

Paradise Independent School District
Paradise Intermediate
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



Mission Statement

The mission of Paradise Intermediate School is to create a safe, engaging, and cooperative learning environment so that every student can be successful. We as a staff will strive to communicate and work with all stakeholders to ensure that our students receive a quality education.

Vision

The vision of Paradise Intermediate School is to produce lifelong learners who will live a life of service for their communities.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Paradise Intermediate School serves students in the 4th and 5th grades . We have a total of 178 students enrolled with 23 staff members. We have a full time counselor. The student population at Paradise Intermediate School is 49% female and 51% male. The ethnic breakdown is as follows: African American 0%, Caucasian 85%, Hispanic 12%, and American Indian 0.1% and two or more races 1%. 32% of our population is classified as economically disadvantaged. The percentage of students receiving special education services is 10%.

Student Achievement

Student Achievement Summary

Results as of May 2018

STAAR	14-15	15-16	16-17	18-19
4 th Writing	66%	69%	68%	67%
4 th Math	87%	78%	83%	90%
4 th Reading	73%	78%	75%	82%
5 th Math	84%	93%	90%	94%
5 th Reading	89%	88%	84%	89%
5 th Science	70%	87%	80%	83%

STAAR Subpopulations: May 2018 Results

	5th Reading	5th Math	5th Science	4th Reading	4th Math	4th Writing
ESL	60%	100%	80%	0 students	0 students	0 Students
SpEd	56%	56%	43%	44%	79%	0%
At-Risk	76%	88%	71%	63%	75%	71%
Eco.Dis	86%	92%	80%	62%	83%	43%

Economically Disadvantaged

- ALL teachers know how to find list in Eduphoria

- Meet on ED students each 6 weeks in RtI Meetings
- Homework Help before school
- Provide weekend backpack program
- Counselor makes sure ED student have school supplies

At-Risk

- Files reviewed in August and January
- Homework Help before school
- Tier III students in Enrichment classes with Rti Teachers
- Students discussed each 6 weeks in RtI Meetings
- List provided to teachers in Eduphoria

504 and Dyslexia

- 45 minutes a day, 5 days a week for dyslexia class using MTS program
- Accommodations are given to teachers by counselor at the beginning of the school year.
- Teachers are trained and follow individual accommodation plans

Special Education Change:

- More students pulled into small resource classes
- Receive inclusion support in regular classroom
- Homework Help
- Progress monitor every 6 weeks to look at placement and progress

Student Attendance

	4th	5th
12-13	96.5%	96%
13-14	97%	96.3%
14-15	96.9%	96.3%
15-16	97%	96.9%

16-17	97.2%	97.4%
17-18	96.95%	96.06%

Intermediate G/T Program

Students participate in iROK, research projects, in depth vocabulary, field trips, STEMania presentation through IROK

G/T STAAR Performance

	14-15 Passed and Level III	15-16 Passed and Level III	16-17 Passed	17-18 Passed
4th Reading	100% - 57% Level III	100% - 33% Level III	100%-58% Mastered	100% -63% Mastered
4 th Math	100% - 71%	100% - 89% Level III	100%--100% Mastered	100%-75% Mastered
4 th Writing	100%- 0 Level III	100% - 44% Level III	100%-25% Mastered	100%-50% Mastered
5 th Science	100%- 44% at Level III	100% - 25% Level III	100%--63% Mastered	100%-79%Mastered
5 th Reading	100% - 89% Level III	100% - 63% Level III	100%-88% Mastered	100%-Mastered
5 th Math	100%- 89%	100% - 50% Level III	100%-75% Master	100%- Mastered

ESL Program Intermediate

2014-15- 2 students exited

2015-16- Pull-out 3 days a week for 30 minutes

2016-17- ESL in small enrichment classes, some pull out for vocabulary building

2018-19- 4th EL students are pulled for vocabulary building and reading comprehension 5th EL students are in small reading classes and pulled for vocabulary building

Extra-Curricular Activities-

- Intermediate IROK
- Chess Club
- UIL
- STUCO
- Science Club
- Art Club

Academic U.I.L.

