



# Mission Statement

At Elkins Elementary we build relationships that allow all students to persevere through challenges that foster lifelong learning so they can be the most successful versions of themselves.

District Mission:

Fostering a culture of excellence that instills the passion for a lifetime of continuous achievement for every student.

## Vision

As an Elkins Elk, we will...

- Encourage Others
- Lead, Learn and Grow
- Show Kindness Everyday

Because who are we, #WeAreElks!

## Core Beliefs

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We believe in celebrating ALL successes!

We believe in building relationships with our students, colleagues, and parents.

We believe in providing a community that's consistent, stable, and physically/emotionally safe.

We believe in high expectations sprinkled with grace.

We believe in meeting students exactly where they are.



# Comprehensive Needs Assessment

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51jig\$ Elementary design results were shared at Support Campus by the TEA, # shows varied performance across grade levels and subjects. In 7j"itc fg, 69% of students in ELAR and 41% in math reached the "Approaches" level, with 46% in ELAR and 37% in math meeting expectations. However, only 21% in ELAR and 8% in math achieved "Masters," and science performance was lower overall. 6vj"itc fg students demonstrated stronger results in ELAR and math, with 78% and 72% reaching "Approaches," respectively, and 43% and 45% achieving "Masters." 5ff"itc fg results show 69% in ELAR and 59% in math at the "Approaches" level, with lower percentages in science and social studies. <sup>1</sup>

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Elkins Elementary boasts a positive school culture and climate, highlighted by high staff retention during the 2023-2024 school year, with only one new classroom teacher hired. As a Title 1 campus, the school benefits from strong parental involvement, particularly in after-school activities, and robust support from the PTA. The PTA plays a key role in campus initiatives and provides numerous volunteer opportunities, further strengthening the school community and contributing to a supportive and engaged learning environment.

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Elkins Elementary's strengths include a stable and experienced staff, with high retention rates reflecting a positive work environment and effective leadership. The strong involvement of parents, particularly in after-school activities, enhances student engagement and supports a vibrant school community. Additionally, the PTA's active participation in campus initiatives and its provision of numerous volunteer opportunities further enrich the school culture, fostering collaboration between school staff, parents, and the community. This combination of dedicated personnel and engaged families creates a supportive and dynamic learning environment for students.

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**Rtqdn g o "Uvcvg o gpv"3"Rtkqtkv|gf+<** Elkins Elementary faces the challenge of overcoming a history of high staff turnover, with 60% of new staff joining in the 2023-2024 school year, to ensure consistent and effective support for student achievement and school initiatives. **Tqqv"Ecwug<** inconsistent leadership resulting from high staff turnover, which disrupts continuity and effectiveness in implementing educational strategies and maintaining a cohesive school environment.

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Since the beginning of the 2023-2024 school year, Elkins Elementary has seen substantial staff turnover, with 60% of the staff being new hires. This has led to challenges with consistency and continuity in leadership and instruction. However, this year, the school has made significant progress, hiring only one new classroom teacher, reflecting a stabilization in staffing. The current focus is on enhancing staff retention and support to maintain stability and ensure high-quality instruction moving forward.

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Elkins Elementary has demonstrated resilience in staffing, with only one new classroom teacher hired this year, indicating progress toward greater stability. The school's ability to recruit qualified educators and maintain a relatively stable staff, despite previous high turnover, reflects a commitment to improving staff quality and retention. The ongoing focus on supporting and retaining staff is strengthening the overall instructional environment and contributing to a more consistent and effective educational experience for students.

# Priority Problem Statements

**Priority Problem Statement 1:** Elkins Elementary faces the challenge of increasing the number of students achieving "Meets" and "Masters" levels, especially in science and math, as current data shows many students are only reaching the "Approaches" level.

**Priority Problem Statement 2:** overlap and lack of clear differentiation between tiers of instruction, leading to ineffective support and insufficiently targeted interventions for students at various



# Goals

**GOAL 3: 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.

**Goal 3:** 100% of students will show at least one year's growth in Reading and Math

**Key Indicators**

**Measures:** STAAR Exams, MAP, DCAs

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<p><b>Uptevgi{"3" Fgycknu</b> Implement a master schedule that effectively supports all tiers of instruction</p> <p><b>Uptevgi{"3" Fgycknu</b> Improved student learning outcomes, increased academic achievement across diverse student populations, enhanced teacher collaboration and planning, and a more cohesive and responsive educational environment.</p> <p><b>Key Indicators</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"> <li>- <b>Uptevgi{"3" Fgycknu</b></li> </ul> <p>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <ul style="list-style-type: none"> <li>- <b>Uptevgi{"3" Fgycknu</b></li> </ul>	

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**Uvtevgi{"4** Facilitate weekly Professional Learning Communities (PLCs) to cultivate language-rich and interactive classrooms.

