

**Lindale Independent School District**

**Velma Penny Elementary**

**2025-2026 Improvement Plan**

**Accountability Rating: A**



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# Goals

**Goal 1:** All students are provided the opportunities and guidance to prepare them for college/career.

**Performance Objective 1:** All students will master the state and district curriculum

**Evaluation Data Sources:** Successful mastery of TEKS in core academic areas. Increase student mastery of targeted outcomes for math and reading.

Strategy 1 Details
<p><b>Strategy 1:</b> Implementation of adopted and supplemental materials to support curriculum</p> <p><b>Strategy's Expected Result/Impact:</b> All classroom and Intervention teachers will use the materials to increase student success for grade level TEKS. Classroom observations and Lesson Plans.</p> <p><b>Staff Responsible for Monitoring:</b> All Grade Level teachers. Others include special education and intervention teachers.</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Monitor student progress through RTI process and provide extended learning opportunities for students not mastering curriculum through Assistant Principal and RTI intervention teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement on Common Assessments, Progress and Report Card data through weekly Professional Learning Community meetings</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Classroom, Intervention Teachers, Special Education Teachers</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Disaggregate student data to focus on students below standard</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student mastery of learning objectives</p> <p><b>Staff Responsible for Monitoring:</b> Classroom, Intervention, Special Education Teachers, Assistant Principal, Principal</p>
Strategy 4 Details
<p><b>Strategy 4:</b> Provide Intervention teachers in Reading and Math. Identify At-Risk students and provide additional support and services as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase success on common assessments, TPRI, MAP data, Guided Reading, progress and report card grades of at-risk students</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Intervention Teachers, Counselor, Assistant Principal</p>

### Strategy 5 Details

**Strategy 5:** Provide literacy support for grades 1-3 using Guided Reading groups.

**Strategy's Expected Result/Impact:** Increase number of students reading on or above grade level

**Staff Responsible for Monitoring:** Classroom, Intervention, Special Education Teachers, Assistant Principal, Principal

### Strategy 6 Details

**Strategy 6:** Provide opportunities for teams to collaborate/plan in Professional Learning Community groups. PLC's are provided a 90 minute block of time each week for Planning.

**Strategy's Expected Result/Impact:** Increased collaboration, improvements on all assessment scores.

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Classroom Teachers, Intervention Teachers , and Special Education Teachers

### Strategy 7 Details

**Strategy 7:** Promote collaboration between grade level and vertical teams to develop lessons for differentiation of curriculum

**Strategy's Expected Result/Impact:** Common assessments ensure mastery of TEKS, integration of higher order thinking and problem solving strategies

**Staff Responsible for Monitoring:** Classroom Teachers, Math and Reading Leads, Curriculum Specialists, Principal

### Strategy 8 Details

**Strategy 8:** Utilize hands-on manipulatives in math and science including experiments

**Strategy's Expected Result/Impact:** Increase student success in the area of math and science

**Staff Responsible for Monitoring:** Classroom Teachers, Principal, Assistant Principal

### Strategy 9 Details

**Strategy 9:** Provide appropriate supplemental materials, services and placement options as specified in students' IEP

**Strategy's Expected Result/Impact:** 100% of students who qualify will receive special services according to their IEP

**Staff Responsible for Monitoring:** Special Education Director, Special Education Teacher, Classroom Teachers, Principal, Assistant Principal

### Strategy 10 Details

**Strategy 10:** Assess and identify gifted and talented students

**Strategy's Expected Result/Impact:** 100% of identified GT students will receive enriched/accelerated curriculum

**Staff Responsible for Monitoring:** Classroom Teachers, District GT Coordinator, Campus GT Coordinator

### Strategy 11 Details

**Strategy 11:** Provide small group instruction during enrichment period to identified GT students

**Strategy's Expected Result/Impact:** 100% of identified GT students will receive enriched/accelerated curriculum

**Staff Responsible for Monitoring:** Classroom Teachers, District GT Coordinator, Campus GT Coordinator, Principal

### Strategy 12 Details

**Strategy 12:** Provide summer school teachers for students needing intervention in the area of math and reading

**Strategy's Expected Result/Impact:** Improvement of reading and math skills so students are better prepared to enter the next grade

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Classroom Teachers

### Strategy 13 Details

**Strategy 13:** Administer IQ testing (OLSAT) to 3rd grade students, (CoGat) 2nd grade students.

**Strategy's Expected Result/Impact:** Screenings provide diagnostic information on 3rd grade students for placement into G/T program