- Intermediate students competed in 18 events in December 2017
- Grade 4- 1st place
- Grade 5- 1st place
- Overall district/zone champions

School Culture and Climate

School Culture and Climate Summary

The school culture and climate at Paradise Intermediate is one of teamwork, traditions and collaboration. Our community and parents are supportive and involved with the school and school activities. Many families have chosen to move to Paradise because of the school's reputations of student support and achievement

Intermediate Parent Survey 2017-2018

- The campus principal cares about each individual student.
- I think the amount of homework for some classes is to much.
- We are impressed and thankful for the level of teaching our child is receiving
- Communication between school and families is good.
- Texts are the most convenient for our family.
- Website is easy to navigate
- Like my chld having 2 recesses
- Love Fit N Wise activities
- Principal greeting students in the morning

Intermdiate Student Survey 2017-2018

- Our building is clean
- Like having 2 recesses, but need to be longer
- My teachers are always nice.
- My teacher cares about me.
- Some subs my teachers pick are rude and mean.
- All students feel safe at school except 1.9%.
- our principal is always caring, respectful, and making sure we are okay
- Mrs.Gage is always watching over us by camera or just walking round.
- iPads are useful tools at school and used every day
- I feel prepared for the next grade level

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The staff at Paradise Intermediate is 100% highly qualified with a low teacher turnover rate. Only highly qualified staff were interviewed and hired for open positions. New hires were assigned a mentor to help with the transition. Twice a semester, the principal meets with all new hires for support and identify any needs.

T-TESS

- 1 unannounced observation
- Walk-through observations a minimum of once each six weeks
- Goal set at beginning of year and revisited middle and end of the year

Staff Attendance

14-15 95.46%

15-16 94%

16-17 96%

17-18 95.5%

Recruit Highly Qualified Staff

Retention and Turn over

- 14-15 No one left
- 15-16 Added 2 positions with enrollment increases: Morris and Cowling
- 16-17 1 new teacher: Pike: 1 left: LaPrade
- 17-18 1 new Teacher: Norwood-replaced Read, 1 new counselor: Crownover replaced Edwards
- 18-19 4 new teachers: Pearson-replace Cowling, S.Johnson-replaced Pike, Read-replace retiring LaFreniere, Sides-replaced Morris

Professional Development for 2018-19

- Continue training for writing-District Literacy Initiative, Bernabei workshop in house,

- Training on differentiating for special populations: SpEd, ELL, At Risk,
- Principal attend CREST for ELAR updates
- All teachers trained in 504 and OCR
- Site visits to other schools for ideas and strategies

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Paradise Intermediate uses district approved curriculum in all subject areas. TEKS Resource provide the scope and sequence for instruction. STAAR scores are similiar to state averages and comparable schools in reading and math.

CURRICULUM, INSTRUCTION, AND ASSESSMENT

- TEKS and Curriculum matched
- Use TEKS Resource System
- Lesson plans in Eduphoria
- T-TESS evaluations
- Benchmarking with released STAAR tests around February, scored and recorded in Eduphoria
- NWEA Maps Growth assessments three times a year.
- AR to monitor student progress in Reading

RtI

- Meet every 6 weeks at a minimum
- Parents are sent a letter when students are put on or taken off a Tier
- 30 minutes Enrichment time each day
- Focused, targeted instruction on needs
- Before school Homework Help available to all students

Teachers said:

- Walk through feedback is helpful
- Teachers believe the school's primary emphasis is improving student learning with all students challenged by rigorous curriculum.
- Staff works as a team to help increase student learning.
- I have adequate instructional materials to teach my class.
- Teachers receive regular feedback with teaching and learning as the focus of observations and evaluations.
- Beginning of the year in-service needs to be adjusted. It was too long.

Parent and Community Engagement

Parent and Community Engagement Summary

Paradise Intermediate has strong family and community support. Any time there is an activity or need, our families and community are quick to provide support and assistance.

- Site-Base Committee- input on decisions
- Surveys- input on decisions
- Open-Door
- one- on-one visits

Activities:

- Grandparents' Day
- Turkey Trot Turkey Extravaganza
- Field Day
- iRok contest
- Christmas Chaos
- Ettiquote Luncheon
- Book Fair
- PAWS- Parent Involvement Program
- Community: Partner with Fit N Wise once a month
- Translator for phone calls, notes home, parent conferences, ARDS
- "How to help your ESL student" program at beginning of year by counselor

(Parent/Community Survey)

- All believe the administrator cares about their child's education
- Parents believe food is better in the cafeteria
- Parents believe their child is taught in a manner that their child is prepared for the next grade level.
- Parents believe Paradise Intermediate has high expectations for students
- Parents prefer email notifications by Remind
- Parents like all the activities that are provided throughout the school year for them to participate.

