

**Fort Bend Independent School District**  
**Sugar Mill Elementary**  
**2024-2025 Campus Improvement Plan**

# Mission Statement

FBISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

**SME Mission:** To cultivate the desire within each student to become a lifelong learner and a respectful citizen while empowering them to achieve their highest potential.

# Vision

FBISD continuously improves teaching and learning by developing effective staff and building scalable systems.

**SME Vision:** Together we build better brains and bigger hearts to inspire a brighter future!

# Value Statement

1. Core Belief: All students can reach their full potential.

Commitment: FBISD will provide an educational system that will enable all students to reach their full potential.

2. Core Belief: We believe student success is best achieved...

A. ...through effective teachers that inspire learning.

Commitment: FBISD will recruit, develop and retain effective teachers.

B. ...in a supportive climate and safe environment.

Commitment: FBISD will provide a supportive climate and a safe learning/ working environment.

C. ...by empowered and effective leaders throughout the system.

Commitment: FBISD will provide and promote leadership development at all levels.

D. ...in a well-functioning, high-performing community of learners.

Commitment: FBISD will be a collaborative, efficient and effective learning community.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

#### Demographics:

Sugar Mill has a diverse student population and has a variety of learners and staff members from different cultures and backgrounds. Our total student population will decrease slightly due to BPE reopening and a reduction in our PK and ECSE classes.

Our average attendance rate increased slightly this year from 94% to 94.9% which is still below our district goal. Factors that contributed to this increase in rate this year was monthly monitoring of chronically absent students. Students were celebrated each nine weeks with a Perfect Attendance Party. We will continue to work with our parents and students to understand how important student attendance is at school.

### Attendance by 6 weeks Data

Year	Attendance	Percent	Flag	Goal	Absentees	Absentees Trend
23-24	Sixth six weeks	94.4%		95%	986	
23-24	Fifth six weeks	94.2%		95%	1,086	
23-24	Fourth six weeks	94.2%		95%	1,004	
23-24	Third six weeks	94.4%		95%	986	
23-24	Second six weeks	94.9%		95%	837	
23-24	First six weeks	95.6%		95%	709	

Compared the end of the 23-24 school year, our at-risk population increased from 39.12% to 56.37% of our students fell into the at-risk category. Our economically disadvantaged population trended upward from 58.69% to 61.48%. This trend has increased year over year for the past 6 years.

Our population of emergent bilingual grew from 16.43% to 22.53%. Having 4 classes of PreK contributed to this increase.

Our current SpEd percentage has increased slightly due to having 5 Special Education Self-Contained Units on campus from 17.68% to 23.40%. For the 24-25 school year, we are reducing the programs being provided at SME by 2 units.

<b>SME School Demographic Information</b>	
Total Enrollment	688
Hispanic	39%
Asian	16%
White	27%
Black	9%
Two or More	8%
Special Populations	
At Risk	56%
Intervention	21%
Econ Dis	61%
Special Education	23%
Emergent Bilingual	23%

Our staff is diverse and reflective of the students we serve at Sugar Mill.

Our teacher retention rate remained the same this school year with 5 teachers or specialists exiting at some point during the school year; however, our positions to be filled concentrated in the areas of upper grades math/science and special education paraprofessionals.


### **Demographics Strengths**

Our student population is remarkably diverse, and our staff represents this diversity as well. Multiple cultures and languages are represented in our community.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Our average student rate of attendance is 94.9%, which is below our district goal.

**Root Cause:** Factors that contributed to this student rate being lower is due to increased absences due to illness as well as having four PreK classes on campus.