**Staff Responsible for Monitoring:** Counselor, 2nd Grade Classroom Teachers, 3rd Grade Classroom Teachers, District Curriculum Director, District GT Coordinator

### Strategy 14 Details

**Strategy 14:** All students will be provided with a Physical Education curriculum that encourages an active lifestyle, health and wellness, and sportsmanship

**Strategy's Expected Result/Impact:** 100% of all students receive the required minutes of PE each week

**Staff Responsible for Monitoring:** PE Teacher, Principal

### Strategy 15 Details

**Strategy 15:** Provide Homework Hub each morning before school starts for students needing additional help.

**Strategy's Expected Result/Impact:** Improvement on Common Assessments and State Assessments

**Staff Responsible for Monitoring:** Intervention Teachers

### Strategy 16 Details

**Strategy 16:** Teachers will routinely implement the use of technology to create engaging, innovative lesson, aligned with the technology integration plan, to meet the needs of all students.

**Strategy's Expected Result/Impact:** Integration of technology will be observed through classroom observations, walk-throughs, lesson plans, PLT meeting agendas and notes.

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Classroom Teachers

### Strategy 17 Details

**Strategy 17:** Provide 1st grade students a "Skills Based" Report Card.

**Strategy's Expected Result/Impact:** Parents will have a better understanding about the skills their first grader is expected to master.

**Staff Responsible for Monitoring:** First Grade Teachers, Principal

### Strategy 18 Details

**Strategy 18:** Implement use of TPRI for 1st grade reading screener

**Strategy's Expected Result/Impact:** Ability to identify specific needs of students in order to better target their instructional needs .

**Staff Responsible for Monitoring:** Classroom Teachers, Intervention Teachers, Principal, Assistant Principal

**ESF Levers:**

Lever 5: Effective Instruction

### Strategy 19 Details

**Strategy 19:** Provide campus Content Mastery/Resource Teacher

**Strategy's Expected Result/Impact:** Provide identified 504 students and special education students that need curriculum support the opportunity for content mastery in order for them to get support for on grade level.

**Staff Responsible for Monitoring:** Content Mastery Teacher, Counselor, Principal, Assistant Principal

**ESF Levers:**

Lever 5: Effective Instruction

- Targeted Support Strategy

### Strategy 20 Details

**Strategy 20:** Develop and implement formative and summative assessments of grade level standards and TEKS will be regularly included in instruction.

**Strategy's Expected Result/Impact:** Documentation of formative assessment will be indicated in walk-through observations by Principal and Assistant Principal

**Staff Responsible for Monitoring:** Principal, Assistant Principal , Classroom Teachers

### Strategy 21 Details

**Strategy 21:** Implement Reading by Design for dyslexia students served in Resource

**Strategy's Expected Result/Impact:** Provide a multisensory curriculum for dyslexia that is adaptable to various student needs in order for students to grow in reading levels

**Staff Responsible for Monitoring:** Resource Teachers, Assistant Principal, Principal

### Strategy 22 Details

**Strategy 22:** Implement the Take Flight program for students receiving dyslexia services.

**Strategy's Expected Result/Impact:** Provide a comprehensive, multi-sensory intervention for students with dyslexia in order for students to demonstrate significant growth in all reading skills.

**Staff Responsible for Monitoring:** Dyslexia , Intervention Teacher, Principal, Assistant Principal

### Strategy 23 Details

**Strategy 23:** Implement the use of MAP (Measures of Academic Progress) by NWEA to measure student's knowledge in reading, language, and math for 1st - 3rd grade levels.

**Strategy's Expected Result/Impact:** Provides a systematic way to measure student growth throughout the school year as well from grade to grade.

Provides data on student's areas of academic strengths and weaknesses to help drive targeted instruction based on student needs.

Provides data in order to make informed decisions for student placement within the RTI process and special education.

**Staff Responsible for Monitoring:** Teacher, Curriculum Interventionist, Principal, Assistant Principal

**Goal 2:** All campuses will promote nurturing, safe, and secure environments for all students, staff, and parents.

**Performance Objective 1:** Strive to maintain a safe, orderly and caring learning environment.

**Evaluation Data Sources:** Provide a safe and risk-free environment for all students.

#### Strategy 1 Details

**Strategy 1:** Screen visitor check in at main entrance using Raptor system, verify all visitors who are picking up students through Skyward system, ensure all parents/visitors present car tag in car line.

**Strategy's Expected Result/Impact:** 100% of all visitors to VPE campus will be screened and checked in upon entrance to school or picking up students in car lines.