School Context and Organization

School Context and Organization Summary

Paradise intermediate strives to involve all stakeholders in making our school the best it can be.

(Teachers Survey)

- students need a creative outlet to express themselves through performance.
- I am happy with our campus, our staff works well together and the kids are learning and comfortable. We always have the opportunity to improve and if we need something admin does it's best to provide.
- Would like two enrichment times so we do not have to be shared struggling students
- 5th Grade likes the small reading classes for struggling readers
- All agree that the staff works as a team for student success
- Regular walk throughs and feedback are beneficial
- High Expectations and consistent
- High Expectations for students and staff
- High Expectations for student and staff conduct

Technology

Technology Summary

Paradise Intermediate is currently one-to-one with iPads. Teachers strive to learn new uses for technology to enhance lessons and student engagement.

(Student Input)

- We use iPads every day
- iPads are cranky sometimes
- Like having my own iPad
- Need new iPads: scratches and freezes up
- Use iPads every day
- Like using iPads for research for things I do not know

Comprehensive Needs Assessment Data Documentation

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

Goals










Goal 1: Increase Student Achievement

Performance Objective 1: All STAAR tested areas at Paradise Intermediate will be at least 5% above the state percentage.

Evaluation Data Source(s) 1: The 2019 STAAR results.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>1) NWEA Map Growth testing in Reading, Language Arts and Math.</p>	Principal Counselor Rti Teachers	Teacher will have current data on each student's level of attainment of TEKS in order to close the gaps in their learning. Impact will be higher achievement.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Principal and teachers will do site visits at schools that performed higher than Paradise Intermediate to gain knowledge of strategies to help improve instruction and student achievement.</p>	Principal Teachers	Gain new strategies for instruction to impact student achievement.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) District-wide Writing Initiative. All contents will write using common procedures (graphic organizers and scoring rubrics).</p>	Principal Teachers	Students will increase skills in writing, reading comprehension and higher-order thinking.				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>4) Principal will attend CREST (Reading and English teachers) conference in Austin to gain knowledge of new TEKS and new instructional strategies.</p>	Assistant Superintendent Principal	Easier transition to new TEKS and new strategies for instruction.				

<p>Critical Success Factors CSF 1 CSF 7</p> <p>5) ELAR teachers attend a 1/2 day workshop at PISD on Gretchen Bernabei grammar and writing strategies.</p>	<p>Assistant Superintendent Principal Teachers</p>	<p>Student writing scores to increase on STAAR to over 80% Approaches.</p>				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 7</p> <p>6) Teachers will attend CAMT (math) conference.</p>	<p>Principal Teachers</p>	<p>Improve Math scores on STAAR</p>				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 2: All subpopulations will be no more than 5% below the "All Students" population on STAAR.

Evaluation Data Source(s) 2: Comparison of subpopulations with "All Student" group on STAAR 2019.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 1) IAPs (Individual Academic Plans) created for students that did not Approach on STAAR.	Principal Teachers Rti Teachers	Academic growth for students needing intensive instruction.				
Targeted Support Strategy Critical Success Factors CSF 1 2) Homework Help provided for all students.	Principal Teachers	Achievement for all student that struggle will increase along with STAAR scores.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 3: EL students will perform no lower than 5% below the "All Students" population on STAAR reading in 2019.

Evaluation Data Source(s) 3: STAAR results

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 1) EL students are pulled for vocabulary instruction comprehension strategies.	Principal ESL Teacher	Increase achievement on STAAR and TELPAS.				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 4 2) 5th grade EL students are placed in smaller reading classes.	Principal Counselor	EL students will receive more personalized instruction.				
Targeted Support Strategy Critical Success Factors CSF 1 3) Progress monitoring each six weeks for all EL students.	Principal Counselor ESL Teacher Grade Level Teachers	Increase in EL student achievement.				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 5 4) Conduct a Parent Information Night for EL parents.	Principal Counselor ESL Teacher	Providing information for parents to help their child in school and increase student achievement.				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 7 5) ESL teacher to visit schools with successful ESL programs for strategies and programs for EL students.	Principal EL Teacher	Provide a better ESL program for Intermediate students.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 4: Paradise Intermediate Special Education students' STAAR passing rate will increase to not lower than 5% below the "All Students" population in ELA/Reading, Math, Science and Social Studies.