# Student Learning

## Student Learning Summary

### SME Student Learning Spring 2024 Data

STAAR MATH				
Grade Level	Did Not Meet	Approaches	Meets	Masters
3 <sup>rd</sup> Grade	32%	20%	28%	20%
4 <sup>th</sup> Grade	28.89%	25.55%	28.89%	16.67%
5 <sup>th</sup> Grade	30%	36%	23%	11%

STAAR READING				
Grade Level	Did Not Meet	Approaches	Meets	Masters
3 <sup>rd</sup> Grade	26.66%	28%	26.67%	18.67%
4 <sup>th</sup> Grade	16.67%	36.67%	28.89%	17.78%
5 <sup>th</sup> Grade	30%	16%	24%	30%

STAAR SCIENCE				
5 <sup>th</sup> Grade	Did Not Meet	Approaches	Meets	Masters
2023				
2024	54%	28%	11%	5%

STAAR *INTERIM* MATH				
Grade Level	Did Not Meet	Approaches	Meets	Masters
3 <sup>rd</sup> Grade	41.89%	10.81%	29.73%	17.57%
4 <sup>th</sup> Grade		62.9%	42.7%	26.9
5 <sup>th</sup> Grade				

<b>STAAR *INTERIM* SCIENCE</b>				
Grade Level	Did Not Meet	Approaches	Meets	Masters
5 <sup>th</sup> Grade	51%	20%	7%	22%

<b>STAAR *INTERIM* READING</b>				
Grade Level	Did Not Meet	Approaches	Meets	Masters
3 <sup>rd</sup> Grade	25.33%	19.15%	31.93%	19.15%
4 <sup>th</sup> Grade	26.97%	13.48%	19.15	40.45%
5 <sup>th</sup> Grade				

<b>TX-KEA- Kindergarten Math Assessment-- % on track</b>			
Teacher	BOY	MOY	EOY
1	74%	91%	95%
2	59%	59%	73%
3	67%	41%	59%
4	29%	75%	86%

<b>REN Growth in Literacy from BOY to EOY from 67% to 76%</b>			
Grade Level	BOY	MOY	EOY
1	Spring to Fall	47%	51%
2	72%	80%	81%
3	81%	74%	65%
4	79%	60%	86%
5	69%	73%	56%

<b>Math REN Show growth from 64% to 75%</b>			
Grade Level	BOY	MOY	EOY
1	Spring to Fall	56%	59%
2	86%	77%	80%
3	77%	68%	68%
4	83%	71%	69%
5	74%	67%	67%

<b>Discipline % of referrals coming from the classroom setting</b>	
Oct 2023	67%
Dec 2023	67%
Feb 2024	54%
May 2024	63%

<b>Student Attendance Rate</b>	
Oct 2023	95.5%
Dec 2023	95.3%
Feb 2024	95%
May 2024	95%

<b>BAS K-2<sup>nd</sup> increase from 54% to 70%</b>			
Teacher	BOY	MOY	EOY
K	No data	41%	65%
1	62%	63%	63%
2	59%	67%	62%

## **Student Learning Strengths**

Our ELA and Math Teachers participated in an instructional model learning cadre throughout the school year. The alignment of instruction increased in both ELA as well as math from the BOY to MOY. We feel this instruction had a positive impact instructionally for our students. Our students that were identified for Tiered Interventions improved.

3rd Grade and 5th Grade math had gains this year on STAAR and performed better than the district and the state in the meets and masters levels combined.

Our 3rd Grade ELA passing rates were higher than the state and district for approaches, meets, and masters combined.

## **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1:** Our 5th grade students performed at a lower rate on the Science STAAR than in previous years.

**Root Cause:** We spent a lot of time and attention on the ELA and Math Instructional Models during the 23-24 school year and science was not a priority.

**Problem Statement 2:** Students are in need of gaining phonological and phonemic awareness.

**Root Cause:** Phonics was emphasized in our curriculum for the 23-24 school year; however, our students still are lacking in these skills.

**Problem Statement 3:** Some of our students that needed tiered support or HB 1416 hours in multiple subject areas were not able to receive the needed support.

**Root Cause:** Many of our students were already receiving interventions during the designated 45 minute intervention block (dyslexia, social skills, etc). If students needed Tier 3 for both reading and math, we had to choose the one subject area with the greatest need to provide support.