**Staff Responsible for Monitoring:** Office staff, Principal, Assistant Principal, Staff on Duty

#### Strategy 2 Details

**Strategy 2:** Require all visitors and staff to wear identification tags/badges while in the building.

**Strategy's Expected Result/Impact:** Identify each person on campus and properly check procedures for visitors.

**Staff Responsible for Monitoring:** All staff

#### Strategy 3 Details

**Strategy 3:** Practice emergency drills as specified (fire, severe weather, lock-down, lockout, evacuation).

**Strategy's Expected Result/Impact:** Ensure all staff and students know proper procedures in an emergency situation.

**Staff Responsible for Monitoring:** All Staff

#### Strategy 4 Details

**Strategy 4:** Assigned School Resource Officer used as support personnel and is on campus daily.

**Strategy's Expected Result/Impact:** Monitor campus safety, daily exterior and interior door checks

**Staff Responsible for Monitoring:** Central Office

#### Strategy 5 Details

**Strategy 5:** Implement consistent discipline plan and communicate plan to parents

**Strategy's Expected Result/Impact:** Reduction in discipline referrals and streamline discipline process

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Classroom Teachers

### Strategy 6 Details

**Strategy 6:** Provide classroom guidance lessons on character education, conflict resolution and bullying. Utilize anonymous reporting for bullying incidents through Stop-It. Implement character education program with Kona Ice.

**Strategy's Expected Result/Impact:** Increase student awareness in decision making skills and reduction in discipline referrals, 100% discipline referrals for bullying reported to the office. Emphasize importance of positive character traits.

**Staff Responsible for Monitoring:** Counselor, Assistant Principal, Principal

### Strategy 7 Details

**Strategy 7:** Provide programs on drug, alcohol, and tobacco awareness.

**Strategy's Expected Result/Impact:** Increase student awareness of the negative effects of drug, alcohol, and tobacco use.

**Staff Responsible for Monitoring:** PE Teacher, Counselor

### Strategy 8 Details

**Strategy 8:** Promote positive school climate and Eagle Buck Reward Program.

**Strategy's Expected Result/Impact:** Ensure all staff, students and visitors feel safe and welcome every day at VPE.

**Staff Responsible for Monitoring:** All Staff

### Strategy 9 Details

**Strategy 9:** Implement R & R (Redirect and Refocus) program for Special Ed and General Ed students with severe behavioral issues to help them gain skills needed to be successful.

**Strategy's Expected Result/Impact:** Fewer discipline referrals and longer intervals of success in the General Ed classroom; Data Tracking

**Staff Responsible for Monitoring:** Special Education Staff, Special Education Counselor, Assistant Principal, Principal

### Strategy 10 Details

**Strategy 10:** Utilize Eagle Leaders to help with jobs around different areas around the campus, such as: Homework Hub, greeting students in the morning, monitoring hallways, and flag; Eagle Buddies to assist Functional Academic students.

**Strategy's Expected Result/Impact:** Students help with responsibilities that will help them have more ownership of the school.

**Staff Responsible for Monitoring:** Counselor, Principal, Assistant Principal

### Strategy 11 Details

**Strategy 11:** Hold six weeks Award Assembly to provide recognition for students for A honor roll, A/B honor roll, Principal Awards, Good Behavior and Attendance Award.

**Strategy's Expected Result/Impact:** Positive reinforcements for working hard and having good behavior in class and around campus.

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Counselor, Classroom Teachers

#### ESF Levers:

Lever 3: Positive School Culture

### Strategy 12 Details

**Strategy 12:** Have weekly Clubs to provide enrichment opportunities to students.

**Strategy's Expected Result/Impact:** Expose and increase student knowledge in fine arts and STEM activities.

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Classroom Teachers, Librarian, Counselor

**ESF Levers:**

Lever 3: Positive School Culture

### Strategy 13 Details

**Strategy 13:** Utilize Leader Council students to help with jobs around different areas of the campus.

**Strategy's Expected Result/Impact:** Students will train others to help with jobs around different areas on campus and report back to their classrooms with monthly activities happening on campus.

**Staff Responsible for Monitoring:** Teachers, Counselor, Assistant Principal, Principal

### Strategy 14 Details

**Strategy 14:** Implement Raptor Alert as the school's silent alert panic technology (SPAT)

**Strategy's Expected Result/Impact:** Expedites and streamlines emergency responses resulting in more effective emergency response strategies.