Evaluation Data Source(s) 4: Results of the 2019 STAAR assessments of Special Education students.

Summative Evaluation 4:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Place the most efficient, successful teachers in positions to work with the most needy students, especially those served in special education, 540 and at-risk. Equity Plan</p>	Principal	Staff assignments				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Maximize instruction time for special education students by reviewing master schedule and class lists.</p>	Principal Counselor	Special education students schedules.				
<p>Critical Success Factors CSF 1</p> <p>3) Special Education progress monitoring meetings every six weeks</p>	Principal Counselor Special Ed Teacher Grade Level Teachers	Increase in Special Education student achievement				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 5: Paradise Intermediate will increase the "All Students" performing at "Masters" in every STAAR assessment by 5% annually until above 25%.

Evaluation Data Source(s) 5: Analysis of STAAR "Masters" student results in "All Students" category after final accountability reports are released.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Teacher will know who the Gifted and Talented students are and challenge these students along with high achieving students to excel, higher-order thinking and write creatively.</p>	Principal Teachers GT Teacher	STAAR results will increase.				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 6: Students who are At-Risk of not completing high school and are served with State Compensatory Education Funds will perform at no lower than 5% below the "All students" population on all STAAR assessments.

Evaluation Data Source(s) 6: 110% Gains lists; Monitor resources, instructional strategies, and progress monitoring used in the classroom.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) All teachers will have access to resources and progress monitoring tools to ensure the At-Risk students served in remedial classes during school hours or after school will show gains toward meeting STAAR standards</p>	Principal Teachers Rti Teachers	At-Risk students will show progress on STAAR and move at or closer to 110% Gains.				
<p>Critical Success Factors CSF 1</p> <p>2) Accurate student records of identified students with program descriptions maintained at the campus level, including dismissals at the end of the year.</p>	Principal At Risk Coordinator	Students' green folders are updated at the end of each year and students with 110% gains are removed from PEIMS along with any others who no longer qualify.				
<p>Critical Success Factors CSF 1</p> <p>3) Progress monitoring for all at risk students each six weeks.</p>	Principal Counselor Rti Teachers Grade Level Teachers	Increase in At Risk students achievements and STAAR scores.				
<p style="text-align: center;"> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 7: Economically Disadvantaged students' STAAR results will be no lower than 5% below the "All Students" population.

Evaluation Data Source(s) 7: Review accountability reports when STAAR 2019 is released, noting the Economically Disadvantaged category for improvements compared to those from 2018.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Ensure these ED students have the resources needed to complete homework assignments and provide them resources when needed.</p>	Counselor	Higher grades				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 8: Students identified as Gifted and Talented will participate in opportunities to heighten their creativity and problem-solving, and challenges beyond the basic curriculum.

Evaluation Data Source(s) 8: Student Showcases; discussions with G/T coordinator; surveys for parents and students

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Increase opportunities and support for students identified as G/T such as UIL, IROK, GATE Showcase, field trips, STEMania.</p>	Principal GT Teacher	More opportunities for Gifted students.				
<p>Critical Success Factors CSF 1</p> <p>2) Scheduled GATE pullout class time will include the Enrichment period one a day a week to minimize the amount of time GATE students are pulled from their core class time.</p>	Principal GT Teacher	GT student STAAR scores will increase.				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 9: Teachers will differentiate instruction, and align methods and techniques to diverse student groups. T-TESS Dimension 2.4

Evaluation Data Source(s) 9: Classroom walkthroughs and formal evaluations will be conducted on a schedule set by the superintendent and board policy.

Summative Evaluation 9:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1</p> <p>1) Professional development and other support measures so teachers will have the skills to differentiate instruction in their classrooms.</p>	Assistant Superintendent Principal Teachers	Students receiving the instruction needed for where they are in the learning process Increased student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7</p> <p>2) Provide opportunities for teachers to attend conferences, workshops, observe different classrooms within the school district, go to other school for site visits and Service Center to gain instructional strategies.</p>	Assistant Superintendent Principal Teachers ESC Personnel	increase in teaching strategies				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 1: Increase Student Achievement

Performance Objective 10: Paradise Intermediate will provide 504 services, including the development and oversight of medical plans, to identified regular education students.