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**Goal 3: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** EMS ISD will foster a supportive environment, setting high expectations, and

**I qci"4< 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.

**Rgthqt o cpeg"Qdlgevkvxg"3<** Elkins will retain 90% of it's staff from the 24-25 school year to the 25-26 school year.

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**Gxcnwevkvqp"Fevc"Uqwtegu<** Staff resignations

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<p><b>Uvtcvgi{"3&lt;</b> Incorporate specific professional development opportunities that are aligned with the individual staff members T-TESS goal.</p> <p><b>Uvtcvgi{)u"Gzrgevfgf"TguwnvK o rcev&lt;</b> Staff will receive individual growth opportunities that directly impact their personal growth goals.</p> <p><b>Uvchh"Tgurqpukdng"hqt"Oqpkvqtkpi&lt;</b> Administration</p> <p><b>Vkvnng"K&lt;</b> 2.5</p> <p>- <b>VGC"Rtkqtkvkvgu&lt;</b> Recruit, support, retain teachers and principals</p> <p>- <b>GUH"Ngxgtu&lt;</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Hqt o cvkxg			Uw o o cvkxg
	Fge	Hgd	Crt	Lwpg
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<p><b>Uvtcvgi{"4&lt;</b> Incorporate a feedback portal that allows staff to anonymously communicate with administration any concerns or suggestions about campus operations, instructional priorities or events.</p> <p><b>Uvtcvgi{)u"Gzrgevfgf"TguwnvK o rcev&lt;</b> Open lines of communication will allow staff members to have a voice in campus business</p> <p><b>Uvchh"Tgurqpukdng"hqt"Oqpkvqtkpi&lt;</b> Administration</p> <p><b>VGC"Rtkqtkvkvgu&lt;</b> Recruit, support, retain teachers and principals</p> <p>- <b>GUH"Ngxgtu&lt;</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Hqt o cvkxg			Uw o o cvkxg
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<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Item 5** EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will ensure opportunities for students, staff, families, and

**Item 6: 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.

**Goal 3:** 100% of students will grow in their personal and social development skills.

**Key Results**

**Key Results:** PBIS referrals and counselor reports

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<p><b>Uvtevgi {"3</b> Each classroom will receive Tier 1 guidance lessons through our counseling department</p> <p><b>Uvtevgi {"3" Gzrgevfgf "TguwnvK o rcev</b> Students will learn vocabulary and strategies to implement into their daily life both in and out of school.</p> <p><b>Uvchh "Tgurqpukdng "hqt "Oqpkvqtkpi</b> Counselor and Administration</p> <p><b>Vkvnng "K</b> 2.4, 2.5</p> <p>- <b>VGC "Rtkqtkvkgu</b> Improve low-performing schools</p> <p>- <b>GUH "Ngxgtu</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Hqt o cvkxg			Uw o o cvkxg
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Uvtevgi {"4" Fgvckmu	Tgxkyu			
<p><b>Uvtevgi {"4</b> Incorporate Tier 2 and 3 guidance instruction for students who require more intentional support.</p> <p><b>Uvtevgi {"4" Gzrgevfgf "TguwnvK o rcev</b> Focused groups will allow students to receive instruction based on their small group or individual needs.</p> <p><b>Uvchh "Tgurqpukdng "hqt "Oqpkvqtkpi</b> Counselor</p> <p><b>GUH "Ngxgtu</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	Hqt o cvkxg			Uw o o cvkxg
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**7< 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.

**3< Maximize student participation in extracurricular activities in grades 3-5 by further enhancing and promoting student clubs and organizations.**

Monitor participation, gather feedback, assess skills, track academic performance, analyze behavior, observe changes, and compare impacts

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<p>Uvtevgi{"3&lt; Integrate UIL, Honor Choir, and Runners Club into the educational framework to cultivate student participation, skill development, and personal achievement throughout their academic journey</p> <p>Uvtevgi{"Gzrgevgf" TguwnvK o rcev&lt;</p>	









**Item 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT:** EMS ISD will actively listen to families and acknowledge their diverse needs in order to foster a culture of authentic family engagement that makes families feel heard, respected, and valued.

**Goal:** 100% of families will have access to communicate with staff to share concerns.

Strategies: Parent Surveys and Conferences

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<p>Uptcvgi {"3" All students and their parents will have the opportunity to participate in a fall conference with the classroom teacher.</p> <p>Uptcvgi {"3" Parents and staff will be able to discuss their partnership to support the needs of the individual child.</p> <p>Uvchh" Tgurqpukdng" hqt" Oqpkvqtkpi" Teacher and Administration</p> <p>Vkvng" K" 4.2</p> <p>- GUH" Ngxgtu" Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Hqt o cvkxg			Uw o o cvkxg
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 No Progress
  Accomplished
  Continue/Modify
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**I qcu":< 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 training.

**I qci";< EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will implement and rigorously enforce safety and**

# Campus Funding Summary

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1	1	2	Instructional Coach		\$0.00
				<b>Uwd/Vqvcn</b>	<b>\$0.00</b>