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Classroom Teachers, Emergency Response Team

**Goal 3:** Align professional development to meet the needs of all students and staff.

**Performance Objective 1:** Improve teacher effectiveness and increase student performance and achievement.

**Evaluation Data Sources:** Staff will participate in professional development activities that will provide opportunities to become more effective and improve student performance.

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> Recruit and maintain highly qualified personnel. <b>Strategy's Expected Result/Impact:</b> Hire staff members that reflect the instructional philosophy of the campus. <b>Staff Responsible for Monitoring:</b> Principal, Site-Based Team
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> All instructional staff attain or maintain certifications and endorsements per district staff development initiative. <b>Strategy's Expected Result/Impact:</b> Current and newly hired teachers and staff will follow district staff development plan. <b>Staff Responsible for Monitoring:</b> Principal, District Curriculum Director, Classroom Teachers
<b>Strategy 3 Details</b>
<b>Strategy 3:</b> Provide staff development to improve student performance in the area of Writing, Reading, and Math. <b>Strategy's Expected Result/Impact:</b> Provide specialized professional development to improve performance. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, District Curriculum Director
<b>Strategy 4 Details</b>
<b>Strategy 4:</b> Continue to provide annual training as necessary for curriculum alignment and instructional strategies. <b>Strategy's Expected Result/Impact:</b> Lesson Plans reflecting implementation of aligned curriculum; Professional Development agendas and sign-in sheets; Assessment Results <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Curriculum Directors, Campus Curriculum Contacts
<b>Strategy 5 Details</b>
<b>Strategy 5:</b> Provide new staff with Mentors; ensure that all staff members are familiarized with local policies, procedures and curriculum. <b>Strategy's Expected Result/Impact:</b> Lesson Plans reflecting that new staff are familiar with district curriculum alignment. Staff following campus and district policies. <b>Staff Responsible for Monitoring:</b> Principal, Mentor Teachers, Lead Teachers

### Strategy 6 Details

**Strategy 6:** Provide Campus Handbook to all staff.

**Strategy's Expected Result/Impact:** Staff have all necessary information regarding campus operations.

**Staff Responsible for Monitoring:** Principal, Assistant Principal

### Strategy 7 Details

**Strategy 7:** Provide T-TESS training to all teaching staff.

**Strategy's Expected Result/Impact:** Successful Classroom Walkthroughs and Appraisals.

Teacher Growth

**Staff Responsible for Monitoring:** Principal, Assistant Principal

### Strategy 8 Details

**Strategy 8:** Region 7 Bilingual/ESL Contract to provide staff development for meeting the unique needs of ESL students.

**Strategy's Expected Result/Impact:** Teachers will be prepared to meet the unique needs of the ESL students.

**Staff Responsible for Monitoring:** District Curriculum Department, ESL Intervention Teacher

### Strategy 9 Details

**Strategy 9:** Provide ongoing professional development and support for teachers on digital tools.

**Strategy's Expected Result/Impact:** Increase teacher proficiency in CANVAS in order to provide students with quality lessons

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Team Leads

**TEA Priorities:**

Recruit, support, retain teachers and principals

**- ESF Levers:**

Lever 5: Effective Instruction

### Strategy 10 Details

**Strategy 10:** Provide reading academy for new teachers.

**Strategy's Expected Result/Impact:** Increase teacher proficiency in teaching reading and increase student reading scores

**Staff Responsible for Monitoring:** Central Office, Principal, Assistant Principal, Classroom Teachers

**TEA Priorities:**

Build a foundation of reading and math

**- ESF Levers:**

Lever 5: Effective Instruction

### Strategy 11 Details

**Strategy 11:** Maintain a full time ESL intervention teacher to provide targeted instruction for our ESL population.

**Strategy's Expected Result/Impact:** The ESL teacher will be prepared to meet the individual and unique needs of ESL students.

**Staff Responsible for Monitoring:** ESL intervention

**TEA Priorities:**

Recruit, support, retain teachers and principals

**- ESF Levers:**

Lever 5: Effective Instruction

**Goal 4:** Develop and expand innovative community and parental partnerships.

**Performance Objective 1:** To partner with parents in the education of their child; to involve the community in promoting educational, career, personal and social development of students