Evaluation Data Source(s) 10: Review roster of students and their services at the end of the year and discuss positives and suggestions for improvements in 2018-2019.

Summative Evaluation 10:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>1) Identified students will have a 504 plan with staff and teachers available to provide their services, especially oral accommodations for tests, etc.</p> <p>The campus principal with the assistance of the district's nurse will oversee the writing of medical plans for 504 students. The 504/dyslexia coordinator is contacted and involved in the process.</p>	<p>Principal 504/Dyslexia Coordinator School Nurse</p>	<p>Students receiving all services in a timely and efficient manner</p>				
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Goal 1: Increase Student Achievement

Performance Objective 11: Increase staff attendance to at least 97%.

Evaluation Data Source(s) 11: Staff attendance percentage for 2018-2019.

Summative Evaluation 11:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Incentives for staff with perfect attendance each six weeks.	Principal Campus Secretary	Increase staff attendance.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Increase Student Achievement

Performance Objective 12: Increase student attendance to at least 97%.

Evaluation Data Source(s) 12:

What incentives were used at each campus and was there an increase in attendance?

Summative Evaluation 12:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Recognition of students at Six Weeks Showcase for perfect attendance.</p>	Principal	Higher student attendance.				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Provide incentives for student perfect attendance each six week, classroom perfect attendance and perfect attendance for the school year: Attendance Store points to shop for individual students each six weeks, popcorn party when a classroom spells PERFECT ATTENDANCE, award at the end of the school year for perfect attendance.</p>	Principal Secretary	Higher Student attendance				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>						

Goal 1: Increase Student Achievement





Performance Objective 13: Paradise Intermediate will hire highly effective, quality staff; provide relevant professional development; and give support through a mentoring program to improve retention.

Evaluation Data Source(s) 13: Mentors will support new teachers and provide information and assistance as needed per the individual teacher.

Highly effective teachers are in each classroom and there is a low turnover rate of teachers .

Summative Evaluation 13:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 7</p> <p>1) Staff receive training when hired at Paradise ISD. Curriculum and instructional strategies training and required information</p>	Principal Teacher Leaders Presenters	Teachers are highly effective in the classroom and the turnover rate is much lower than the state average				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) Principal will meet with all new teachers twice each semester.</p>	Principal New Teachers	Knowledge gained on the needs of new teachers and how the principal can make improvements on supporting them. Retain teachers/less turnover				
<p>Critical Success Factors CSF 7</p> <p>3) Each new teacher will be assigned a mentor who acts as the person to go to for technical support as well as curricular and instructional strategy assistance</p>	Principal Mentors	Highly Qualified Teachers in all classrooms; retention rate is higher than the state average				







<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>4) Documented walk throughs by principal: higher order questioning, direct instruction, student engagement, use of technology, use of district initiatives, differentiated instruction</p>	Principal Teachers	Deeper instructional strategies				
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>5) Campus and district vertical team meetings, PLC meetings, Staff meetings throughout the school year to increase student achievement and teacher knowledge.</p>	Principal Other Campus Principals Teachers	Collaboration among teachers to increase student achievement and teacher knowledge.				
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Goal 2: Ensure the Security and Safety of All Students and Staff

Performance Objective 1: Paradise Intermediate will conduct all evacuation, lock down, shelter-in-place, reverse evacuation and severe weather drills.

Evaluation Data Source(s) 1: Drill Tracking Form

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All required drills will be conducted during the school year.	Principal	All drills completed and dates recorded on Drill Tracking Form.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 2: Ensure the Security and Safety of All Students and Staff

Performance Objective 2: Upgrades and changes to ensure safety for students and staff.

Evaluation Data Source(s) 2: Review changes that were made during the school year to enhance security measures.

