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## Demographics

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Weldon Hafley Development Center is an early childhood learning center that offers a half-day and full-day early learning program for multiple attendance zones



## **Student Achievement**

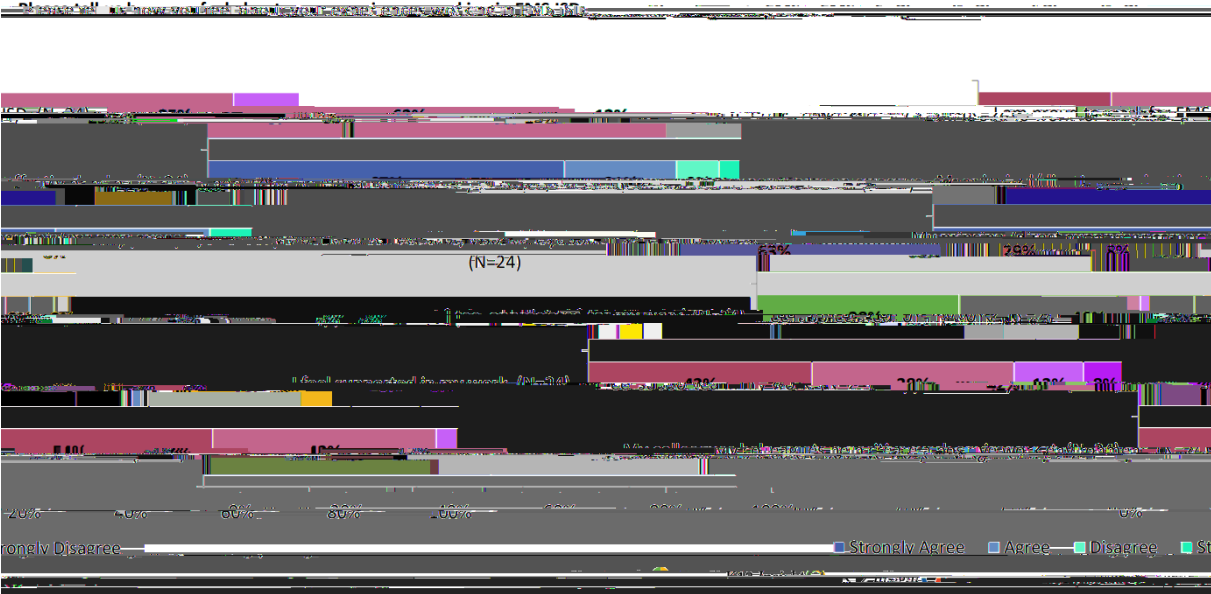




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## **School Culture and Climate**



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21 of 24 staff members that completed the survey stated they are proud to work in EMS ISD

23 of 24 staff members that completed the survey stated they have an effective leader.

23 of 24 staff members that completed the survey stated they feel cared about by their supervisor.

22 of 24 staff members that completed the survey stated they feel appreciated.

23 of 24 staff members that completed the survey stated their colleagues help create a positive work environment

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## Staff Quality, Recruitment, and Retention

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At Weldon Hafley Development Center we are committed to increasing our knowledge and skills in order to improve educator practice and positively impact student learning. We believe in hiring highly qualified staff that have a passion for early childhood education and align to our vision and goals. All teachers at Weldon Hafley Development Center meet TEA certification as well as have additional certification according to **TEC §29.167, Teacher Requirements**. All teachers at Weldon Hafley Development Center meet additional certification requirements for HQPK

## **Curriculum, Instruction, and Assessment**

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### **Curriculum:**

Prekindergarten follow all high quality curriculum components. Teachers work collaboratively to plan instruction, following the district instructional guides. This ensures that the curriculum is taught with fidelity and equitably. The PreK Curriculum aligns with the 2022 Updated PreK guidelines and provides support for students in ECSE and English Learners. The curriculum is fully aligned and provided in Spanish to English Learners served in bilingual education. The effectiveness of this curriculum to maximize kindergarten readiness is evaluated annually.

### **Instruction:**

Teachers are provided resources to support curricular integration across all ten domains of the Prek guidelines. There is a vertical alignment of preK to through grade 3 through CLCs and district planning meetings. Teachers meet in PLC weekly to support the horizontal alignment of curriculum. Teachers follow the CIRCLE/Texas School ready Model for prekindergarten classroom instruction.

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# Parent and Community Engagement

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## School Context and Organization

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Teachers create professional growth goals that are documented in TTESS

Teachers develop student growth goals, monitor and adjust to continuously improve instruction.

Students are learning to set goals and tracking their progress towards meeting those goals with a visual goal-tracking sheet.

Teachers are using the elements of the Fundamental Five to improve instructional rigor and relevance, and student performance.

Teachers are using research based best practices and strategies to improve Tier 1 instruction.

Teachers use the Teaching and Learning System for continuous improvement

Teachers are working in collaboration through PLCs to analyze student data, plan for instruction and reflect upon their own instruction.

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Weekly PLC time with instructional specialists and administrators.

Common planning time by grade level.

Teachers are creating common formative assessments and using data to drive instruction.

Teachers use district curriculum guides to plan for instruction.

Teachers attend district CLCs and after school curriculum planning sessions.

Utilize district support staff to improve pedagogy and knowledge of instructional strategies.

# Technology

## Objectives

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## Instruction

Children use engaging, age-appropriate, and challenging learning applications, programs, and websites to extend their knowledge and to enrich their learning of curriculum content and concepts. These technologies serve as important learning tools and are integrated throughout the instructional program. Providing access to a variety of technologies is critical in the development of 21st century skills that young children need to learn and grow.

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**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** EMS ISD will foster a supportive environment, setting high expectations, and

**Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** EMS ISD will foster a culture of continuous improvement, promote student

**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, the District will provide hiring supports to those who make employment recommendation decisions.



**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 school community members (staff/students) will be equipped with the resources and training necessary to contribute to a safe and supportive environment.

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**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:** 100% of campuses will provide families with the resources and training necessary to contribute to a safe and supportive environment for students.

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**Goal 5:**

**Goal 5:**

**Goal 6:**

**Goal 6:**

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

**Goal 7:**



**Goal 7:**

**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:** EMS ISD will foster a culture of student voice and choice by actively involving students in decision making processes.

**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.

**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:** EMS ISD will increase staff satisfaction and morale by implementing initiatives that recognize and reward staff contributions and efforts.

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**Goal 9:**

**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:** EMS ISD will implement a comprehensive professional learning plan that offers various delivery methods, including workshops, online courses, and peer collaboration, to ensure alignment with both campus and district strategic goals.

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**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 2:** EMS ISD 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.

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**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:** EMS ISD campuses and programs will engage families according to interests and needs as evidenced by program participation and input.



**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:** EMS ISD campuses and programs will connect families with strategies and resources to support student learning opportunities at school and home.

**Goal 11:**

**Goal 12: 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:** EMS ISD 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.

**Goal 12: 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:** EMS ISD will promote high standards for conduct and behaviors that are conducive to a safe, collaborative environment that fosters employee retention.



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