: Informed Teachers and Staff Staff Responsible for Monitoring: 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 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.

Performance Objective 1: Parkview Elementary 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			
Strategy 1: 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's Expected Result/Impact: Increased staff knowledge of the student code of conduct. Staff Responsible for Monitoring: Campus Administration Campus Behavior Coordinator	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 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.

Performance Objective 2: Parkview Elementary will promote high standards for conduct and behaviors that are conducive to a safe, collaborative environment that fosters employee retention.

Evaluation Data Sources: PBIS Rewards Data, Discipline Reports

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary will promote and reinforce high standards for conduct and behaviors that are conducive to a safe, collaborative environment that fosters employee retention. Strategy's Expected Result/Impact: Safe Learning Environment Staff Responsible for Monitoring: 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 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: Parkview Elementary will provide a safe and orderly learning and work environment for students, staff, community members, and visitors with a focus on behavior and trainings.

Strategy 1 Details	Reviews			
Strategy 1: Parkview Elementary will train and utilize 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. Strategy's Expected Result/Impact: Students and staff are well preparedness for emergency drills and actual emergency situations Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: All visitors will check in with a valid ID in the front office before entering the building during regular school hours. Strategy's Expected Result/Impact: Provide a safe and orderly learning and work environment for students, staff, community members, and visitors. Staff Responsible for Monitoring: Campus Administration Front Office Staff	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>				