Summative Evaluation 2:






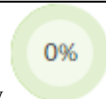

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Six foot fence with locking gate constructed to secure west side of the playground and back of Intermediate building.	Principal Maintenance Personnel	Fence will keep someone from walking onto the playground or entering the west doors.				
2) Traffic flow pattern for drop off and pick up was developed and implemented at the beginning of the year.	Principal New Projects Manager	Less traffic congestion and safety of students at arrival and dismissal.				
<p>Critical Success Factors CSF 5 CSF 6</p> 3) Chris in the Classroom: Resiliency/Anti-bullying training for students, parents and staff.	Principal Counselor Staff	Decrease bullying in the school				
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Goal 2: Ensure the Security and Safety of All Students and Staff

Performance Objective 3: Paradise ISD will monitor and be aware of persons on the district property.

Evaluation Data Source(s) 3: Intercept Program records

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Parents will sign in and out using the Interface program in the Paradise Intermediate office.	Principal Secretary	All visitors will scan their ID and receive a visitor's badge to record their visit.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Build A School Culture of High Expectations and Trust Between Parents, Staff, Students and the Community

Performance Objective 1: Continue to gauge the climate at school, whether that be by surveys and informally by taking time to meet with parents and students.

Evaluation Data Source(s) 1: Surveys given during second semester for parents, students and staff. Results of the surveys shared with all stakeholders.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 CSF 6 1) Provide surveys to parents, staff and students and notice on how to access them.	Principal	Results will be provided at Campus Site Base and staff meetings.				
Critical Success Factors CSF 3 CSF 5 2) Provide open communication with all stakeholders: Facebook, announcements emailed each week, Remind 101, School Reach, notes home, Twitter, Campus and District webpage.	Principal All teachers Secretary Technology Personnel	Better stakeholder communication.				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

Goal 4: Provide Opportunities for Family and Community Involvement

Performance Objective 1: Ensure parents and the community feel welcomed and appreciated as vital stakeholders at Paradise Intermediate.

Evaluation Data Source(s) 1: Informal feedback from parents and community members- feedback at Meetings, calls, visits, and through social media.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Encourage parents to be involved in PTO and PAWS volunteer programs.</p>	Principal Counselor	Positive attendance and feedback on surveys				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Provide activities for parents to participate at Paradise Intermediate: Turkey Trot, Fun Run, Family Fitness Night, Open House, Meet the Teacher, Curriculum Night</p>	Principal Counselor PE Teacher Fit-N-Wise Teachers	Positive attendance and feedback on surveys.				
<p>Critical Success Factors CSF 2 CSF 5</p> <p>3) Partner with Fit N Wise for all Intermediate students to attend their facilities for PE class to swimming and participate in other various fitness activities that are available. In addition, utilize Fit N Wise on site programs such as hands only CPR, Fit Sticks, Boot Camps.</p>	PE Teacher Principal Fit N Wise Staff	Students have fun while getting fit participating in various activities.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> = Accomplished </div> <div style="text-align: center;"> = Continue/Modify </div> <div style="text-align: center;"> = No Progress </div> <div style="text-align: center;"> = Discontinue </div> </div>						

Goal 5: Technology Will Support Student Instruction and Learning

Performance Objective 1: Paradise Intermediate will provide technology for staff and students which will impact learning.

Evaluation Data Source(s) 1: Records- number of devices.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) 5th grade computer lab updated with Chromebooks.	District Technology Director	Students will have an updated computer lab to use for instruction.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 6: Paradise Intermediate Will Comply with All State and Federal Requirements for Student and Staff Trainings/Programs.

Performance Objective 1: All staff will receive mandated required professional development.

Evaluation Data Source(s) 1: August In-service schedules and teacher professional development logs housed online at PISD

Summative Evaluation 1:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 6 1) Staff will be trained by the district during August in-service, with some of the training be provided through online Canvas offered by ESC 11.	Superintendent School Attorney Assistant Superintendent Principal	All staff trained and hours logged into Eduphoria.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 6: Paradise Intermediate Will Comply with All State and Federal Requirements for Student and Staff Trainings/Programs.

Performance Objective 2: Students will receive Special Programs- Other Instructional Initiatives Mandatory Recognition Dates instruction as listed in Board Policy EHBK (LEGAL)

Evaluation Data Source(s) 2: Records of campus principals

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Required recognition days in policy EHBK will be announced during morning announcements and celebrated as stated in policy.	Principal Counselor	Students exposed to national and state required recognition days.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						