# School Processes & Programs

## School Processes & Programs Summary

Our Sugar Mill staff is very hard working and wants to see our students experience success. They have done an excellent job identifying students that are in need of additional support and have a high rate of qualification on referrals made to receive special education services. The teachers are on a PLC schedule and meet approximately every 6 days to utilize protocols to help attain collaborative instructional success: Unit Planning, Lesson Planning, Analysis of Student Work, and Designing Assessments. All of our staff members have been trained in the area of PBIS. Also, our K-5<sup>th</sup> grade teachers participated in a year long instructional model cadre experience.

We have an active PTA at Sugar Mill made up of about 12 core board members that assist in fundraising for student field trips as well as supporting the initiatives for our school: PBIS student reward items, classroom teacher expense reimbursements, classroom parties, playground equipment, and staff development for teachers. Our community that surrounds our neighborhood school is also very supportive of our school community and student success.

## School Processes & Programs Strengths

- Consistent PLCs for each grade level to analyze data, planning and professional learning.
- TTESS system is effectively implemented at the campus and promotes teacher and student growth
- Resources are purchased with specific focus on instructional improvement and increasing student achievement.
- Structures and procedures are in place to assure instruction is planned, extended, and time allotted for interventions on a regular basis -(WIN Time expectations, SPED Master Schedule, year-long planning calendar, leadership team meetings, instructional team meetings, etc.)
- Teachers and paras hired are from diverse backgrounds and include campus leaders on the interview committee

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Behaviors of some special populations of students are severe.

**Root Cause:** We have a high number of special education units that draw from neighboring campuses to service the severe behavior needs of students.

**Problem Statement 2:** Our PLC focus has primarily focused on lesson and unit planning instead of instructional practices.

**Root Cause:** Our PLC teams have strengths in unit and lesson planning so they tend to fall back on what they are most familiar with.

# Perceptions

## Perceptions Summary

Our campus engages in opportunities to identify areas of strengths and weaknesses throughout the school year with parents, students, and staff. The data is reviewed as it comes in to help make tweaks to our planning to help meet the identified needs during the school year. Our plan is to continue to increase engagement with our stakeholders in order to help improve our school on a continual basis.

## Discipline by 6 Weeks Data

Year	Discipline	Status	Flag	Goal	Incidents	Incidents Trend
23-24	Sixth six weeks	0.31%		5%	2	↓
23-24	Fifth six weeks	1.06%		5%	7	↑
23-24	Fourth six weeks	0.61%		5%	5	↑
23-24	Third six weeks	0%		5%		↓
23-24	Second six weeks	0.31%		5%	2	↑
23-24	First six weeks	0.15%		5%	1	↓

## Perceptions Strengths

- Engaging parents, students, and staff in periodic opportunities to provide feedback throughout the school year.
- We will engage in quarterly Coffee with the Principal during the year to help ensure that questions are answered and conversations are tailored to ensure student growth and success at Sugar Mill.
- Our staff feels that administrators are responsive and available to assist with student issues that occur.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Parent survey responses indicate a need to be made aware of safety and security protocols at SME.

**Root Cause:** We have many protocols in place, and communication for these would benefit our parents.

**Problem Statement 2:** Parent survey responses indicate a need to enforce discipline fairly.

**Root Cause:** Parents are not made aware of discipline assigned to other children's consequences.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Federal Report Card and accountability data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

**Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- School safety data
- Enrollment trends

**Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data

# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Sugar Mill will improve the effectiveness of Tier I literacy instruction, interventions, and enrichment for all students through the use of an aligned curriculum/instructional model and student ownership of learning practices as evidenced through the indicators of success.

## High Priority

### HB3 Goal

**Indicators of Success:** Formative:

- MAPS Growth

By February 2025, we will increase the percentage of students showing growth in literacy by 5% on the MAP Assessment from BOY to MOY.