**Evaluation Data Sources:** Increase parent and community involvement

<b>Strategy 1 Details</b>
<b>Strategy 1:</b> Provide Meet the Teacher at the beginning of year <b>Strategy's Expected Result/Impact:</b> Provide opportunity for parents to meet their child's classroom teacher and to visit campus <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal , Staff
<b>Strategy 2 Details</b>
<b>Strategy 2:</b> Provide Parent-Teacher Conference Night <b>Strategy's Expected Result/Impact:</b> Increase parent-teacher communication to improve student success <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Classroom Teachers
<b>Strategy 3 Details</b>
<b>Strategy 3:</b> Issue progress reports at three week intervals and report cards each six weeks <b>Strategy's Expected Result/Impact:</b> Inform parents of grades to communicate student success <b>Staff Responsible for Monitoring:</b> Classroom Teachers, PEIMS
<b>Strategy 4 Details</b>
<b>Strategy 4:</b> Issue weekly classroom newsletters, a six weeks newsletter through Smore and a student calendar of events provided on school website. <b>Strategy's Expected Result/Impact:</b> Increase teacher and parent communication, Increase awareness of campus activities <b>Staff Responsible for Monitoring:</b> Classroom Teachers, Principal
<b>Strategy 5 Details</b>
<b>Strategy 5:</b> Provide Family Access (online) to increase parent awareness of student progress <b>Strategy's Expected Result/Impact:</b> Increase parent awareness <b>Staff Responsible for Monitoring:</b> Principal, Classroom Teachers, PEIMS

### Strategy 6 Details

**Strategy 6:** Communicate campus information via Lindale ISD website

**Strategy's Expected Result/Impact:** Increase school communication with parents and community members

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Secretary

### Strategy 7 Details

**Strategy 7:** Provide Hypersign-Chromebox Software with upcoming dates and information at main entrance on campus.

**Strategy's Expected Result/Impact:** Improve communication between school and parents

**Staff Responsible for Monitoring:** Principal, Office Staff

### Strategy 8 Details

**Strategy 8:** Send messages to parents through Skyward messaging and Blackboard Connect.

**Strategy's Expected Result/Impact:** Provide awareness to parents of school events.

**Staff Responsible for Monitoring:** Principal

### Strategy 9 Details

**Strategy 9:** Annually review/revise Parent Compact with parents.

**Strategy's Expected Result/Impact:** Teacher Conference Logs, Signed Parent Compacts

### Strategy 10 Details

**Strategy 10:** Provide Reading & Math night along with Career Day once a year

**Strategy's Expected Result/Impact:** Inform and increase awareness to parents of STAAR expectations/activities as well as increase communication between school and home.

**Staff Responsible for Monitoring:** Principal, Office Staff, Teachers

### Strategy 11 Details

**Strategy 11:** Provide canned food drive, field day, field trips, and music programs during the Fall and Spring Semester.

**Strategy's Expected Result/Impact:** Participation and attendance at events offered

**Staff Responsible for Monitoring:** Principals, Assistant Principal, Teachers

#### ESF Levers:

Lever 3: Positive School Culture

### Strategy 12 Details

**Strategy 12:** Fitness Thursdays: a walking program in PE class used to promote fitness and healthy lifestyles.

**Strategy's Expected Result/Impact:** Increase student activity levels

**Staff Responsible for Monitoring:** PE teacher

### Strategy 13 Details

**Strategy 13:** Provide opportunities for parents and community members to volunteer and visit campus .

**Strategy's Expected Result/Impact:** Increase parent and community involvement to help students progress academically and socially.

**Staff Responsible for Monitoring:** Principal, Classroom Teachers, Counselor. Assistant Principal

**Goal 5:** Create and support a non-traditional learning environment to foster inquiry, creativity, and innovation utilizing technology resources.

**Performance Objective 1:** Provide innovative technology based experiences for all students.

**Evaluation Data Sources:** Improved student learning, terminology, and use of technology.

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Provide access to students with one to one iPads (along with educational apps) in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher Observation</p> <p><b>Staff Responsible for Monitoring:</b> District Technology</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Lessons taught using a projector, Ipad stands and Apple TV.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased use of technology in classrooms.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Classroom Teachers, District Technology</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Facilitate learning by providing curriculum resources and integrating technology through HMH online, Renaissance Learning, Pearson online, IXL Learning, Writable, Progress Learning, and Imagine Learning apps under the Classlink platform</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student performance on classroom assessments.</p> <p><b>Staff Responsible for Monitoring:</b> District Technology, Curriculum Director, Classroom Teachers, Intervention Teachers</p>
<b>Strategy 4 Details</b>
<p><b>Strategy 4:</b> Provide Imagine Math lessons and Imagine Learning to all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth shown on Imagine Math Benchmarks, Improved STAAR Math results for 3rd grade students</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Intervention Teachers</p>