- CFA Development

By the end of each 9 week grading period, teachers will collaborate to develop a CFA to measure student learning in ELA.

-GT

By December 2024, 100% of identified GT students will have an academic, co-constructed SMART goal in their GT Learning Plan.

-EB and SPED

By the end of August, teachers will develop a weekly lesson plan that includes strategies to support literacy success for both EBs and SpEd students.

Summative:

- MAP Growth Measure

By the end of May 2025, we will increase the percentage of students showing growth in literacy by 10% on the MAP Assessment from BOY to EOY.

By the end of May 2025, the percentage of students reading on or above grade level by the end of the year will increase by 10%.

-GT

By the end of May 2025, 100% of GT students and teachers will reflect and review the progress of the individualized SMART goals and make adjustments as needed.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> - Facilitate quarterly student data analysis meetings in PLC's or PD days.</p> <p><b>Strategy's Expected Result/Impact:</b> Instructional adjustments being made to individualize tiered instruction in order to help students show growth</p> <p><b>Staff Responsible for Monitoring:</b> LIT, Dyslexia Specialist, Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize the EAA Protocol to analyze student work in PLC twice per nine weeks</p> <p><b>Strategy's Expected Result/Impact:</b> Adjustments will be made to the remaining unit lesson plans as well as based on evidence of student learning.</p> <p><b>Staff Responsible for Monitoring:</b> LIT, Dyslexia Specialist, Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Professional learning provided once per quarter to strengthen phonics instruction and instructional model alignment.</p> <p><b>Strategy's Expected Result/Impact:</b> Utilizing the phonics word study alignment tool we will see 70% alignment in the fall and 85% alignment in the spring. Students' decoding, encoding skills and reading levels will improve.</p> <p><b>Staff Responsible for Monitoring:</b> LIT, Dyslexia Specialist, Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Facilitate job embedded professional learning during PLC to build phonics/word study instructional practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher implementation will be solidified resulting in students' decoding, encoding skills and reading level improvement.</p> <p><b>Staff Responsible for Monitoring:</b> LIT, Dyslexia Specialist, Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Targeted tiered intervention will focus on identifying gaps in learning based on data analysis of student work in PLCs to provide effective interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Students receiving tiered intervention will show progress and more will be released from tiered instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Leadership Team</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Feb	June
<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>				

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 2:** By June 2025, Sugar Mill will improve the effectiveness of Tier I math instruction, interventions, and enrichment for all students through the use of an aligned curriculum/instructional model and student ownership of learning practices as evidenced through the indicators of success.

**High Priority**

**HB3 Goal**

**Indicators of Success:** Formative:

- MAPS Growth

By February 2025, we will increase the percentage of students showing growth in math by 5% on the MAP Assessment from BOY to MOY.

- CFA Development

By the end of each 9 week grading period, teachers will collaborate to develop a CFA to measure student learning in math.

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By December 2024, 100% of identified GT students will have an academic, co-constructed SMART goal in their GT Learning Plan.

-EB and SPED

By the end of August 2024, teachers will develop a weekly lesson plan that includes strategies to support literacy success for both EBs and SpEd students.

Summative:

- MAP Growth Measure

By the end of May 2025, we will increase the percentage of students showing growth in literacy by 10% on the MAP Assessment from BOY to EOY.

-GT

By the end of May 2025, 100% of GT students and teachers will reflect and review the progress of the individualized SMART goals and make adjustments as needed.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Facilitate quarterly student data analysis meetings</p> <p><b>Strategy's Expected Result/Impact:</b> Instructional adjustments being made to individualize tiered instruction in order to help students show growth</p> <p><b>Staff Responsible for Monitoring:</b> LIT, Dyslexia Specialist, Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize the EAA Protocol to analyze student work in PLC twice per nine weeks</p> <p><b>Strategy's Expected Result/Impact:</b> Adjustments will be made to the remaining unit lesson plans as well as based on evidence of student learning.</p> <p><b>Staff Responsible for Monitoring:</b> Math specialist, Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
	N/A			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Professional learning provided once per month to strengthen math instructional model alignment</p> <p><b>Strategy's Expected Result/Impact:</b> Effective use of instructional time to impact student learning</p> <p><b>Staff Responsible for Monitoring:</b> Math Specialist, Admin, Teacher Leaders</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Facilitate job embedded professional learning during PLC to build math instructional practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher implementation will be solidified resulting in students' problem solving, fact fluency and understanding.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Classroom Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Targeted tiered intervention will focus on identifying gaps in learning based on data analysis of student work in PLCs to provide effective interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Students receiving tiered intervention will show progress and more will be released from tiered instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Leadership Team</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
<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>				

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Sugar Mill will improve the campus community, culture, and climate by focusing on PBIS implementation and Health & Wellness programs as evidenced in our indicators of success.

**Indicators of Success:** Formative:

By January 2025, we will decrease the percentage of Skyward referrals occurring in the classrooms to 25%.

Summative:

By June 2025, we will decrease the percentage of Skyward referrals occurring in classrooms from 51% to 45%.

Summative:

By June 2025, we will observe 95% implementation of positive behavior intervention strategies in classrooms measured with the SEL Learning Walk Tool.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilizing Bully Blockers curriculum to educate students of the negative impact of bullying and effective ways to respond to bully situations.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be informed on what bullying is, how to respond to it, and how to report it to keep our campus bully-free.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Counselor, Classroom Teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
	N/A			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ongoing professional learning opportunities will be delivered to campus staff to build capacity in establishing positive classroom culture and addressing student concerns.</p> <p><b>Strategy's Expected Result/Impact:</b> Our staff will be well equipped to handle classroom situations before the behavior escalates to office referral level.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Counselor</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> 100% of students with level 2 office referrals will engage in a reflective activity to learn from their mistakes and identify appropriate alternate activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Encourage students to think through classroom behaviors before it escalates to an office referral in the future.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> 100% of students will participate in weekly SEL check ins to improve mental health and add positive value to their classroom community.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will learn strategies to help become better problem solvers as well as connect with classmates.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Homeroom Teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="468 803 663 847"> No Progress</div> <div data-bbox="764 803 982 847"> Accomplished</div> <div data-bbox="1081 803 1333 847"> Continue/Modify</div> <div data-bbox="1434 803 1629 847"> Discontinue</div> </div>				

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Sugar Mill will increase attendance for students through the implementation of positive recognition on campus as evidenced through targeted indicators of success.

**Indicators of Success:** Summative:

By June 2025, our student attendance rate will be at or above 96%

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will be celebrated and recognized monthly for having perfect attendance for the month.  <b>Strategy's Expected Result/Impact:</b> Bring awareness to the importance of being at school every day.  <b>Staff Responsible for Monitoring:</b> Attendance Committee</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Families with students that had high absenteeism rates during the 2023-24 school year will be assigned a campus leader to receive monthly updated each month regarding their child's current absences for the 2024-2025 school year.  <b>Strategy's Expected Result/Impact:</b> Our absenteeism rates will improve over last year's rate.  <b>Staff Responsible for Monitoring:</b> Attendance Committee</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> By May 2025, our PTA will increase total membership by 10% over the 250 participants we had last year.  <b>Strategy's Expected Result/Impact:</b> Increased parent involvement  <b>Staff Responsible for Monitoring:</b> Administrators and PTA Board Members</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Feb	June
				

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# State Compensatory

## Budget for Sugar Mill Elementary

**Total SCE Funds:** \$7,800.00

**Total FTEs Funded by SCE:** 0

### Brief Description of SCE Services and/or Programs

Our State Compensatory Funds cover 100% of the costs for tutoring students that are in need of additional academic assistance. It also covers materials that are used to help students in need of academic growth.